

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

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

**Monday, March 20, 2023 – 5:30 PM**

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A Regular Meeting of the Board of Trustees of Midlothian ISD will be held Monday, March 20, 2023, 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.

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 regular meeting shall be limited to 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.

- I. **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
- II. **CLOSED SESSION** as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.
  - A. Discussion of Personnel, Texas Government Codes 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues
    - 1. Discuss Administrative Contract Recommendations for 2023/2024
  - B. Discuss 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
- III. RECONVENE TO OPEN SESSION
- IV. INTRODUCTION OF MEETING
  - A. Invocation
  - B. Pledges of Allegiance
- V. SUPERINTENDENT REPORT
  - A. Good Things
  - B. Student Ambassadors
- VI. TRUSTEE REPORT on Good Things
- VII. PRESENTATIONS / RECOGNITIONS
  - A. MISD Mission and Vision
  - B. MISD Board Pledge
  - C. Recognition of MHS State Band Qualifiers
  - D. Recognition of MHS State Swim Qualifier
  - E. Recognition of State Wrestling Qualifiers for MHS and Heritage High School
  - F. Recognition of Heritage High School VASE State Advancement
  - G. Recognition of Dieterich Middle School 2023 Youth Art Month Exhibition Qualifier
  - H. Recognition of MISD District Thespian Award
  - I. Recognition of MEF Innovative Teaching Grant Recipients and Mini Grant Recipients
  - J. Recognition of Gifts and/or Donations
- VIII. PUBLIC COMMENT - *for Items on the Agenda:* 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.
- IX. DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCES
  - A. Consider Revisions to Policy FNA (LOCAL)
  - B. Consider and Discuss 2023-2024 Calendar Options
  - C. Consider Creation of 2023 Board Subcommittee for Servant Leader Nomination Process
- X. DISCUSSION/ACTION: BUSINESS AND FINANCE
  - A. Receive Update on 2016 Bond Projects
  - B. Receive an Update from the Business and Operations Subcommittee Meeting held on 03/07/2023
  - C. Review Business Reports
- XI. DISCUSSION/ACTION: CURRICULUM AND INSTRUCTION
  - A. Balanced Scorecard Priority 1: Student Success Update
  - B. Receive Update on Board Curriculum and Instruction Subcommittee Meeting from February 27, 2023
- XII. INFORMATION ONLY
  - A. Receive an Update from the Governance Subcommittee Meeting held on March 6, 2023
- XIII. CONSENT AGENDA
  - A. Consider Meeting Minutes

1. February 8, 2023 - Workshop Meeting Minutes
2. February 8, 2023 (5:30 pm) - Special Meeting Minutes
3. February 13, 2023 - Regular Meeting Minutes
4. March 6, 2023 - Special Meeting Minutes
- B. Consider Budget Amendments
- C. Consider Approval of Gifts and/or Donations
- D. Consider Approving Administrative Contracts for 2023/2024
- E. Consider Approving Local Policy Revisions with Policy Update 120 (CB, CKC, FNG, and FO Local)
- F. Consider Approving Additional Staff Requests for 2023/2024
- G. Consider Approving Election Contract with Ellis County Elections Administrator for May 6, 2023 General Trustee and Bond Election
- H. Consider Approving Notice of Election for the May 6, 2023 Trustee General Election
- I. Consider Approving the Capturing Kids Hearts Contract for 2023/2024
- XIV. Action, if any, on Items Discussed in Closed Session
- XV. PUBLIC COMMENT *for non-agenda items*
- XVI. Consider Agenda Items/Topics for Upcoming Meetings
- XVII. 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.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |   |
|---|---|---|
| <b>Board Meeting Date:</b>                                      | July 18, 2022   |   |
| <b>Agenda Item:</b>   | Superintendent <i>Good Things</i>   |   |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |   |
| <b>Template Attachments:</b>                                    | No  | N/A                                     |
| <b>If yes, then select what applies:</b>                        | Contract  | N/A                                     |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |   |
| <b>Background Information</b>                                   | <b>WHY:</b><br>As we open each meeting, the Superintendent's <i>Good Things</i> provides an opportunity to recognize specific students, staff, and community members. |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |   |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |   |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 3: Culture, Climate and Safety   |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |   |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   | N/A                                     |
| <b>Policy Reference: (1) / (2)</b>                              |   |   |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |   |
| <b>Administration Recommendation</b>                            | Presentation only   |   |
| <b>Motion:</b>  | Presentation only   |   |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.   |   |
|   | District Leadership   | Executive Director (ED) or Director (D) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |     |
| <b>Agenda Item:</b>   | Student Ambassadors Q & A  |     |
| <b>Requires Board Action:</b>                                   | NO   |     |
| <b>Agenda Location:</b>   | INFORMATION ONLY   |     |
| <b>Template Attachments:</b>                                    | No   | N/A |
| <b>If yes, then select what applies:</b>                        | N/A  | N/A |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |     |
| <b>Background Information</b>                                   | <b>WHY:</b> This agenda item will provide an opportunity for Student Ambassadors, as designated by the Superintendent from the Superintendent Advisory Council, to address questions from the board. |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.2 All Students Exhibit Yearly Growth in Core Areas   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.1 Multiple Pathways for All Students to Belong   |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  | N/A |
| <b>Policy Reference: (1) / (2)</b>                              |  |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | None   |     |
| <b>Administration Recommendation</b>                            | Presentation only  |     |
| <b>Motion:</b>  | N/A  |     |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.  |     |
|   | District Leadership  |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |     |
| <b>Agenda Item:</b>   | Trustee Good Things to Share  |     |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |     |
| <b>Template Attachments:</b>                                    | No  | N/A |
| <b>If yes, then select what applies:</b>                        | N/A   | N/A |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <b>WHY:</b><br>As we open each meeting, the Trustees have an opportunity to share <i>Good Things in MISD</i> , recognizing specific students, staff, and community members. |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 3: Culture, Climate and Safety   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   | N/A |
| <b>Policy Reference: (1) / (2)</b>                              |   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |     |
| <b>Administration Recommendation</b>                            | Presentation only   |     |
| <b>Motion:</b>  | Presentation only   |     |
| <b>Presenter:</b>   | Tami Tobey  |     |
|   | Board President   |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |     |
| <b>Agenda Item:</b>   | MISD Mission and Vision   |     |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |     |
| <b>Template Attachments:</b>                                    | Yes   | PDF |
| <b>If yes, then select what applies:</b>                        | PDF   | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> As we open each meeting, it is important that we share the MISD Mission and Vision with all participants.</p> <p><b>Mission:</b> <i>The mission of Midlothian ISD is to educate students by empowering them to maximize their potential.</i></p> <p><b>Vision:</b> <i>Inspiring excellence today to change the world tomorrow.</i></p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | AE-EDUCATIONAL PHILOSOPHY   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |     |
| <b>Administration Recommendation</b>                            | Presentation only   |     |
| <b>Motion:</b>  | Presentation only   |     |
| <b>Presenter:</b>   | Tami Tobey  |     |
|   | Board President   |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|   |  |     |
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |     |
| <b>Agenda Item:</b>   | Board Pledge   |     |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS   |     |
| <b>Template Attachments:</b>                                    | Yes  | PDF |
| <b>If yes, then select what applies:</b>                        | PDF  | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> As we open each meeting, it is important that we share the MISD Board Pledge with all participants.</p> <p><b>WHAT:</b><br/><i>Pledge is attached to read for the audience.</i></p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | BBF-BOARD MEMBERS - ETHICS   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |     |
| <b>Administration Recommendation</b>                            | Presentation only  |     |
| <b>Motion:</b>  | Presentation only  |     |
| <b>Presenter:</b>   | Tami Tobey   |     |
|   | Board President  |     |

# Midlothian ISD

## Board Member Pledge, 2022-2023

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Holly  
Teague

### Student Focused

- I will be continuously guided by what is best for all students of the District.

### Trustworthiness in Stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns:
- I will work to ensure prudent and accountable use of district resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

Jessica  
Ward

### Commitment in Service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policy making, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively

Gary Vineyard

### Equity in Attitude

- I will be fair, just and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself. I will encourage expressions of different opinions and listen with an open mind to others' ideas

Eduardo  
Gonzalez

### Honor in Conduct

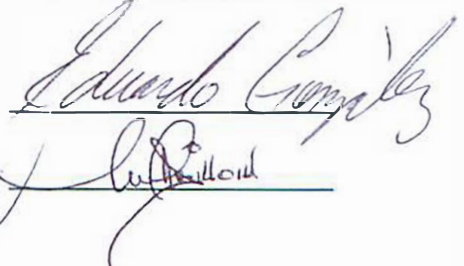
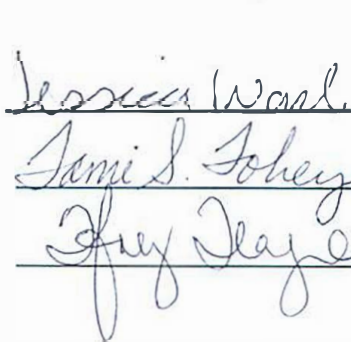
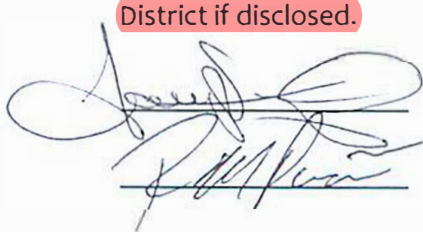
- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decisions as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Mike Dillow

### Integrity in Character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

Richard Pena



Midlothian ISD  
BOARDBOOK TEMPLATE

|   |   |                         |
|---|---|-------------------------|
|   |   |                         |
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |                         |
| <b>Agenda Item:</b>   | Student Recognition -- Band State Qualifiers  |                         |
| <b>Requires Board Action:</b>                                   | NO  |                         |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |                         |
| <b>Template Attachments:</b>                                    | No  |                         |
| <b>If yes, then select what applies:</b>                        |   |                         |
| <b>Link to the presentation:</b>                                |   |                         |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and the following students shine in their fine arts program (1.1b). We want to celebrate these students as a district.</p> <p><b>WHAT:</b><br/>Please join MISD in congratulating Kayleigh Hendricks, Joseph Hernandez and Jacey Waits (second time) for being selected to the 2023 5A All State Band. These students will travel to San Antonio in February and participate in 3 days of clinics with a nationally known conductor, culminating with a concert for thousands of music educators, friends and family.</p> |                         |
| <b>Strategic Priority: (Primary)</b>                            | Priority 1: Student Success   |                         |
| <b>Performance Objective: (Primary)</b>                         | 1.1 Multiple Pathways for All Students to Belong  |                         |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |                         |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |                         |
| <b>Legal Reference: (1) / (2)</b>                               |   |                         |
| <b>Policy Reference: (1) / (2)</b>                              |   |                         |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                         |
| <b>Administration Recommendation</b>                            | Presentation only   |                         |
| <b>Motion:</b>  | Presentation only   |                         |
| <b>Presenter:</b>   | Jennifer Ellison  | Sheri Brezeale (ED)     |
|   | District Leadership   | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |                         |
|---|---|-------------------------|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |                         |
| <b>Agenda Item:</b>   | Board Recognition of Student -- Swim  |                         |
| <b>Requires Board Action:</b>                                   | NO  |                         |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |                         |
| <b>Template Attachments:</b>                                    | No  |                         |
| <b>If yes, then select what applies:</b>                        |   |                         |
| <b>Link to the presentation:</b>                                |   |                         |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and this student shined in his athletic event of swim (1.1b). The district wants to celebrate his success of making it to STATE.</p> <p><b>WHAT:</b><br/>MHS Senior, Jon Stephenson, qualified for the STATE Swim Meet in the 100m Backstroke. This is his second consecutive year to attend STATE.</p> |                         |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |                         |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |                         |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |                         |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |                         |
| <b>Legal Reference:</b> (1) / (2)                               |   |                         |
| <b>Policy Reference:</b> (1) / (2)                              |   |                         |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                         |
| <b>Administration Recommendation</b>                            | Presentation only   |                         |
| <b>Motion:</b>  | Presentation only   |                         |
| <b>Presenter:</b>   | Jennifer Ellison  | Sheri Brezeale (ED)     |
|   | District Leadership   | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |  |
|---|---|--|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |  |
| <b>Agenda Item:</b>   | Board Recognition of Students: HHS and MHS State Wrestling  |  |
| <b>Requires Board Action:</b>                                   | NO  |  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |  |
| <b>Template Attachments:</b>                                    | No  |  |
| <b>If yes, then select what applies:</b>                        |   |  |
| <b>Link to the presentation:</b>                                |   |  |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and the following students shine in their athletic event of wrestling (1.1b). We want to celebrate these students as a district for their accomplishments at the State Tournament.</p> <p><b>WHAT:</b><br/>MISD had several athletes go to the STATE tournament in wrestling. At HHS, Eve Smith, Mario Aguero, Jack Hammon, Landon Ewton all went to STATE. At MHS, Josh Ramirez, Eli Biermann, Nick Celli, Karson Tompkins, Jack Ashley, and Maddie Hodges competed at STATE.</p> <p>The district had huge success at STATE in wrestling:</p> <p>State Championship Placement:</p> <p>HHS<br/>Mario Aguero, Sixth Place in his class</p> <p>MHS<br/>Eli Biermann State Champ, 132<br/>Karson Tompkinsd, State Champ, 190<br/>Maddie Hodges, Girls State Runner Up, 165</p> |  |
| <b>Strategic Priority: (Primary)</b>                            | Priority 1: Student Success   |  |
| <b>Performance Objective: (Primary)</b>                         | 1.1 Multiple Pathways for All Students to Belong  |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |  |

|  |                     |                         |
|--|---------------------|-------------------------|
| <b>Legal Reference: (1) / (2)</b>          |                     |                         |
| <b>Policy Reference: (1) / (2)</b>         |                     |                         |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                 |                         |
| <b>Administration Recommendation</b>       | Presentation only   |                         |
| <b>Motion:</b>                             | Presentation only   |                         |
| <b>Presenter:</b>                          | Jennifer Ellison    | Sheri Brezeale (ED)     |
|  | District Leadership | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |  |
| <b>Agenda Item:</b>   | Board Recognition of Students: HHS VASE State Advancement  |  |
| <b>Requires Board Action:</b>                                   | NO   |  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>                                    | No   |  |
| <b>If yes, then select what applies:</b>                        |  |  |
| <b>Link to the presentation:</b>                                |  |  |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and the following students shine in their fine arts program (1.1b). We want to celebrate these students as a district.</p> <p><b>WHAT:</b><br/>At the High School Visual Arts Scholastic Event (VASE) , Heritage High School student Emmy Guynes medaled in Area judging and is moving on to state for her art work entitled, <i>Thick Air</i>.</p> <p>VASE recognizes exemplary student achievement in the Visual Arts by providing high school art students and programs a standard of excellence in which to achieve.</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success  |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong   |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A  |  |
| <b>Legal Reference:</b> (1) / (2)                               |  |  |
| <b>Policy Reference:</b> (1) / (2)                              |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |  |
| <b>Administration Recommendation</b>                            | Presentation only  |  |

|                   |                     |                         |
|-------------------|---------------------|-------------------------|
| <b>Motion:</b>    | Presentation only   |                         |
| <b>Presenter:</b> | Jennifer Ellison    | Sheri Brezeale (ED)     |
|                   | District Leadership | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
| <b>Board Meeting Date:</b>                            | March 20, 2023   |  |
| <b>Agenda Item:</b>                                   | Board Recognition of Student: 2023 Youth Art Month Exhibition (DMS)  |  |
| <b>Requires Board Action:</b>                         | NO   |  |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>                          | No   |  |
| <b>If yes, then select what applies:</b>              |  |  |
| <b>Link to the presentation:</b>                      |  |  |
| <b>Background Information</b>                         | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and the following student shined in their fine arts program (1.1b). We want to celebrate this student as a district.</p> <p><b>WHAT:</b><br/>The Texas Art Education Association, chose artwork for the 2023 Youth Art Month Exhibition. They chose the artwork of MISD student Aubrey Nichols, from Dieterich Middle School to be displayed at the Exhibition in Austin. This exhibit showcases Pre-K through 12th grade works of art from across the state of Texas. Student art from around the state will be exhibited at the Bullock Texas State History Museum during the month of March, and the exhibit will be featured on their website — <a href="https://www.thestoryoftexas.com/visit/exhibits/youth-art-month-2023">https://www.thestoryoftexas.com/visit/exhibits/youth-art-month-2023</a>.</p> |  |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |  |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong   |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A  |  |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A  |  |
| <b>Legal Reference: (1) / (2)</b>                     |  |  |
| <b>Policy Reference: (1) / (2)</b>                    |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A  |  |

|                                      |                     |                         |
|--------------------------------------|---------------------|-------------------------|
| <b>Administration Recommendation</b> | Presentation only   |                         |
| <b>Motion:</b>                       | Presentation only   |                         |
| <b>Presenter:</b>                    | Jennifer Ellison    | Sheri Brezeale (ED)     |
|                                      | District Leadership | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |  |
|---|---|--|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |  |
| <b>Agenda Item:</b>   | Board Recognition of Thespian District Award  |  |
| <b>Requires Board Action:</b>                                   | NO  |  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |  |
| <b>Template Attachments:</b>                                    | No  |  |
| <b>If yes, then select what applies:</b>                        |   |  |
| <b>Link to the presentation:</b>                                |   |  |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>MISD provides multiple pathways for students to belong and our students across the district have shined in fine arts. This is just one more example of district wide success that we want to celebrate as a district. This shows the arrows lining up across the district in Theatre Arts.</p> <p><b>WHAT:</b><br/>The Texas Thespians Board of Directors, named Midlothian ISD as a recipient of the inaugural Texas Thespians Premiere Communities for Theatre Education 2022-2023 Award.</p> <p>This means that the MISD theatre arts program met or exceeded the rigorous requirements for this award. The rubric examines the district's theatre programs through scheduling standards, curriculum, facilities, safety, resources, equipment, technology, production elements, active involvement in the Educational Theatre Association's International Thespian Society, and troupe engagement.</p> <p>This is a district award that we would like to present to Dr. Fey and the Board of Trustees.</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.3 Development of a High-performaning Organizational System  |  |
| <b>Legal Reference: (1) / (2)</b>                               |   |  |

|  |                     |                         |
|--|---------------------|-------------------------|
| <b>Policy Reference: (1) / (2)</b>         |                     |                         |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                 |                         |
| <b>Administration Recommendation</b>       | Presentation only   |                         |
| <b>Motion:</b>                             | Presentation only   |                         |
| <b>Presenter:</b>                          | Jennifer Ellison    | Sheri Brezeale (ED)     |
|  | District Leadership | Executive Director (ED) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |  |
| <b>Agenda Item:</b>   | Board Recognition of Staff Receiving MEF Innovative Teaching Grants and MEF Mini Grants  |  |
| <b>Requires Board Action:</b>                                   | NO   |  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>                                    | No   |  |
| <b>If yes, then select what applies:</b>                        |  |  |
| <b>Link to the presentation:</b>                                |  |  |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>The MISD and MEF partnership are allowing us to celebrate grant winners. MEF has granted more than \$34,000 in Innovative Teaching grants and more than \$6000 in mini grants allowing our teachers and students to take their learning to the next level. We want to celebrate these teachers who thought outside of the box to lead innovation in their classrooms and to maximize their student learning. We also want to thank MEF for this outstanding commitment to the development of our teachers and our students.</p> <p><b>WHAT:</b><br/>Midlothian Education Foundation awarded \$34,915 in Innovative Teaching grants and \$6,743 in STEM mini-grants this week! We want to thank MEF and its supporters for making this possible. Our HHS Belles and Drumline, alongside our MHS Pantherettes and Drumline, brought extra spirit to our celebrations around the district! Please see the attached list of winners and details about their grants.<br/> <a href="#">Innovative Teaching Grant List</a><br/> <a href="#">MEF Stem mini grants</a></p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership   |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.3 Development of a High-performaning Organizational System   |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching  |  |
| <b>Legal Reference:</b> (1) / (2)                               |  |  |
| <b>Policy Reference:</b> (1) / (2)                              |  |  |

|  |                     |                         |
|--|---------------------|-------------------------|
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                 |                         |
| <b>Administration Recommendation</b>       | Presentation only   |                         |
| <b>Motion:</b>                             | Presentation only   |                         |
| <b>Presenter:</b>                          | Jennifer Ellison    | Sheri Brezeale (ED)     |
|  | District Leadership | Executive Director (ED) |

# March 2023 GIFTS AND DONATIONS

Running Total: \$179,132.71

| Department                        | Amount being Donated   | Entity Donating  |
|-----------------------------------|--|--|
| McClatchey Elementary             | \$70 monetary donation   | Texas Instruments Foundation                                 |
| MHS Football                      | \$5,000 monetary donation for field equipment  | MHS Football Boosters  |
| MILE: Cati Flory's floral classes | \$1500 monetary donation for floral class  | CTE Community Booster Club                                   |
| Heritage Robotics Team            | \$500 monetary donation for robotics competitions  | Gate Precast Company   |
| Heritage Robotics Team            | \$1,000 monetary donation for robotics competition   | S'N'S Erectors, Inc.   |
| Heritage Softball                 | \$2,800 monetary donation  | Heritage Softball Boosters                                   |
| Destination Imagination           | \$900 monetary donation for the rental of the AV equipment for the Awards Ceremony                       | greater Ft. Worth area Creative Problem Solving Organization |
| MHS Golf                          | \$4,900 monetary donation for entry fees and meals   | MHS Golf Boosters  |
| MHS Baseball                      | \$6,197.32 monetary donation for Freshman, JV and Varsity baseball meals during the 2023 baseball season | MHS Baseball Boosters  |



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                                 |
|---|--|---------------------------------|
|   |  |                                 |
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |                                 |
| <b>Agenda Item:</b>   | Consider Change to Local Policy FNA  |                                 |
| <b>Requires Board Action:</b>                                   | YES  |                                 |
| <b>Agenda Location:</b>   | DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCE   |                                 |
| <b>Template Attachments:</b>                                    | Yes  |                                 |
| <b>If yes, then select what applies:</b>                        | PDF  | <a href="#">POLICY REVISION</a> |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |                                 |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Board policy FNA (LEGAL) regulates student speech and (LOCAL) adds specificity for student speakers at organized school activities such as graduation/commencement.</p> <p><b>WHAT:</b> In FNA (LOCAL), a protocol is listed for the selection of a speaker to give opening and closing remarks at commencement. Prior policy wording was not clear with regard to how eligible students were selected to speak in these roles. The update more clearly indicates that of eligible students (student council officers and graduating class officers), a random drawing will be used to select individuals who do not otherwise have a speaking role because of their class ranking. Those selected individuals may then elect to decline the role and another random drawing will choose the replacement.</p> |                                 |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success  |                                 |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong   |                                 |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 3: Culture, Climate and Safety  |                                 |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |                                 |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  | N/A                             |
| <b>Policy Reference: (1) / (2)</b>                              | FNA-STUDENT RIGHTS AND RESPONSIBILITIES -  | N/A                             |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |                                 |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.  |                                 |
| <b>Motion:</b>  | Motion: "I move to approve the revision to local policy: FNA as presented."  |                                 |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.  | Krista Tipton (ED)              |
|   | Asst. Superintendent   | Exec. Dir of Student Services   |

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION

FNA  
(LOCAL)

**Student Expression  
of Religious  
Viewpoints**

The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and may not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

**Student Speakers at  
Nongraduation  
Events**

The District hereby creates a limited public forum for student speakers at all school events at which a student is to publicly speak. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion.

**Introductory  
Speakers**

Student speakers shall introduce:

1. Football games;
2. Opening announcements and greetings for the school day at the high school, middle school, and elementary school levels;
3. National and Junior Honor Society Induction ceremony;
4. Midlothian Education Foundation Top Five Percent banquet;
5. Athletic, FFA, band, choir, and other banquets; and
6. Senior Awards Night.

The forum shall be limited in the manner provided by this section on nongraduation events.

***Eligibility and  
Selection***

At the secondary level, only those students in the highest two grade levels of the school at which the student is publicly speaking who have had no disciplinary consequences for the current and preceding semester and who hold one of the following positions of honor based on neutral criteria are eligible to use the limited public forum: student council officers, class officers of the highest grade level in the school, members of the National Honor Society, student organization officers, and National Merit Finalists or Semifinalists.

At the elementary level, only those students in the highest two grade levels of the school at which the student is publicly speaking who have had no disciplinary consequences for the current and preceding semester and who hold the following positions of honor based on neutral criteria are eligible to use the limited public forum: those who have earned the "A" honor roll and have earned at a minimum an "E" in citizenship.

An eligible student shall be notified of the student's eligibility, and a student who wishes to participate as an introducing speaker shall

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION

FNA  
(LOCAL)

submit the student's name to the student council during an announced period of not less than three days.

The announced period shall occur at the beginning of each semester or at the end of the preceding semester so speakers are in place for the next semester. The names of the volunteering student speakers shall be randomly drawn until all names have been selected, and the names shall be listed in the order drawn.

*Assignment of  
Introductory  
Speakers*

Each selected student shall be matched chronologically to the event for which the student shall be giving the introduction. Each student may rotate after each speaking event. The list of student speakers shall be chronologically repeated as needed, in the same order. The District may repeat the selection process each semester rather than once a year.

*Content of  
Student  
Introductions*

The subject of the student introductions must be related to the purpose of the event and to the purpose of marking the opening of the event; honoring the occasion, the participants, and those in attendance; bringing the audience to order; and focusing the audience on the purpose of the event. A student must stay on the subject, and the student may not engage in obscene, vulgar, offensively lewd, or indecent speech. The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and may not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

*Disclaimer*

For as long as there is a need to dispel confusion over the non-sponsorship of the student's speech, at each event in which a student shall deliver an introduction, a disclaimer shall be stated in written or oral form, or both, such as, "The student giving the introduction for this event is a volunteering student selected on neutral criteria to introduce the event. The content of the introduction is the private expression of the student and does not reflect the endorsement, sponsorship, position, or expression of the District."

**Other Student  
Speakers**

Certain students who have attained special positions of honor in the school have traditionally addressed school audiences from time to time as a tangential component of their achieved positions of honor, such as the captains of various sports teams, student council officers, class officers, homecoming kings and queens, prom kings and queens, and the like, and have attained their positions based on neutral criteria. Nothing in this policy eliminates the continuation of the practice of having these students, irrespective of grade level, address school audiences in the normal course of their respective positions.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION

FNA  
(LOCAL)

|   |  |
|---|--|
|   | <p>The District shall create a limited public forum for the speakers and shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and may not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.</p>  |
| <p><b>Student Speakers at Graduation Ceremonies</b></p> | <p>The District hereby creates a limited public forum consisting of an opportunity for a student to speak to begin graduation ceremonies and another student to speak to end graduation ceremonies. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion.</p>  |
| <p>Opening and Closing Remarks</p>                      | <p>The forum shall be limited in the manner provided by this section on student speakers at graduation. [See also FMH(LEGAL)]</p>  |
| <p>Eligibility</p>                                      | <p>Only students who are graduating and who hold one of the following positions of honor shall be eligible to use the limited public forum <u>in accordance with the following provision</u>:-</p> <ul style="list-style-type: none"><li>• Student council officers</li><li>• Class officers of the graduating class</li></ul> <p>A student who shall otherwise have a speaking role in the graduation ceremonies is ineligible to give the opening and closing remarks. <u>A random drawing shall be conducted from the names of all eligible students. The first name drawn shall give the opening remarks and the second name drawn shall give the closing remarks. In the event that a student randomly selected through this process declines or is otherwise unable to speak, a random drawing of the remaining eligible names shall be conducted following this same process.</u> <del>All eligible students shall be given an opportunity to volunteer their names to be put on a list submitted to the graduating senior class. The graduating senior class shall then nominate speakers from among these names to make the opening and closing remarks. In the event that more than one name is nominated for either category, a random drawing (or drawings in the event that both categories have multiple nominations) shall be conducted to determine which students will speak.</del></p> |
| <p>Content of Opening and Closing Remarks</p>           | <p>The topic of the opening and closing remarks must be related to the purpose of the graduation ceremony and to the purpose of marking the opening and closing of the event; honoring the occasion, the participants, and those in attendance; bringing the audience to order; and focusing the audience on the purpose of the event.</p>   |

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION

FNA  
(LOCAL)

**Other Student  
Graduation Speakers**

In addition to the students giving the opening and closing remarks, the valedictorian and salutatorian may have speaking roles at graduation ceremonies.

For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion and to the position held by the speaker. For this purpose, the District creates a limited public forum for these students to deliver the addresses. The subject of the addresses must be related to the purpose of the graduation ceremony, marking and honoring the occasion, honoring the participants and those in attendance, and the student's perspective on purpose, achievement, life, school, graduation, and looking forward to the future.

The student must stay on the subject, and the student may not engage in obscene, vulgar, offensively lewd, or indecent speech. The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and may not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject.

**Disclaimer**

A written disclaimer shall be printed in the graduation program that states, "The students who shall be speaking at the graduation ceremony were selected based on neutral criteria to deliver messages of the students' own choices. The content of each student speaker's message is the private expression of the individual student and does not reflect any position or expression of the District or the board of trustees, or the District's administration, or employees of the District, or the views of any other graduate. The contents of these messages were prepared by the student volunteers, and the District refrained from any interaction with student speakers regarding the student speakers' viewpoints on permissible subjects."

**Religious  
Expression in Class  
Assignments**

Students may express the students' beliefs about religion in homework, artwork, and other written and oral assignments free from discrimination based on the religious content of the students' submission. Homework and classroom work shall be judged by ordinary academic standards of substance and relevance and against other legitimate pedagogical concerns identified by the school. Students may not be penalized or rewarded on account of religious content. If a teacher's assignment involves writing a poem, the work of a student who submits a poem in the form of a prayer (for example, a psalm) should be judged on the basis of academic standards, including literary quality, and not penalized or rewarded on account of its religious content.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION

FNA  
(LOCAL)

**Freedom to Organize  
Religious Groups  
and Activities**

Students may organize prayer groups, religious clubs, “see you at the pole” gatherings, and other religious gatherings before, during, and after school to the same extent that students are permitted to organize other noncurricular student activities and groups. [See FNAB(LOCAL)] Religious groups must be given the same access to school facilities for assembling as is given to other noncurricular groups without discrimination based on the religious content of the groups’ expression. If student groups that meet for nonreligious activities are permitted to advertise or announce the groups’ meetings, for example, by advertising in a student newspaper, putting up posters, making announcements on a student activities bulletin board or public address system, or handing out leaflets, school authorities may not discriminate against groups that meet for prayer or other religious speech. School authorities may disclaim sponsorship of noncurricular groups and events, provided they administer the disclaimer in a manner that does not favor or disfavor groups that meet to engage in prayer or other religious speech.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |   |
|--|--|---|
| <b>Board Meeting Date:</b>                                   | March 20, 2023   |   |
| <b>Agenda Item:</b>  | Consider and Discuss 23/24 School Calendar   |   |
| <b>Agenda Location:</b>                                      | DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCES  |   |
| <b>Template Attachments:</b>                                 | Yes  |   |
| <b>If yes, then select what applies:</b>                     | N/A  | N/A   |
| <b>Link to the presentation:</b>                             | Yes. See link in the box to the right.   | <a href="https://docs.google.com/presentation/d/1lFoOurnbwLxSWwoqqYq5saMXF3lKQpnJuHjeVPT1X5g/edit?usp=sharing">https://docs.google.com/presentation/d/1lFoOurnbwLxSWwoqqYq5saMXF3lKQpnJuHjeVPT1X5g/edit?usp=sharing</a> |
| <b>Background Information</b>                                | <p><b>WHY:</b> The Board of Trustees adopts the upcoming calendar annually as part of it's larger responsibility of adopting and maintaining a budget.</p> <p><b>WHAT:</b> Administration will provide a recommendation to consider for the 23/24 School Calendar. The recommendation will also cover committee work on calendar drafts, and staff/community survey results,</p> |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                  | Priority 2: Capacity Building and Effective Leadership   |   |
| <b>Performance Objective:</b> <i>(Primary)</i>               | 2.3 Development of a High-performaning Organizational System   |   |
| <b>Strategic Priority:</b> <i>(Secondary - if needed)</i>    | Priority 3: Culture, Cimate and Safety   |   |
| <b>Performance Objective:</b> <i>(Secondary - if needed)</i> | 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement   |   |
| <b>Legal Reference: (1) / (2)</b>                            |  |   |
| <b>Policy Reference: (1) / (2)</b>                           | N/A  | N/A   |
| <b>Fiscal Impact/Budget Function Code:</b>                   | N/A  |   |
| <b>Administration Recommendation</b>                         | Administration recommends the approval of the agenda item as presented.  |   |
| <b>Motion:</b>   | Possible motion would be: "I move that the board approve the recommended 23-24 calendar as presented."   |   |
| <b>Presenter:</b>  | Aaron Williams, Ed.D.  | Krista Tipton (ED)  |
|  | Assistant Supt of Admin & HR   | Exec. Dir. of Administration and Student Services   |

# 23-24 District Calendar

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2023-2024 MISD Calendar **RECOMMENDATION**

# AGENDA

## 23-24 MISD Calendar

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### Brief Review of Survey Results

- Staff with School-Age Children
- Staff without School-Age Children
- Households

### Evaluating our Options

- Operational Planning
- Unresolved Considerations
- Other Unknowns

### Calendar Recommendation

- Impact on Students
- Impact on Staff
- Impact on Professional Learning



# Survey Results

5061 Respondents: 80.9% Staff Participation, 58.5% Household Participation

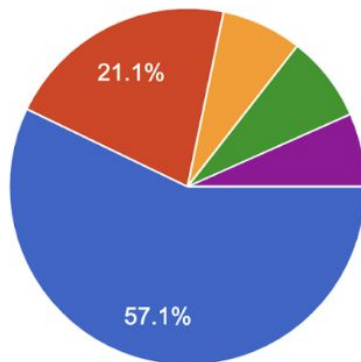
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## Preference of MISD Employees with School-Age Children:

- 78.2% STRONGLY to MODERATELY IN FAVOR
- 7.3% NO PREFERENCE
- 14.5% MODERATELY to STRONGLY OPPOSED

How do you feel about a 4-day instructional week for students in the 2023-2024 MISD Calendar?

616 responses



- I am STRONGLY IN FAVOR of this option
- I am MODERATELY IN FAVOR of this option
- I have NO PREFERENCE regarding this option
- I am MODERATELY OPPOSED to this option
- I am STRONGLY OPPOSED to this option



# Survey Results

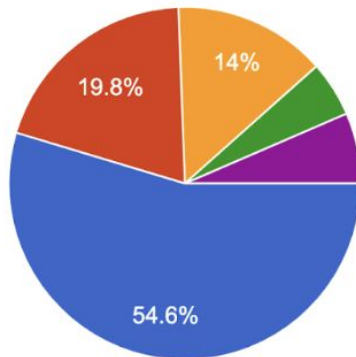
5061 Respondents: 80.9% Staff Participation, 58.5% Household Participation

## Preference of MISD Employees without School-Age Children:

- 74.4% STRONGLY to MODERATELY IN FAVOR
- 14% NO PREFERENCE
- 11.6% MODERATELY to STRONGLY OPPOSED

How do you feel about a 4-day instructional week for students in the 2023-2024 MISD Calendar?

571 responses



- I am STRONGLY IN FAVOR of this option
- I am MODERATELY IN FAVOR of this option
- I have NO PREFERENCE regarding this option
- I am MODERATELY OPPOSED to this option
- I am STRONGLY OPPOSED to this option



# Survey Results

5061 Respondents: 80.9% Staff Participation, 58.5% Household Participation

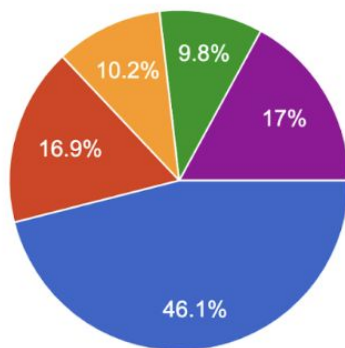
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## Preference of MISD Households with School-Age Children:

- 63% STRONGLY to MODERATELY IN FAVOR
- 10.2% NO PREFERENCE
- 26.8% MODERATELY to STRONGLY OPPOSED

How do you feel about a 4-day instructional week for students in the 2023-2024 MISD Calendar?

3,874 responses



- I am STRONGLY IN FAVOR of this option
- I am MODERATELY IN FAVOR of this option
- I HAVE NO PREFERENCE regarding this option
- I am MODERATELY OPPOSED to this option
- I am STRONGLY OPPOSED to this option



# Evaluating our Options

Examining our capacity for change management.

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- Based on unprecedented survey participation, we felt *compelled* to do our due diligence and study the potential impact of this calendar model.
- District Leaders have consulted with Region 10 and other Districts with successful implementation plans to learn from the best practices of others.
- Campus and District Leaders have taken deeper look at the feasibility of this type of calendar option and our capacity to plan for the details associated with this type of change.



# Operational Plan Development

Examining our capacity for change management.

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- Ultimately, the district wants to ensure that the plan will positively impact:
  - Learning outcomes
  - School/family balance for students AND staff
  - Teacher planning and preparation time
  - Teacher recruitment and retention
  - The advancement of progress toward long-term desired outcomes of the Balanced Scorecard in all four priorities.
- We have developed a task force to consider implications and plan for solutions in the following areas:

Human Resources & Payroll

Curriculum & Instruction

Communications

PEIMS and State Requirements

Extra-Curriculars

Business & Operations

Special Education

Student Services



# Unresolved Considerations

## The things that have NOT been solved for

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- Inability to make a 4-day calendar work in the timespan (August-May) with only 30m added to the day.
  - Unable to meet required CTE minutes
  - Unable to meet required EE minutes
  - Not enough minutes for Seniors to graduate the weekend before Memorial Day
  - Would require 45-55m additional instructional minutes per day
  - Staff/household survey only asked about 30m/day
- Extending the day by 30+ minutes would require reversing elementary/secondary start-times
  - Concern regarding the length and timing of instructional day for elementary
  - Concern regarding the impact on extra-curricular programs
  - District transportation would have to drive this decision, not the needs of students
- The numbers of day in the year will require adjustments to the pay structure of all non-exempt employees
  - Decrease in number of days requires a significant increase in hourly rate to not lower employee annualized pay
  - Impact is different by group
  - Transportation would be impacted the greatest
- Substantial time and support would have to be given to Curriculum and Instruction to modify curriculum documents and align to 4-day model.
- **Not enough research on the impact on learning outcomes (positive or negative) on the 4-day model**



# The Unknowns

## Examining our capacity for change management.

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- Do we have the capacity and time to pull off the change successfully?
- What would be the impact on Special Programs and our ability to meet student IEP goals with limited days (IEP minutes for students and time for required for annual meetings)?
- How does a 4-Day week impact District's of our size and/or demographics
  - Our blind spots (we cannot just look at the experiences of other school districts because they are not directly comparable)
- What impact will an updated A-F Accountability System have on MISD?
- What about the current legislative session?
  - The school funding-model - financial risk
  - The sustainability of a 4-Day week
  - Future School Choice



# NEW HYBRID RECOMMENDATION

## Recommendation Features

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- Hybrid Instructional Week with a Student Holiday Approximately Every 3-weeks aligned to grading periods
- Intentional placement of student holidays/PLC days to correlate to teacher planning cycles and data availability
- +15 minutes instructional time/day, no additional work hours
- 10 days *less* with students
- ***INCREASE IN INSTRUCTIONAL TIME***
- CTE Minutes Met
- Calendar Key
  - Orange Days - Student and Staff Holiday
  - Yellow Days - Traditional 8-Hr Work Days
  - Green Days - Transitional 8-Hr PD Days
  - Dark Blue Days - Exchange Days
  - Pink Days - PLC Days (3.5 hours of planning + 3 hours of independent work)




## Impact on Students

- Extended weekend every 3 weeks for students (aligned to grading periods)
- Extended School Day (15m/day)
- Later August start-date (no July report)
- Very even academic semester lengths
- Maximized use of professional development and work days for staff
- Maximized use of professional development waiver
- Maximized planning and preparation time for teachers
- Traditional Breaks for students/staff maintained
- No early release school days
- School release before Memorial Day
- Homecoming for both MHS and HHS are on regular Friday's when students are in attendance.

2022-2023 MISD calendar had 77,700 instructional minutes.  
Proposed 2023-2024 MISD calendar has **78,360 instructional minutes with 10 fewer school days.**

 New Teacher Orientation 8:30-4:30      Student & Staff Holiday  
 Teacher Work Day 8:30-4:30      187 - Exchange Day/Student Holiday  
 Professional Development 8:30-4:30  
 Professional Learning Community Day/Student Holiday  
 8:30-12:00 PLC + 3hr Teacher Independent Planning

| DAYS OF INSTRUCTION          |                           |                  |
|------------------------------|---------------------------|------------------|
|                              | Students                  | Teachers         |
| 1st Semester                 | 80                        | 94               |
| 2nd Semester                 | 84                        | 93               |
| <b>INSTRUCTIONAL MINUTES</b> |                           |                  |
| 1st Semester                 | 80 days                   | 37,200 min       |
| 2nd Semester                 | 84 days                   | 39,060 min       |
| Professional Dev.            |                           | <u>2,100 min</u> |
|                              | 164 days                  | 78,360 min       |
| <b>GRADING PERIODS</b>       |                           |                  |
| <b>Elementary (9-Week)</b>   | <b>Secondary (6-Week)</b> |                  |
| 1st: Aug 15-Oct 12           | 1st: Aug 15-Sep 21        |                  |
| 2nd: Oct 16-Dec 21           | 2nd: Sep 25-Nov 2         |                  |
| 3rd: Jan 9-Mar 7             | 3rd: Nov 6-Dec 21         |                  |
| 4th: Mar 18-May 23           | 4th: Jan 9-Feb 15         |                  |
|                              | 5th: Feb 20-Apr 4         |                  |
|                              | 6th: Apr 9-May 23         |                  |

 Graduation  
 Grading Period Ends (6-week)  
 First Day of Semester

**DRAFT - DRAFT**

# NEW HYBRID RECOMMENDATION

## Impact on Staff

### 2022-2023 MISD Calendar

#### Teachers:

- Work Day = 8hr w/ 30m duty free lunch →
- Self-directed Planning time = 16 hr →
- Professional Learning/PLC = 64 hr →
- Exchange Days - 2 →
- 187 "work days" →

#### Instructional Paraprofessionals

- 187 "work days" →

#### Transportation

- 178 "work days" →
- 4 "days" of training →

#### Operations (Maintenance/Custodial)

- 241 "work days" →

#### Administration (226)

- Work Day = 8hr →
- Non-Duty Days = 6 →

### Proposed 2023-2024 MISD Calendar

#### Teachers:

- Work Day = 8hr w/ 30m duty free lunch
- Self-directed Planning time = 70 hr
- Professional Learning/PLC = 83 hr
- Exchange Days - 2
- 187 "work days"

#### Instructional Paraprofessionals

- 187 "work days"

#### Transportation

- 178 "work days"
- 15 "days" of training and bus maintenance

#### Operations (Maintenance/Custodial)

- 241 "work days"

#### Administration (226)

- Exempt Employee Work Day = 8.25hr
- Exempt Employee Non-Duty Days = 12
- Non- Exempt Employee Work Day = 8hr
- Non-Exempt Non-Duty Days = 7



# NEW *HYBRID* RECOMMENDATION

## Impact on Professional Learning

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### 2 Exchange Days

- 1 - Compliance Training Completion
- 1 - District PD/Curriculum Day

### Professional Learning

- 1 - Campus Orientation/Campus Professional Learning
- 3 - District/Campus Professional Learning
- 2 - Pawpalooza Days
- 11 - 3.5hr District-supported Professional Learning Community Sessions

### Work Days

- 4 - 8hr work days
- 10 - 3hr Work Days



# NEW HYBRID RECOMMENDATION

## Impact on Families

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- **Length of School Day**
  - Both elementary and secondary students will attend school for 15 additional minutes per day
  - Both elementary and secondary students will attend 10 less days but will have MORE instructional minutes.
  - There will be some additional review of this plan with transportation, *but we are expecting:*
    - Elementary 7:30a-3:15p
    - Secondary 8:30a-4:15p
- **Childcare**
  - Actively working on revising our MOU with the YMCA to provide low-cost childcare for students on the 10 additional student holidays in the calendar
  - Exploring expanding MISD childcare services for faculty children up to the age of 12 on the 10 additional student holidays in the calendar
- **Family Time - School/Life Balance**
  - Provides an additional 10 days in the school year for extended weekends with family (survey feedback).

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ARE  
FAMILY**



# Priorities Established by the 23-24 Calendar Committee

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- ✓ Build in enough minutes to ensure we have flexibility in the event of bad weather or another disaster. (TEA requires a minimum of 75,600 instructional minutes annually for students)
- ✓ Avoid a July start date for teachers
- ✓ Avoid any two-day weeks for students
- ✓ Consider frequency of breaks for students and staff to recover from school-fatigue and school/life balance
- ✓ Consider evenness of Fall and Spring semesters
- ✓ Provide more professional development and planning time for teachers - take advantage of state waiver
- ✓ Prioritize learning outcomes
- ✓ Consider teacher burnout and the District's recruitment and retention needs
- ✓ Consider the calendars of more innovative districts in North Texas
- ✓ Provides 1 year to continue to study and plan for a 4-day instructional week option
- ✓ Provides time for legislation updates
- ✓ Provides opportunity to study the academic impact our hybrid calendar has on students and staff (learning outcomes, attendance, etc.)



# FEEDBACK IS A GIFT?

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MISD Administration recommends the adoption/approval of the 23-24 MISD Calendar as presented.



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |     |
|--|--|-----|
|  |  |     |
| <b>Board Meeting Date:</b>               | March 6, 2023  |     |
| <b>Agenda Item:</b>                      | Consider Selecting a Board Subcommittee for 2023 Servant Leader Process  |     |
| <b>Agenda Location:</b>                  | DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCE   |     |
| <b>Template Attachments:</b>             | Yes  | PDF |
| <b>If yes, then select what applies:</b> | PDF  | PDF |
| <b>Link to the presentation:</b>         | No presentation for this item.   |     |
| <b>Background Information</b>            | <p><b>WHY:</b><br/>During the 2007-2008 school year, the sitting Board created a MISD Servant Leader Award as a product of a Board goal. At that time, the Board created a subcommittee to develop selection criteria and standards of the award. In 2016, the subcommittee expanded the award to include one employee from three classifications: Teachers/Professional, Para-professional, and Manual Trades. All employees are eligible for nomination by their co-workers in the three (3) categories.</p> <p><b>Characteristics of the individual receiving the award would include:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Listening</li> <li><input type="checkbox"/> Empathy</li> <li><input type="checkbox"/> Healing</li> <li><input type="checkbox"/> Awareness</li> <li><input type="checkbox"/> Persuasion</li> <li><input type="checkbox"/> Conceptualization</li> <li><input type="checkbox"/> Foresight</li> <li><input type="checkbox"/> Stewardship</li> <li><input type="checkbox"/> Commitment to the growth of people</li> <li><input type="checkbox"/> Building community through schools</li> </ul> <p><b>Qualities for consideration would include:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Devote themselves to serving the needs of MISD</li> <li><input type="checkbox"/> Focus on meeting the needs of those whom they serve</li> <li><input type="checkbox"/> Fostering an environment that brings out the best in others through their actions</li> <li><input type="checkbox"/> Coach others and encourage self-expression</li> <li><input type="checkbox"/> Listen and build a sense of community</li> </ul> <p>The goal is to have staff from each area (teacher, para-professional, and manual trades/custodian) nominated and submitted to the Board's subcommittee for consideration. The subcommittee will then make a recommendation to the Board for approval at a future meeting.</p> |     |

|   |  |     |
|---|--|-----|
|   | <p>An individual award of \$1000 will be awarded to the individuals chosen by the Board. At this meeting, a subcommittee of Board members is needed to evaluate the Servant Leader Award Nominations for 2023.</p> <p>The nomination process for 2023 began on March 10th and will extend until March 31, 2023. The nominations will then be given to the subcommittee on April 3rd to review sometime during the week of April 3-7, 2023 with a recommendation coming to the Board at the April 17th meeting.</p> <p>The Servant Leader Awards will be awarded at the End of the Year Employee Awards Ceremonies in May, held on each campus.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.3 Development of a High-performing Organizational System   |     |
| <b>Legal Reference: (1) / (2)</b>                               |  | N/A |
| <b>Policy Reference: (1) / (2)</b>                              |  |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | \$3,000 budgeted   |     |
| <b>Administration Recommendation</b>                            | This is a Board decision.  |     |
| <b>Motion:</b>  | If needed a motion might be, "I make a motion to approve _____, _____, and _____ as subcommittee members for the 2023 Servant Leader Subcommittee."  |     |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.  |     |
|   | District Leadership  |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |              |
|---|---|--------------|
|   |   |              |
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |              |
| <b>Agenda Item:</b>   | Receive Update of 2016 Bond Projects  |              |
| <b>Requires Board Action:</b>                                   | NO  |              |
| <b>Agenda Location:</b>   | INFORMATION ONLY  |              |
| <b>Template Attachments:</b>                                    | Yes   | Presentation |
| <b>If yes, then select what applies:</b>                        | Presentation  | Presentation |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |              |
| <b>Background Information</b>                                   | <p><b>WHY:</b> As the final projects of the 2016 Bond near an end, an update on the status of these projects will be presented.</p> <p><b>WHAT:</b> Representatives from Adolfson &amp; Peterson Construction will be on hand to update the school board on the status of the following project.</p> <ul style="list-style-type: none"> <li>Heritage High School Expansion<br/>Addison McDougle, Zach Rogers, Carla Kolber</li> </ul> |              |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and Financial Stewardship   |              |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship   |              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |              |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |              |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   | N/A          |
| <b>Policy Reference: (1) / (2)</b>                              |   |              |
| <b>Fiscal Impact/Budget Function Code:</b>                      | MISD looks to complete projects on time and on budget.  |              |
| <b>Administration Recommendation</b>                            | Presentation only   |              |
| <b>Motion:</b>  | N/A   |              |
| <b>Presenter:</b>   | Darin Kasper  |              |
|   | District Leadership   |              |



Adolfson  
& Peterson  
Construction

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WE BUILD. trust. communities. people.



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                     |
|---|--|---------------------|
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |                     |
| <b>Agenda Item:</b>   | Board Subcommittee Report - Business and Operations  |                     |
| <b>Requires Board Action:</b>                                   | NO   |                     |
| <b>Agenda Location:</b>   | INFORMATION ONLY   |                     |
| <b>Template Attachments:</b>                                    | No   | PDF                 |
| <b>If yes, then select what applies:</b>                        |  |                     |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |                     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> The Board selected Mike Dilow, Jessica Ward, and Richard Pena to serve as subcommittee members on the Business and Operations Committee for 2022/2023 with the staff members of the Business and Finance Department.</p> <p><b>WHAT:</b> This agenda item offers an opportunity for this subcommittee to report and update the Board from the March 2, 2023 subcommittee meeting.</p> |                     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and Financial Stewardship  |                     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship  |                     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 4: District Operations and Financial Stewardship  |                     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 4.1 Systematic Long-range Facility Management  |                     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  |                     |
| <b>Policy Reference: (1) / (2)</b>                              |  |                     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |                     |
| <b>Administration Recommendation</b>                            | Presentation only  |                     |
| <b>Motion:</b>  | N/A  |                     |
| <b>Presenter:</b>   | Darin Kasper   | Trustee             |
|   | District Leadership  | Mike Dillow (Chair) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |     |
| <b>Agenda Item:</b>   | Business Reports   |     |
| <b>Agenda Location:</b>   | INFORMATION ONLY   |     |
| <b>Template Attachments:</b>                                    | Yes  | PDF |
| <b>If yes, then select what applies:</b>                        | PDF  | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>To keep the Board informed of the financial position of the District.</p> <p><b>WHAT:</b><br/>Financial reports for the period ending February 28, 2023, are provided for Board review.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Education Agency   | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | CFA-ACCOUNTING -<br>FINANCIAL REPORTS AND<br>STATEMENTS  |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |     |
| <b>Administration Recommendation</b>                            | Presentation only  |     |
| <b>Motion:</b>  | No motion - information only   |     |
| <b>Presenter:</b>   | Sandy Bundrick   |     |
|   | District Leadership  |     |

|               |                                | 2022-23         | 2022-23        | 2022-23       | Encumbered  | Unencumbered      |
|---------------|--------------------------------|-----------------|----------------|---------------|-------------|-------------------|
| FND T FC OBJ  | OBJ                            | Original Budget | Revised Budget | FYTD Activity | Amount      | Balance - YTD Act |
| R             | Revenue                        |                 |                |               |             |                   |
| 170 R 00 ---- |                                | 90,575.00       | 90,575.00      | 48,062.04     | 0.00        | 42,512.96         |
| 170 R -- ---- | Revenue                        | 90,575.00       | 90,575.00      | 48,062.04     | 0.00        | 42,512.96         |
| E             | Expense                        |                 |                |               |             |                   |
| 170 E 12 ---- | INST. RESOURCES & MEDIA SVCS   | 221,459.00      | 221,459.00     | 150,398.45    | 4,936.77    | 66,123.78         |
| 170 E 13 ---- | CURRICULUM DEV.& INST.STF DEV  | 1,250.00        | 1,250.00       | 349.00        | 721.74      | 179.26            |
| 170 E 52 ---- | SECURITY & MONITORING SERVICES | 76,330.00       | 76,330.00      | 44,985.20     | 0.00        | 31,344.80         |
| 170 E -- ---- | Expense                        | 299,039.00      | 299,039.00     | 195,732.65    | 5,658.51    | 97,647.84         |
| 170 - -- ---- | A. H. MEADOWS LIBRARY FUND     | -208,464.00     | -208,464.00    | -147,670.61   | -5,658.51   | -55,134.88        |
| R             | Revenue                        |                 |                |               |             |                   |
| 180 R 00 ---- |                                | 364,961.00      | 364,961.00     | 431,428.22    | 0.00        | -66,467.22        |
| 180 R -- ---- | Revenue                        | 364,961.00      | 364,961.00     | 431,428.22    | 0.00        | -66,467.22        |
| E             | Expense                        |                 |                |               |             |                   |
| 180 E 36 ---- | COCURR./EXTRACURR.ACTIVITIES   | 1,101,293.00    | 1,102,993.00   | 741,117.39    | 248,750.87  | 113,124.74        |
| 180 E 51 ---- | PLANT MAINTENANCE & OPERATIONS | 4,000.00        | 4,000.00       | 2,686.53      | 0.00        | 1,313.47          |
| 180 E -- ---- | Expense                        | 1,105,293.00    | 1,106,993.00   | 743,803.92    | 248,750.87  | 114,438.21        |
| 180 - -- ---- | ATHLETIC DEPARTMENT FUND       | -740,332.00     | -742,032.00    | -312,375.70   | -248,750.87 | -180,905.43       |
| R             | Revenue                        |                 |                |               |             |                   |
| 197 R 00 ---- |                                | 0.00            | 0.00           | 77,799.82     | 0.00        | -77,799.82        |
| 197 R -- ---- | Revenue                        | 0.00            | 0.00           | 77,799.82     | 0.00        | -77,799.82        |

| FND T FC OBJ  | OBJ                            | 2022-23         | 2022-23        | 2022-23       | Encumbered    | Unencumbered      |
|---------------|--------------------------------|-----------------|----------------|---------------|---------------|-------------------|
|               |                                | Original Budget | Revised Budget | FYTD Activity | Amount        | Balance - YTD Act |
| E             | Expense                        |                 |                |               |               |                   |
| 197 E 11 ---- | INSTRUCTION                    | 0.00            | 0.00           | 237.98        | 0.00          | -237.98           |
| 197 E -- ---- | Expense                        | 0.00            | 0.00           | 237.98        | 0.00          | -237.98           |
| 197 - -- ---- | Insurance Claims Snow 2021     | 0.00            | 0.00           | 77,561.84     | 0.00          | -77,561.84        |
| R             | Revenue                        |                 |                |               |               |                   |
| 199 R 00 ---- |                                | 117,974,218.00  | 118,358,314.60 | 89,688,188.22 | -99,838.72    | 28,769,965.10     |
| 199 R -- ---- | Revenue                        | 117,974,218.00  | 118,358,314.60 | 89,688,188.22 | -99,838.72    | 28,769,965.10     |
| E             | Expense                        |                 |                |               |               |                   |
| 199 E 11 ---- | INSTRUCTION                    | 58,491,843.00   | 58,624,544.60  | 39,174,038.08 | 582,297.46    | 18,868,209.06     |
| 199 E 12 ---- | INST. RESOURCES & MEDIA SVCS   | 1,101,371.00    | 1,101,997.00   | 763,702.55    | 35,016.00     | 303,278.45        |
| 199 E 13 ---- | CURRICULUM DEV.& INST.STF DEV  | 1,164,159.00    | 1,092,501.50   | 557,617.74    | 46,171.19     | 488,712.57        |
| 199 E 21 ---- | INSTRUCTIONAL LEADERSHIP       | 1,042,428.00    | 1,036,449.00   | 631,220.99    | 11,552.83     | 393,675.18        |
| 199 E 23 ---- | SCHOOL LEADERSHIP              | 5,655,282.00    | 5,689,607.00   | 3,795,497.27  | 18,326.63     | 1,875,783.10      |
| 199 E 31 ---- | GUIDANCE & COUNSELING          | 3,921,643.00    | 3,905,598.00   | 2,696,506.18  | 5,589.54      | 1,203,502.28      |
| 199 E 33 ---- | HEALTH SERVICES                | 1,244,846.00    | 1,248,072.00   | 779,128.10    | 18,063.84     | 450,880.06        |
| 199 E 34 ---- | PUPIL TRANSPORTATION           | 2,977,186.00    | 2,977,186.00   | 2,435,506.39  | 52,478.53     | 489,201.08        |
| 199 E 36 ---- | COCURR./EXTRACURR.ACTIVITIES   | 3,594,960.00    | 3,769,454.00   | 2,309,268.59  | 46,262.32     | 1,413,923.09      |
| 199 E 41 ---- | GENERAL ADMINISTRATION         | 3,881,347.00    | 4,016,147.00   | 2,393,031.34  | 445,377.72    | 1,177,737.94      |
| 199 E 51 ---- | PLANT MAINTENANCE & OPERATIONS | 11,809,022.00   | 11,807,422.00  | 8,264,380.00  | 575,037.55    | 2,968,004.45      |
| 199 E 52 ---- | SECURITY & MONITORING SERVICES | 1,763,790.00    | 1,777,036.00   | 921,262.47    | 653,186.64    | 202,586.89        |
| 199 E 53 ---- | DATA PROCESSING SERVICES       | 1,961,842.00    | 1,880,442.00   | 1,214,538.17  | 159,274.88    | 506,628.95        |
| 199 E 95 ---- | PYMTS.TO JJAEP PROGRAMS        | 20,000.00       | 20,000.00      | 8,658.00      | 11,230.00     | 112.00            |
| 199 E 97 ---- | PAYMENTS TO TAX INCREMENT FUND | 17,614,428.00   | 17,614,428.00  | 0.00          | 0.00          | 17,614,428.00     |
| 199 E 99 ---- | Tax Costs                      | 740,992.00      | 841,992.00     | 406,487.90    | 435,133.94    | 370.16            |
| 199 E -- ---- | Expense                        | 116,985,139.00  | 117,402,876.10 | 66,350,843.77 | 3,094,999.07  | 47,957,033.26     |
| 199 - -- ---- | GENERAL FUND                   | 989,079.00      | 955,438.50     | 23,337,344.45 | -3,194,837.79 | -19,187,068.16    |

| FND T FC OBJ  | OBJ                            | 2022-23<br>Original Budget | 2022-23<br>Revised Budget | 2022-23<br>FYTD Activity | Encumbered<br>Amount | Unencumbered<br>Balance - YTD Act |
|---------------|--------------------------------|----------------------------|---------------------------|--------------------------|----------------------|-----------------------------------|
| R             | Revenue                        |                            |                           |                          |                      |                                   |
| 240 R 00 ---- |                                | 4,254,824.00               | 4,254,824.00              | 3,098,832.16             | 0.00                 | 1,155,991.84                      |
| 240 R -- ---- | Revenue                        | 4,254,824.00               | 4,254,824.00              | 3,098,832.16             | 0.00                 | 1,155,991.84                      |
| E             | Expense                        |                            |                           |                          |                      |                                   |
| 240 E 35 ---- | FOOD SERVICES                  | 4,025,574.00               | 4,669,574.00              | 2,481,543.86             | 71,368.85            | 2,116,661.29                      |
| 240 E 51 ---- | PLANT MAINTENANCE & OPERATIONS | 78,000.00                  | 78,000.00                 | 520.00                   | 0.00                 | 77,480.00                         |
| 240 E -- ---- | Expense                        | 4,103,574.00               | 4,747,574.00              | 2,482,063.86             | 71,368.85            | 2,194,141.29                      |
| 240 - -- ---- | FOOD SERVICE                   | 151,250.00                 | -492,750.00               | 616,768.30               | -71,368.85           | -1,038,149.45                     |
| R             | Revenue                        |                            |                           |                          |                      |                                   |
| 599 R 00 ---- |                                | 37,201,498.00              | 37,201,498.00             | 36,872,102.52            | 0.00                 | 329,395.48                        |
| 599 R -- ---- | Revenue                        | 37,201,498.00              | 37,201,498.00             | 36,872,102.52            | 0.00                 | 329,395.48                        |
| E             | Expense                        |                            |                           |                          |                      |                                   |
| 599 E 71 ---- | DEBT SERVICES                  | 37,201,498.00              | 37,201,498.00             | 36,827,389.87            | 6,000.00             | 368,108.13                        |
| 599 E -- ---- | Expense                        | 37,201,498.00              | 37,201,498.00             | 36,827,389.87            | 6,000.00             | 368,108.13                        |
| 599 - -- ---- | DEBT SERVICE                   | 0.00                       | 0.00                      | 44,712.65                | -6,000.00            | -38,712.65                        |
| Grand Revenue |                                | 159,886,076.00             | 160,270,172.60            | 130,216,412.98           | -99,838.72           | 30,153,598.34                     |
| Grand Expense |                                | 159,694,543.00             | 160,757,980.10            | 106,600,072.05           | 3,426,777.30         | 50,731,130.75                     |
| Grand Totals  |                                | 191,533.00                 | 487,807.50                | 23,616,340.93            | 3,526,616.02         | 20,577,532.41                     |
|               | Profit                         |                            | Loss                      | Profit                   | Loss                 | Loss                              |

Number of Accounts: 4966

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

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |                      |
|---|---|----------------------|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |                      |
| <b>Agenda Item:</b>   | Balanced Scorecard Priority 1: Student Success Update   |                      |
| <b>Requires Board Action:</b>                                   | NO  |                      |
| <b>Agenda Location:</b>   | INFORMATION ONLY  |                      |
| <b>Template Attachments:</b>                                    | Yes   |                      |
| <b>If yes, then select what applies:</b>                        | Presentation  |                      |
| <b>Link to the presentation:</b>                                | Yes. See link in the box to the right.  | <a href="#">Link</a> |
| <b>Background Information</b>                                   | <p><b>WHY:</b> The Balanced Scorecard represents what is valued in Midlothian ISD. The monthly presentation of one of the four priorities throughout the year ensures that the organization is focused on the progress of the district and that continuous improvement remains a focal point of the work of the board and district.</p> <p><b>WHAT:</b> The Balanced Scorecard Board Report is a systematic, cyclical process for review of all four priorities. This report provides an update on the status of 2022-23 middle of the year lead data in Priority 1: Student Success key strategic actions and performance objectives. Information provided is from June 2022 through data available on February 3, 2023. Data reported relates to long-term outcomes that support the board approved priority and performance objectives in Student Success.</p> |                      |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |                      |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |                      |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success   |                      |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.2 All Students Exhibit Yearly Growth in Core Areas  |                      |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success   |                      |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching   |                      |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   |                      |
| <b>Policy Reference: (1) / (2)</b>                              |   |                      |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                      |

|                                      |                       |                    |
|--------------------------------------|-----------------------|--------------------|
| <b>Administration Recommendation</b> | Presentation only     |                    |
| <b>Motion:</b>                       | Information item only |                    |
| <b>Presenter:</b>                    | Shelle Blaylock       | Becki Krsnak (ED)  |
|                                      | District Leadership   | Executive Director |

# Priority 1 Board Report

Middle of the Year 2022-2023

# Midlothian ISD Strategic Plan Balanced Scorecard 2022-2026

## **We Believe:**

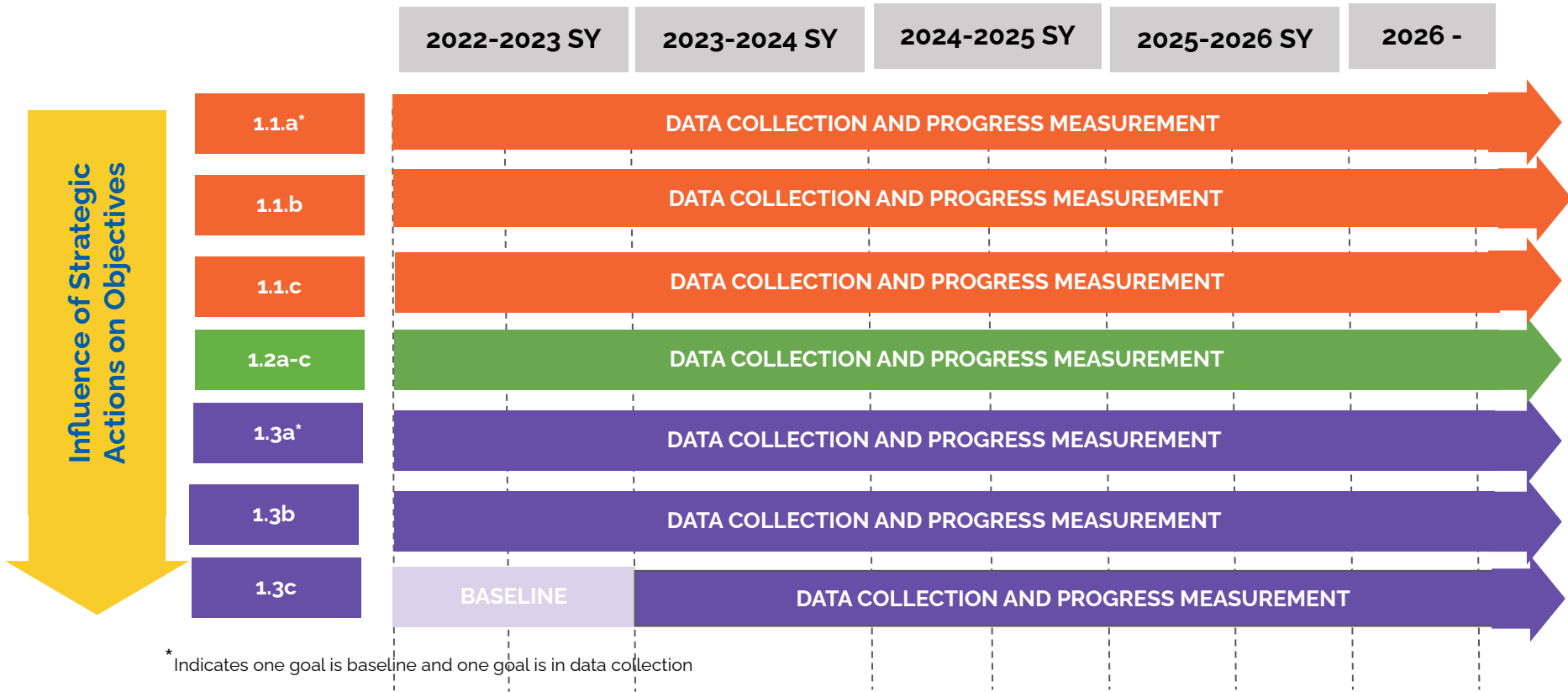
- Safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential.
- A high quality staff with appropriate resources is essential to creating educational experiences that promote student success.
- Effective communication, purposeful collaboration, and strong partnerships create an atmosphere of trust and a strong sense of community vital to student achievement.

**Mission:** The mission of Midlothian ISD is to educate students by empowering them to maximize their potential.

**Vision:** Inspiring excellence today to change the world tomorrow.



# General Timeline for Priority 1 Strategic Action Roll-out



## Timeline for Priority 1 Implementation



# Priority Reporting Structure: Understanding Lead vs. Lag

## BSC

Lag Measures



## Cadence of Accountability

Usually Lead Measures



# Priority Reporting Structure: Understanding Lead vs. Lag

## BSC

Lag Measures

**Final Score**  
2025-2026

|               |        |
|---------------|--------|
| On track      |        |
| Not on track  |        |
| Need revision |        |
| Above Goal    | 70%+   |
| At Goal       | 69%    |
| Near Goal     | 63-68% |
| Below Goal    | <62%   |







## Cadence of Accountability

Usually Lead Measures

Trajectory  
identification

Where we are  
along Trajectory

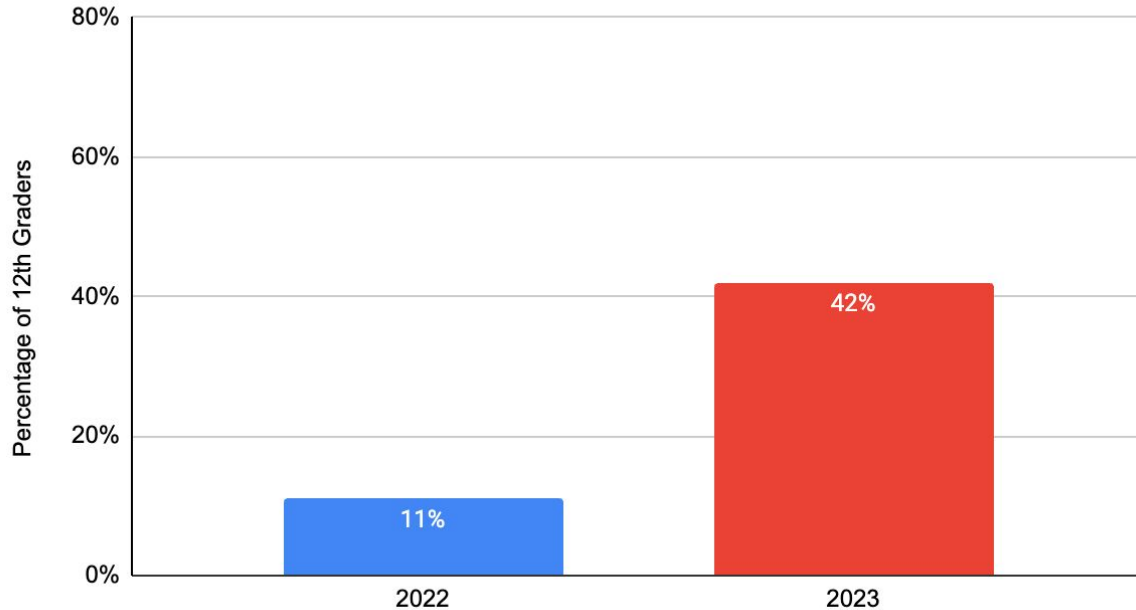
|               |           |
|---------------|-----------|
| On track      |           |
| Not on track  |           |
| Need revision |           |
| Above Goal    | 66%+      |
| At Goal       | 61-65%    |
| Near Goal     | 50 - 60%  |
| Below Goal    | 49 % or < |

| PRIORITY:                          | PERFORMANCE OBJECTIVES:                                 | KEY STRATEGIC ACTIONS (Input):  | Year of Reporting  | Current Status 2022-23 | LONG-TERM DESIRED OUTCOME(S):<br>2025 - 26  |
|------------------------------------|---|---|--|------------------------|---|
| <b>Priority 1: Student Success</b> | <b>1.1 Multiple Pathways for All Students to Belong</b> | 1.1.a Career & Technical Education - Increase the number of students who demonstrate workforce readiness  | 2023-2024  |                        | By May 2023, a baseline will be developed for growth of the number of students in CTE programs that meet concentrator and continuer status.                     |
|                                    |   |   | 2021-2022<br> | Above Goal             | By 2026, the percentage of annual graduates receiving industry-based certifications will rise from 3% in 2021 to 25%.   |
|                                    |   | 1.1.b Fine Arts & Athletics - Extracurricular Program Recruitment and Retention   | 2022-2023<br> | Above Goal             | By 2026, the percentage of 8th graders in their second year of athletics will rise from 59% in May 2022 to 63%.   |
|                                    |   |   | 2022-2023<br> | Above Goal             | By 2026, the percentage of 8th graders in fine arts will rise from 47% in May 2022 to 55%.  |
|                                    |   |   | 2022-2023<br> | Near Goal              | By 2026, the percentage of 11th-12th grade students with 3 or more years in athletics will rise from 26% in May 2022 to 34%.                                    |
|                                    |   |   | 2022-2023<br> | Near Goal              | By 2026, the percentage of 11th-12th grade students with 3 or more years of fine arts will rise from 22% in May 2022 to 30%.                                    |
|                                    |   |   | 2023-2024  |                        | By 2026, Lone Star Cup indicator points earned by high schools will increase from an average of _ points in 2023 to an average of _.<br><i>(Baseline 22-23)</i> |
|                                    |   | 1.1.c Scholastic Experiences - Provide opportunities for all students to maximize their potential through rigorous learning and challenging experiences | 2021-2022<br> | Below Goal             | By 2026, the number of students performing at or above criterion on SAT/ACT results will increase from 44% in 2021 to 69%.                                      |
|                                    |   |   | 2021-2022  | Below Goal             | By 2026, the percentage of students who are College, Career, and Military Ready will increase from 61% in 2020 to 80.0%   |
|                                    |   |   | 2023-2024  |                        | By the fall 2023-24 of the school year, a <i>measurement will be established</i> to measure students enrolled in JROTC classes for 2 or more years              |

# Priority 1.1a

1.1.a Career & Technical Education - Increase the number of students who demonstrate workforce readiness

Enrollment of 12th Grade Students in CTE Course with an IBC



On track

Not on track

Need revision

Above  
Goal

At  
Goal

Need  
Goal

Below  
Goal

UNDER  
CONSTRUCTION

## LONG-TERM DESIRED OUTCOME(S):

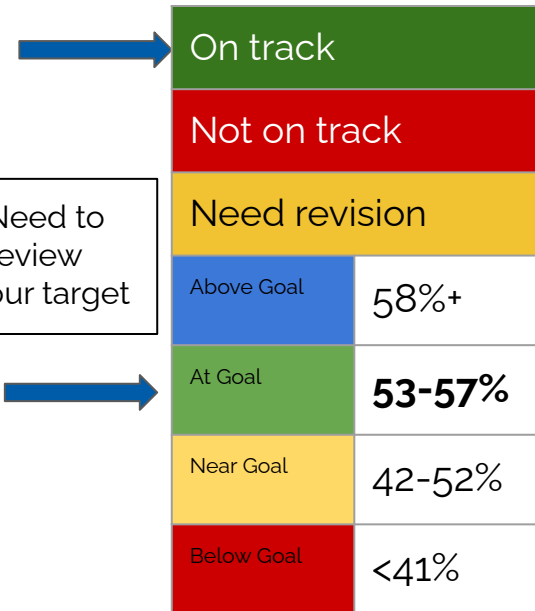
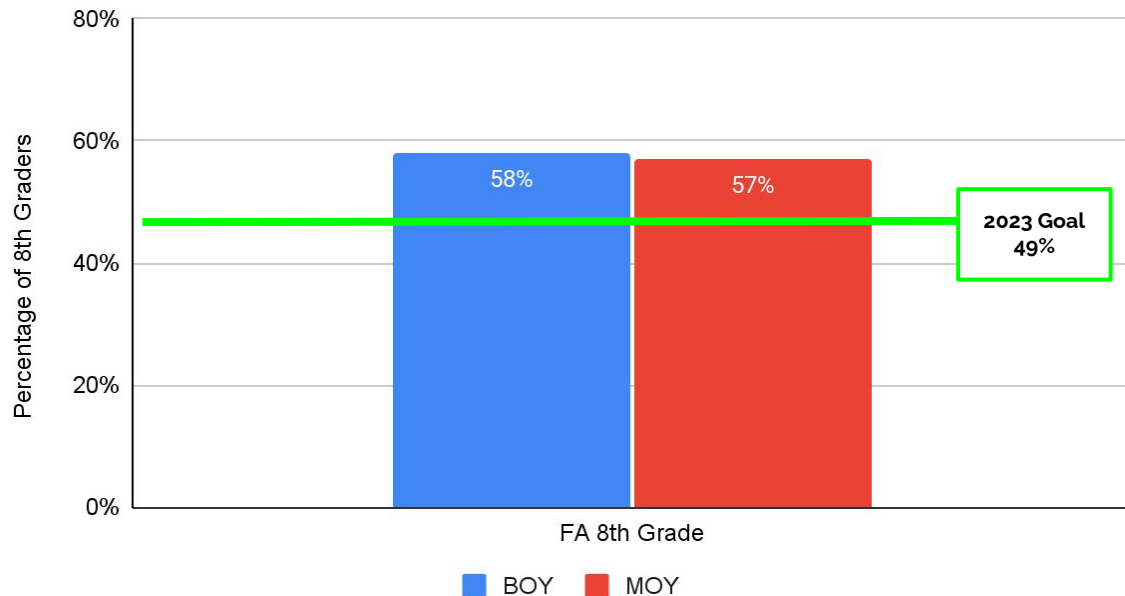
By 2026, the percentage of annual graduates receiving industry-based certifications will rise from 3% in 2021 to 25%.



# Priority 1.1b

## 1.1.b Fine Arts- Extracurricular Program Recruitment and Retention

8th Grade BOY - MOY Enrollment in Level 2 or 3 Fine Arts

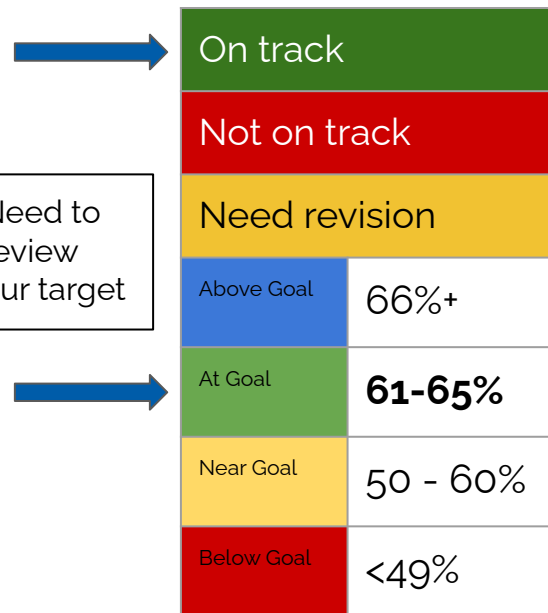
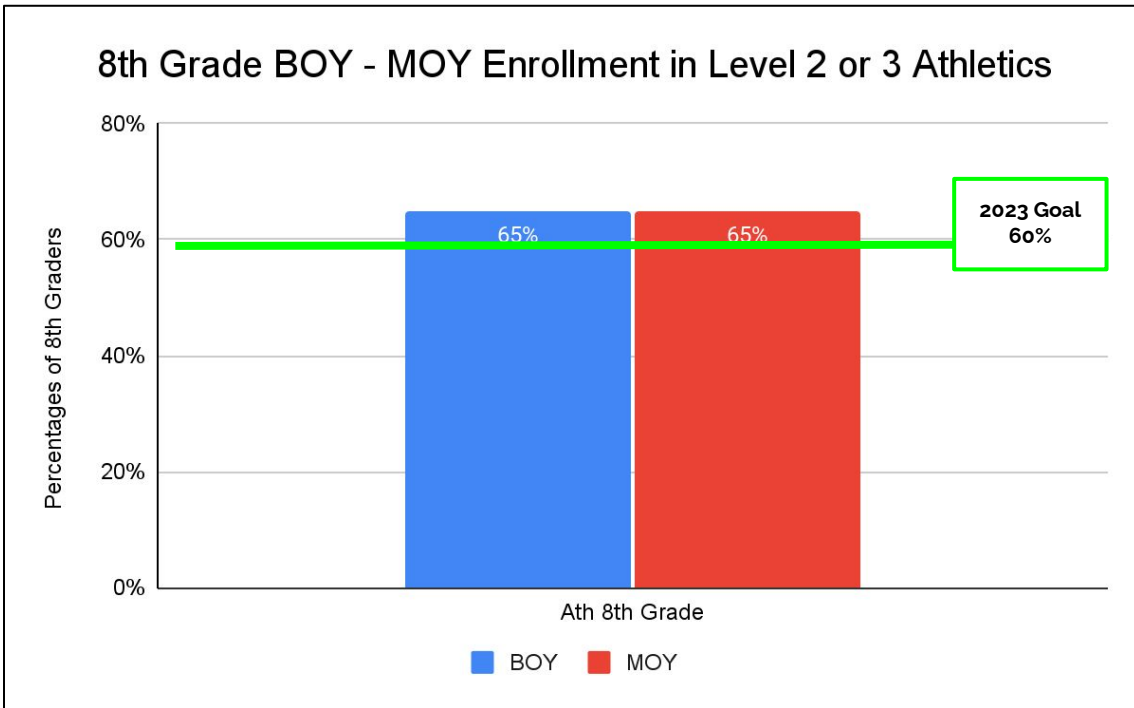


**LONG-TERM DESIRED OUTCOME(S):**  
By 2026, the percentage of 8th graders in **fine arts** will rise from **47% to 55%**.



# Priority 1.1b

## 1.1.b Athletics- Extracurricular Program Recruitment and Retention



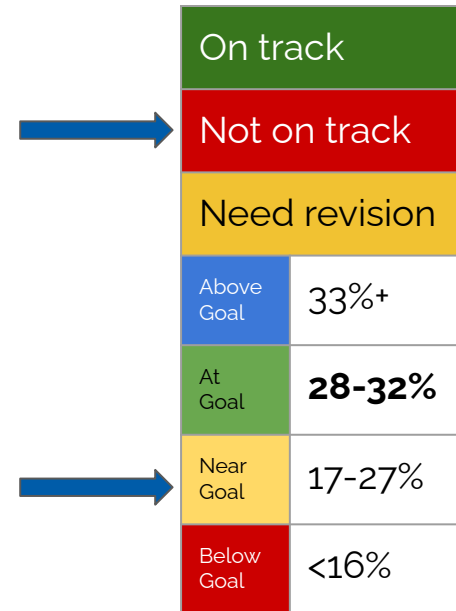
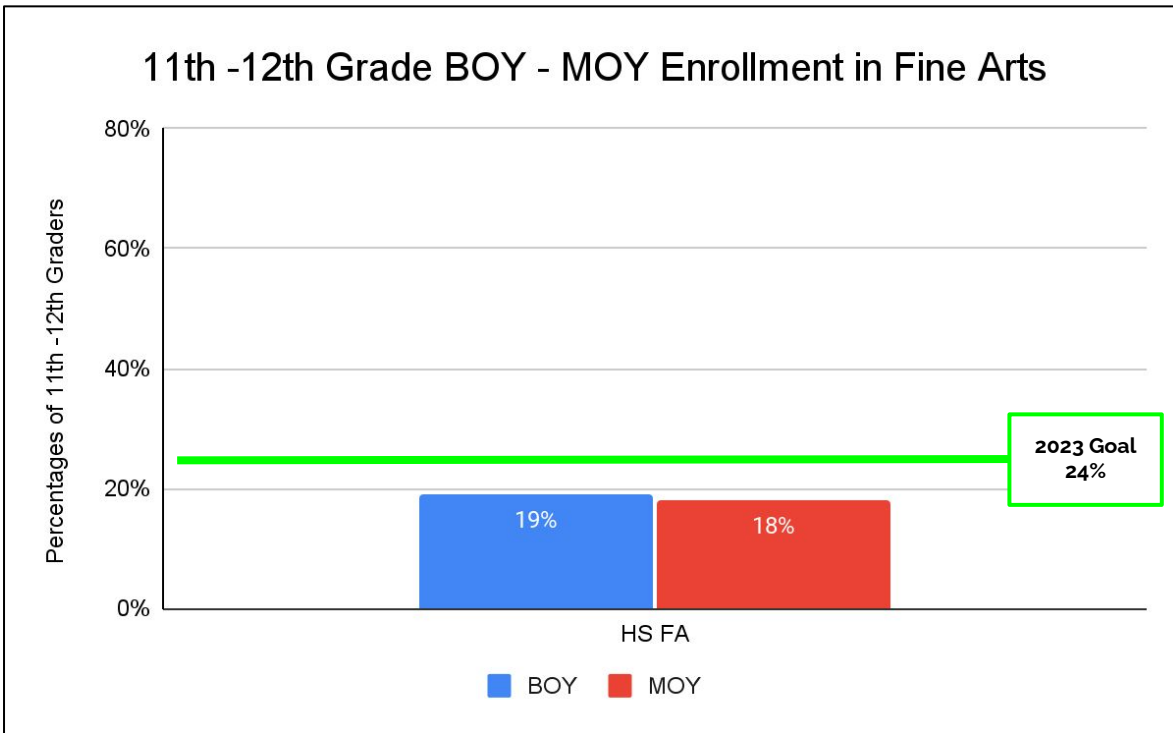
### LONG-TERM DESIRED OUTCOME(S):

By 2026, the percentage of 8th graders in their second year of **athletics** will rise from **59% to 63%**.



# Priority 1.1b

## 1.1.b Fine Arts - Extracurricular Program Recruitment and Retention



### LONG-TERM DESIRED OUTCOME(S):

By 2026, the percent of 11th-12th grade students with 3 or more years of **fine arts** will rise from **22% (2022)** to **30%**.



# Priority 1.1b Update

## 1.1.b Fine Arts - Extracurricular Program Recruitment and Retention

### LONG-TERM DESIRED OUTCOME(S):

By 2026, the percent of 11th-12th grade students with 3 or more years of **fine arts** will rise from **22% (2022) to 30%**.

**What is the problem?** *Number of enrollment of students has decreased from end of the 2021-2022 school year*

**Why? Student** *2022-23 High School Rezoning, 11th/12th grade course selection based on preference and involvement in other programs toward graduation, High School Art lost students from level 3 to level 4, Advanced Art courses are not currently weighted for GPA reducing enrollment since 2018*

### **Plan of Action:**

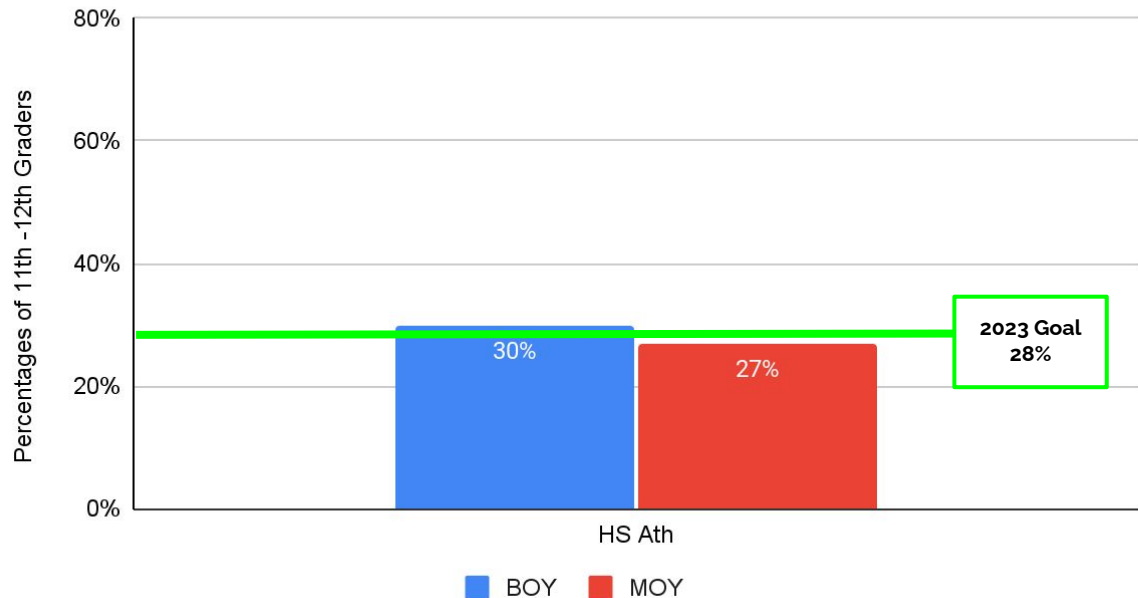
1. *Investigate how the rezoning has affected the enrollment.*
2. *Create a plan of action to recruit students to stay in the fine arts program through levels 3 and 4.*
3. *Restructuring course selections based on teacher recommendations to encourage higher level art skills within Art 1.*
4. *Provide more opportunities for Fine Art performance and recognitions to attract students*

**Next update provided:** *September 2023*

# Priority 1.1b

## 1.1.b Athletics - Extracurricular Program Recruitment and Retention

11th -12th Grade Enrollment in Athletics



|               |        |
|---------------|--------|
| On track      |        |
| Not on track  |        |
| Need revision |        |
| Above Goal    | 37%+   |
| At Goal       | 32-36% |
| Near Goal     | 21-31% |
| Below Goal    | <20%   |

### LONG-TERM DESIRED OUTCOME(S):

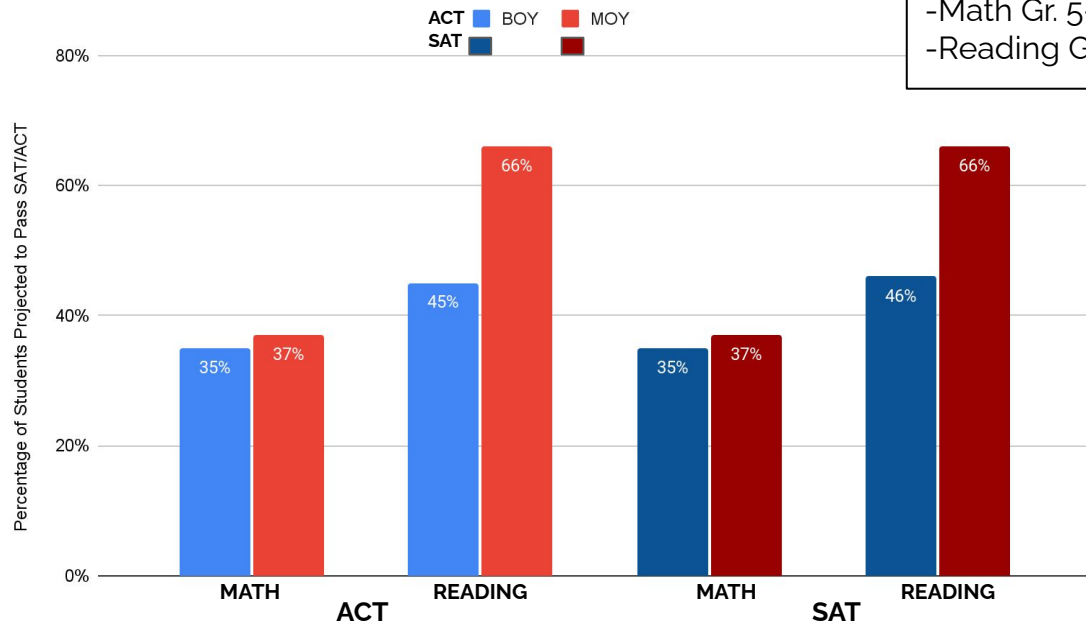
By 2026, the percent of 11th-12th grade students with 3 or more years in **athletics** will rise from **26% to 34%**.



# Priority 1.1c

1.1c Provide opportunities for all students to maximize their potential through rigorous learning and challenging experiences

BOY-MOY MAP Projections for ACT/SAT



MAP Projects from:  
-Math Gr. 5-8  
-Reading Gr. 5-10

2023 Goal is  
average of  
ACT/SAT  
54%

Reading

On track

Math

Not on track

Need revision

Above  
Goal

72%+

At  
Goal

67-71%

Near  
Goal

56-66%

Below  
Goal

55% or <

Reading







Math

## LONG-TERM DESIRED OUTCOME(S):

By 2026, the number of students performing at or above criterion on SAT/ACT results will increase from **44%** to **69%**.

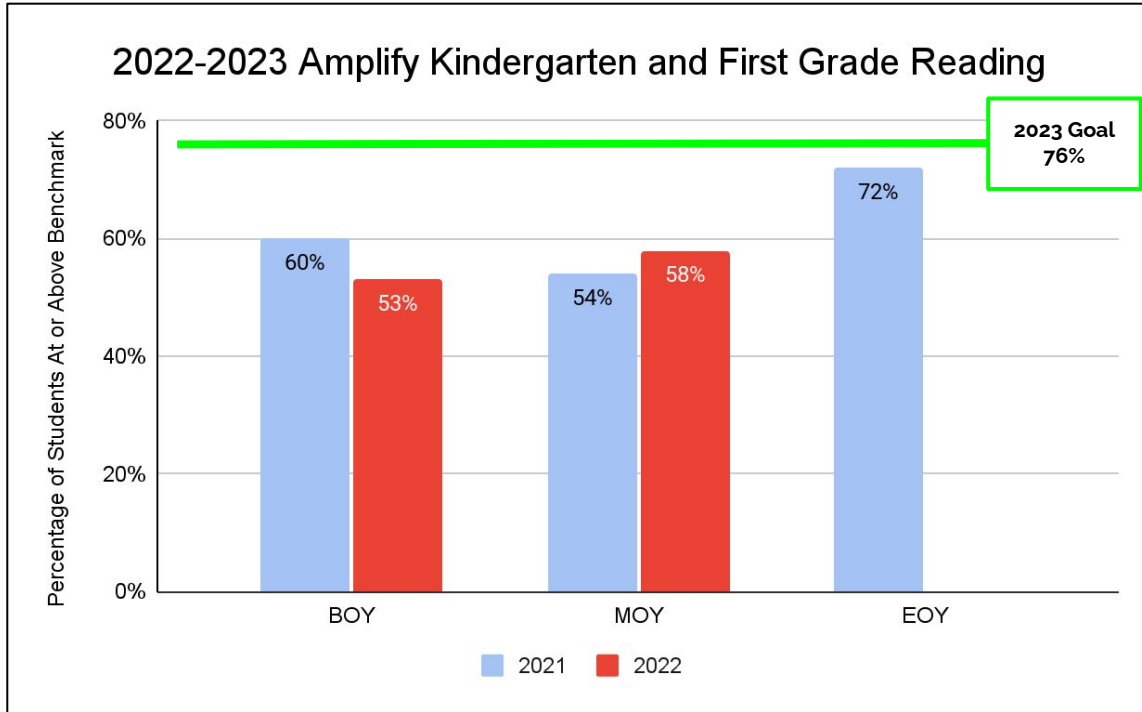


## Yearly Goal Not Expected to be Met until End of Year

|  |   |  |  |  |  |
|--|---|--|--|--|--|
|  | <b>1.2 All Students Exhibit Yearly Growth in Core Areas</b> | 1.2.a Annually increase the percentage of students reading at or above grade level by grade 3                              | 2022-2023<br> | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the percentage of kindergarten and first grade students performing at benchmark or above on Amplify mClass Reading will rise from 66% (2021) to 86% (2026).   |
|  |   | 1.2.b Provide data driven, research-based practices in Tier 1 instruction in all reading, math, science and social studies | 2022-2023<br> | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the number of students performing at Meets Grade Level or above in reading will rise from 55% in 2021 to 75%.   |
|  |   |  | 2022-2023<br> | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the number of students performing at Meets Grade Level or above in math will rise from 54% in 2021 to 74%.  |
|  |   |  | 2022-2023<br> | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the number of students performing at Meets Grade Level or above in science will rise from 57% in 2021 to 77%.   |
|  |   |  | 2022-2023<br> | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the number of students performing at Meets Grade Level or above in social studies will rise from 57% in 2021 to 77%.  |
|  |   | 1.2.c Continuous data analysis and progress monitoring through a variety of assessment tools to impact instruction         | 2023-2024<br> |  | By 2026, the percentage of students in grades 2-10 who met their growth projection on MAP Student Growth Summary End of Year Report will increase from <u>      </u> % to 75%. (Data available May 27, 2023) |
|  |   |  | 2021-2022  | <span style="background-color: #000080; color: white; padding: 2px 5px; border-radius: 3px;">Above Goal ▾</span> | By 2026, the total number of Closing the Gaps Academic Achievement Status indicators met by the district will increase from 16 in 2021 to 24. (reading and math only).                                       |
|  |   |  | 2021-2022  | <span style="background-color: #c00000; color: white; padding: 2px 5px; border-radius: 3px;">Below Goal ▾</span> | By 2026, the total number of Closing the Gaps Continuously Enrolled indicators met by the district will remain at 100% annually. (reading and math only).  |

# Priority 1.2a

1.2a Annually increase the percentage of students reading at or above grade level by grade 3.



On track

Not on track

Need revision

Above Goal 89%+

At Goal 84-88%

Near Goal 73-83%



Below Goal <72%

## LONG-TERM DESIRED OUTCOME(S):

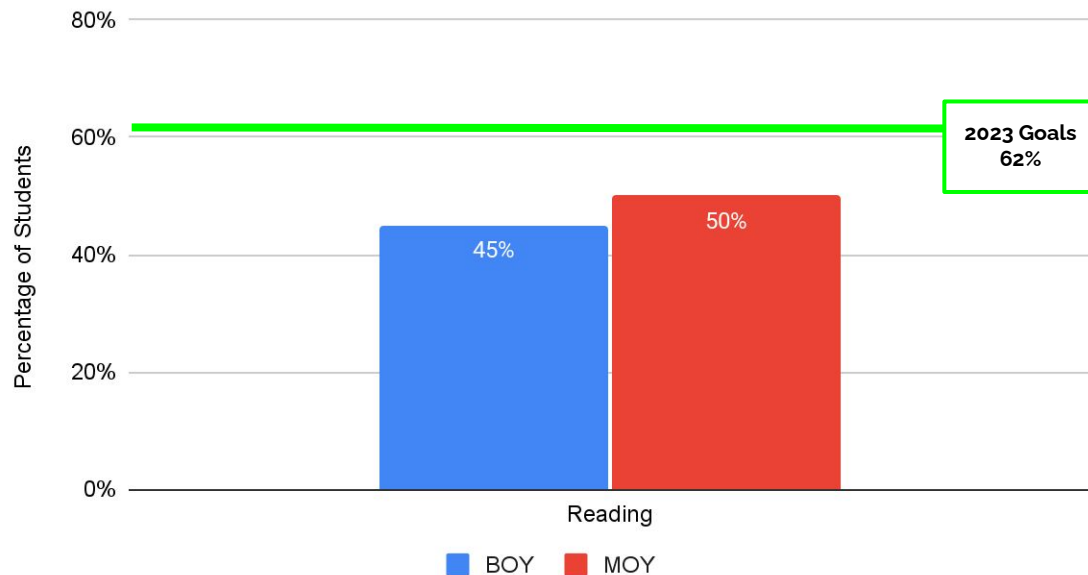
By 2026, the percentage of kindergarten and 1st grade students performing at benchmark or above on Amplify mClass **Reading** will rise from **66% (2021) to 86% (2026)**.



# Priority 1.2b

1.2b Provide data driven, research-based practices in Tier 1 instruction in all reading, math, science and social studies

MAP Projections for STAAR Reading at Meets 2022-2023



On track

Not on track

Need revision

Above Goal

78%+

At Goal

72-77%

Near Goal

61-71%

Below Goal

<60%



## LONG-TERM DESIRED OUTCOME(S):

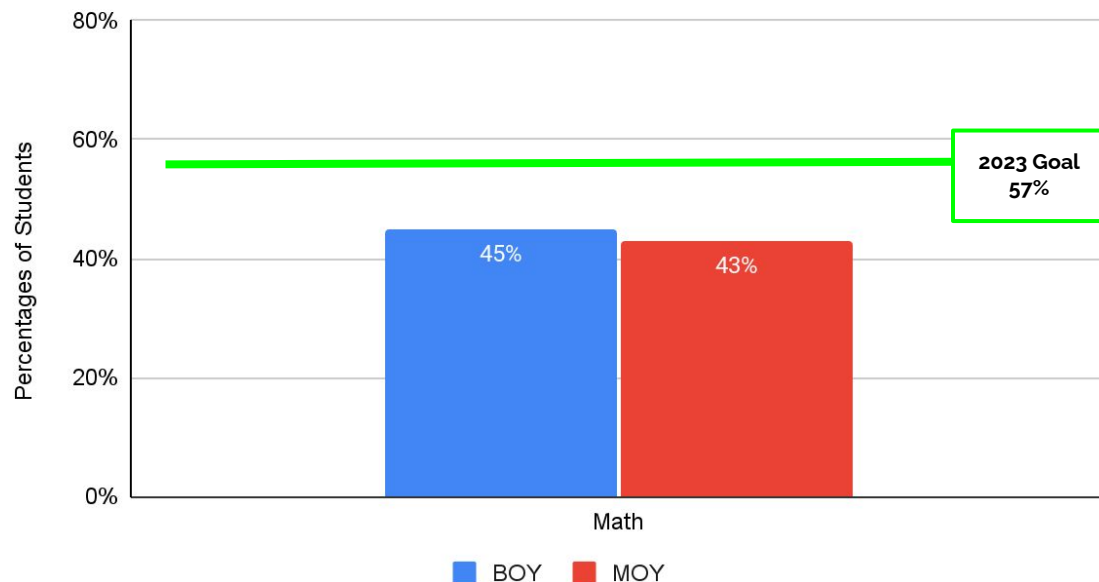
By 2026, the number of students performing at Meets Grade Level or above in **reading** will rise from **55% to 75%.**



# Priority 1.2b

1.2b Provide data driven, research-based practices in Tier 1 instruction in all reading, math, science and social studies

MAP Projections for STAAR Math at Meets 2022-2023



On track

Not on track

Need revision

Above Goal

77%+

At Goal

72-76%

Near Goal

61-71%

Below Goal

<60%

## LONG-TERM DESIRED OUTCOME(S):

By 2026, the number of students performing at Meets Grade Level or above in **math** will rise from **54% to 74%**.



## Priority 1.2b

1.2b Provide data driven, research-based practices in Tier 1 instruction in all reading, math, science and social studies

### LONG-TERM DESIRED OUTCOME(S):

By 2026, the number of students performing at Meets Grade Level or above in **math** will rise from **54% to 74%**.

**What is the problem?** *MAP Growth scores dropped 3% from beginning of year for grades 2-10*

**Why?** *Level of rigor of instruction, opportunities for students to learn how to approach difficult concepts, relevancy of test to students, some skills were not taught (such as Geometry/Measurement) when MOY MAP assessment took place*

### **Plan of Action:**

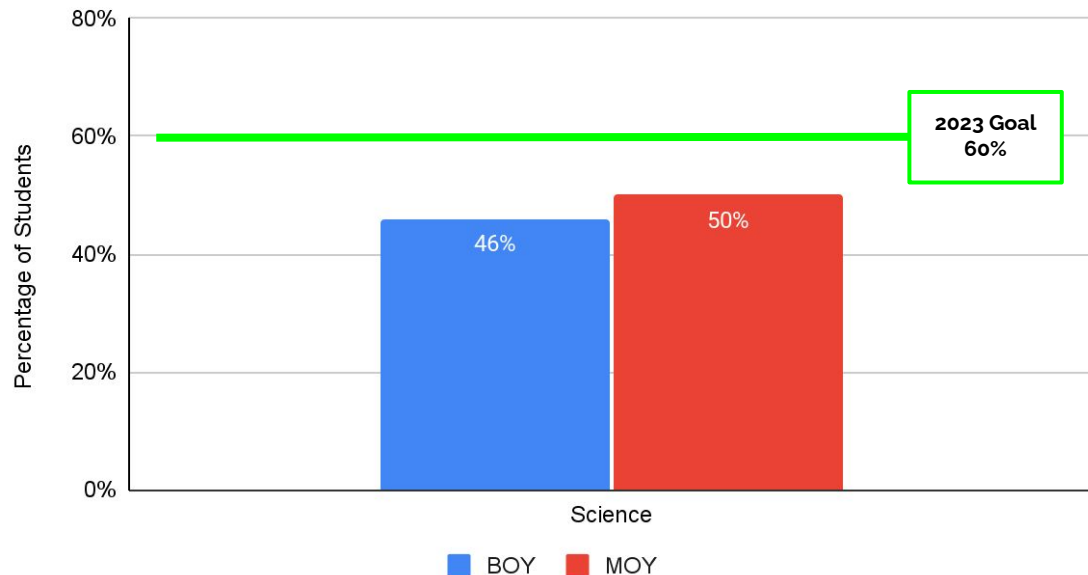
1. *MISD Math Framework Development Process, Implementation and Training*
2. *Coordinator support provided through campus planning days*
3. *Oct 4 PD focused on MAP Data, Differentiation/Scaffolding,*
4. *PLC planning with campus principals/APs*
5. *Data analysis of MAP Growth to review by teachers in PLCs focused on individual student data*
6. *Model lessons on math fluency provided by coordinators for teachers needing support*
7. *District Instructional Guides (DIGs) developed for grades 6-8 w/TEKS aligned, district approved resources*
8. *Learning Walks conducted with coordinators and administrators*

**Next update provided:** *September 2023*

# Priority 1.2b

1.2a Provide data driven, research-based practices in Tier 1 instruction in all reading, math, science and social studies

MAP Projections for STAAR Science at Meets 2022-2023



On track

Not on track

Need revision

Above Goal

80%+

At Goal

75-79%

Near Goal

64-74%

Below Goal

<63%



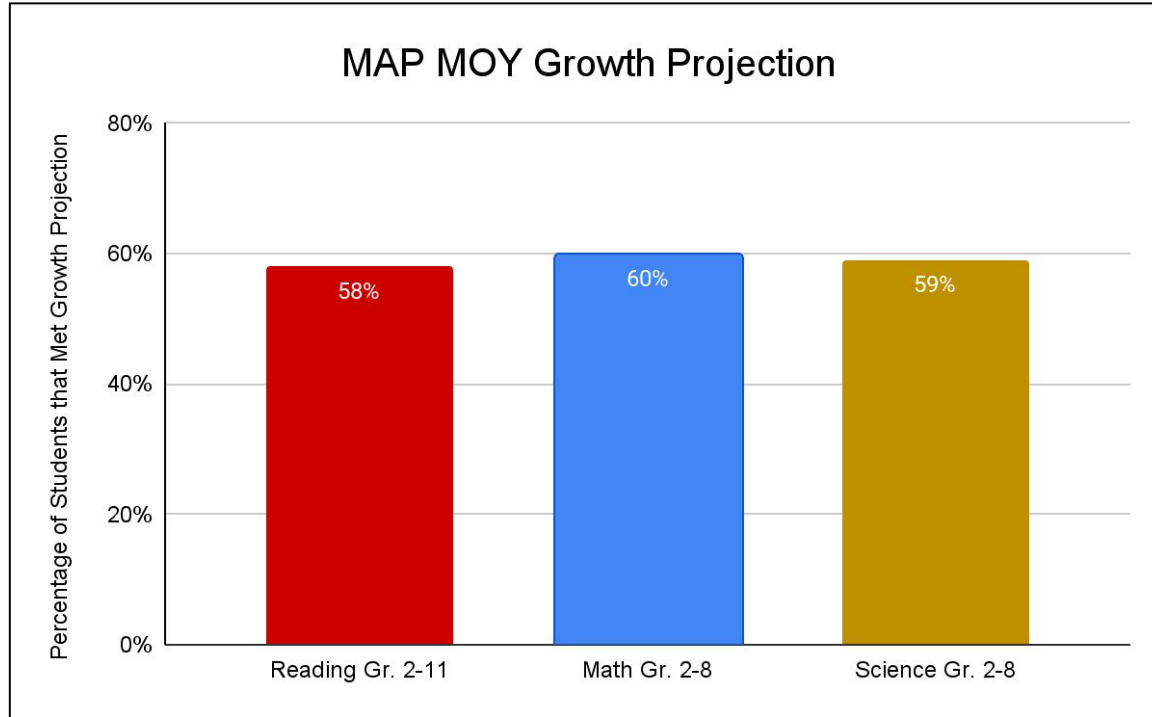
## LONG-TERM DESIRED OUTCOME(S):

By 2026, the number of students performing at Meets Grade Level or above in **science** will rise from **57% to 77%**.



# Priority 1.2c

1.2.c Continuous data analysis and progress monitoring through a variety of assessment tools to impact instruction




**Information On  
Implementation  
Baseline Data  
Collection**

**LONG-TERM DESIRED OUTCOME(S):**

By 2026, the percentage of tests in grades 2-10 that met growth projection on MAP Student Growth Summary End of Year Report will increase from \_\_\_\_% to \_\_%.  
(**BASELINE in 2022-23**)



|   |   |           |   |  |
|---|---|-----------|---|--|
| <b>1.3<br/>Continuous<br/>Improvement<br/>of<br/>Curriculum,<br/>Professional<br/>Development<br/>and the Art<br/>and Science<br/>of Teaching</b> | 1.3.a Provide high-quality professional development aligned to student/teacher needs  | 2023-2024 |   | By 2026, teachers performing at the accomplished level or higher on Domain 4 in the T TESS evaluation system will increase from ___% to ___%. <i>(Baseline 22-23)</i>                                  |
|   |   | 2021-2022 | Above Goal  | By 2026, the total number of Closing the Gaps Academic Achievement Status indicators met by the district will increase from 16 in 2021 to 24. (reading and math only).                                 |
|   | 1.3.b Ensure a guaranteed viable curriculum with evidence-based resources is fully integrated (written, taught and assessed) in all courses | 2021-2022 | Above Goal  | By 2026, teachers performing at the accomplished level or higher on Domain 1 in the TTESS evaluation system will increase from 25% in 2021 to 50%.   |
|   |   | 2021-2022 | Above Goal  | By 2026, the total number of Closing the Gaps Academic Achievement Status indicators met by the district will increase from 16 in 2021 to 24. (reading and math only).                                 |
|   |   | 2023-2024 |  | By May 2023, an internal audit process <i>will be developed</i> to measure courses and aligned content in grades PK-12 in all areas.   |
|   | 1.3.c Enhance student learning through innovative instructional practices and tools   | 2023-2024 |   | By May 2023, <u>TTESS</u> summative reports will show an overall increase on TTESS overall score for ___% of staff. <i>(Baseline established in 2022-2023 school year using revised TTESS rubric).</i> |

# Objective 1.3b/c

1.3.b Ensure a guaranteed viable curriculum with evidence-based resources is fully integrated (written, taught and assessed) in all courses

## Spotlights:

- ★ 100% of C&I Team participated in 3 days of TASA Curriculum Audit Level 1 Training
  - Along with Chief of Staff, 2 Elementary Principals, 1 Middle School Principal, 1 High School Principal, and 1 High School Assoc. Principal
  - The district preparing to train all campus administrators this summer.

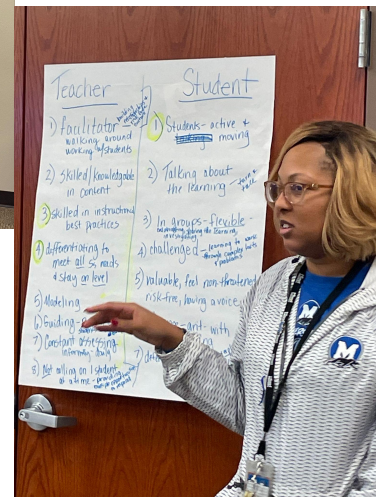
## Next Steps:

- Summer 2023 - train all principals and assistant principals on this Level 1 training
- Complete the audit process on all current curriculum before the start of the 23-24 school year

## Process

Implementation/pilot has begun.

Expected first data points January 2024







**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |     |
|--|--|-----|
| <b>Board Meeting Date:</b>                               | March 20, 2023   |     |
| <b>Agenda Item:</b>                                      | Board Subcommittee Report - Curriculum and Instruction   |     |
| <b>Requires Board Action:</b>                            | NO   |     |
| <b>Agenda Location:</b>                                  | DISCUSSION/ACTION: CURRICULUM AND INSTRUCTION  |     |
| <b>Template Attachments:</b>                             | No   | PDF |
| <b>If yes, then select what applies:</b>                 |  |     |
| <b>Link to the presentation:</b>                         | No presentation for this item.   |     |
| <b>Background Information</b>                            | <p><b>WHY:</b> The Board selected Eduardo Gonzalez, Holly Teague, and Mike Dillow to serve as subcommittee members on the Curriculum and Instruction Committee for 2022/2023 with the staff members of the C&amp;I department.</p> <p><b>WHAT:</b> This agenda item offers an opportunity for this subcommittee to report and update the Board as a whole.</p> <p><b>Meeting Topics:</b></p> <ul style="list-style-type: none"> <li>•P1 MOY Lag Report - Not On Track/Below Goal Data<br/>BSC PO 1.1a, 1.1 c, 1.2a, 1.2b, 1.3c</li> <li>•GPA Committee and EIC(LOCAL)<br/>BSC PO 4.2a</li> <li>•Capturing Kids Hearts 2023-24 Plan<br/>BSC PO 1.3a, 3.1c</li> <li>•Priority 1 MOY Update for March Board Meeting<br/>BSC PO 1.1, 1.2, 1.3</li> </ul> |     |
| <b>Strategic Priority: (Primary)</b>                     | Priority 1: Student Success  |     |
| <b>Performance Objective: (Primary)</b>                  | 1.1 Multiple Pathways for All Students to Belong   |     |
| <b>Strategic Priority:</b><br>(Secondary - if needed)    | Priority 1: Student Success  |     |
| <b>Performance Objective:</b><br>(Secondary - if needed) | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching  |     |
| <b>Legal Reference: (1) / (2)</b>                        | N/A  |     |
| <b>Policy Reference: (1) / (2)</b>                       |  |     |

|  |                     |                                |
|--|---------------------|--------------------------------|
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                 |                                |
| <b>Administration Recommendation</b>       | Presentation only   |                                |
| <b>Motion:</b>                             | N/A                 |                                |
| <b>Presenter:</b>                          | Shelle Blaylock     | Trustee                        |
|  | District Leadership | Eduardo Gonzalez (chairperson) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                             |
|---|--|-----------------------------|
|   |  |                             |
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |                             |
| <b>Agenda Item:</b>   | Board Subcommittee Report - Governance   |                             |
| <b>Requires Board Action:</b>                                   | NO   |                             |
| <b>Agenda Location:</b>   | INFORMATION ONLY   |                             |
| <b>Template Attachments:</b>                                    | No   | PDF                         |
| <b>If yes, then select what applies:</b>                        |  |                             |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |                             |
| <b>Background Information</b>                                   | <p><b>WHY:</b> The Board selected Gary Vineyard, Eduardo Gonzalez, and Tami Tobey to serve as subcommittee members on the Governance Committee for 2022/2023 with the Superintendent.</p> <p><b>WHAT:</b> This agenda item offers an opportunity for this subcommittee to report and update the Board as a whole on the recent subcommittee meeting from March 6, 2023.</p> <p><b>Topics addressed included:</b></p> <ul style="list-style-type: none"> <li>-Review from last meeting</li> <li>-Review of Naming Policy (GV)</li> <li>-Marketing/Advertising (Board Notes)</li> <li>-Naming Policy (GV)</li> <li>-Advocacy</li> <li>-Board SOP Timeline</li> </ul> |                             |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success  |                             |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong   |                             |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success  |                             |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching  |                             |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  |                             |
| <b>Policy Reference: (1) / (2)</b>                              |  |                             |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |                             |
| <b>Administration Recommendation</b>                            | Presentation only  |                             |
| <b>Motion:</b>  | N/A  |                             |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.  | Trustee                     |
|   | District Leadership  | Gary Vineyard (Chairperson) |

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**Minutes of Workshop Meeting  
MISD Board of Trustees  
February 08, 2023 / 5:00 pm**

**Board Members Present:** Mike Dillow Eduardo Eduardo Richard Peña Holly Teague  
Tami Tobey Jessica Ward

**Board Members Absent:** Gary Vineyard

**Administration Present:** Shelle Blaylock JoAnn Fey Sandy Bundrick Jennifer Ellison  
Darin Kasper Aaron Williams

**I. 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 Board meeting was called to order at 5:00 pm.

**II. INFORMATION**

**A. Discussion for Prospective Candidates for the ISD Board of Trustees**

Trustees shared information related to the role of governance (Board), the importance of the strategic plan and MISD Balanced Scorecard and the operating as a unified Team of 8. Trustees provided an opportunity for questions and answers with those present.

**III. ADJOURNMENT OF MEETING**

The meeting adjourned at 5:28 pm.

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**Board President**

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**Board Secretary**

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**March 20, 2023**

**Date**

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**Minutes of Special Meeting  
MISD Board of Trustees  
February 08, 2023 / 5:30 pm**

**Board Members Present:** Mike Dillow Eduardo Eduardo Richard Peña Holly Teague  
Tami Tobey Jessica Ward

**Board Members Present via Zoom:** Gary Vineyard

**Administration Present:** Shelle Blaylock JoAnn Fey Sandy Bundrick Jennifer Ellison  
Darin Kasper Aaron Williams

**I. 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 Board meeting was called to order at 5:36 pm.

Eduardo Gonzalez provided the invocation.

**II. 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***

Lisa Healy shared her views on the implications of calling a bond, the current economy and the effects of potentially passing a bond.

**III. INFORMATION ITEMS**

**A. Report from Growth Management Committee**

Kacey Cheshier, John Knight, and Steve Pena, GMC representatives, shared a recap of the facility planning process. The needs identified, along with the committees' recommendation and the fiscal implications if the bond passed and potential implications for the district if a bond failed.

This information was shared for discussion and information at this meeting.

The Board moved out of open session into closed session under Texas Government Code Chapter 551.074 at 7:15 pm.

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

**A. Consideration of Personnel, Texas Government Code 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of**

**B. Absences, Personnel Issues**

**1. Review Proposed Superintendent Contract, Pursuant to Texas Gov't Code 551.074.**

**V. Action, if any, on Items Discussed in Closed Session**

**VI. RECONVENE TO OPEN SESSION**

The Board reconvened into open session at 7:28 pm.

**VII. ADJOURNMENT OF MEETING**

The meeting adjourned at 7:28 pm.

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**Board President**

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**Board Secretary**

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**March 20, 2023**

**Date**

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**Minutes of Regular Meeting  
MISD Board of Trustees  
February 13, 2023 / 5:30 pm**

**Board Members Present:** Mike Dillow      Eduardo Gonzalez      Richard Peña      Holly Teague  
Gary Vineyard      Jessica Ward

**Board Members Absent:** Tami Tobey

**Administration Present:** Shelle Blaylock      JoAnn Fey      Sandy Bundrick      Jennifer Ellison

**I. 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**

The Board meeting was called to order at 5:30 pm.

The Board moved out of open session at 5:32 pm and into closed session 5:35 pm.

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

- A. Discussion of Personnel, Texas Government Code 551.074 - Resignations, Terminations, and Non- renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues**
- B. Discuss 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**

The Board moved out of executive session at 6:25 pm.

**III. RECONVENE TO OPEN SESSION**

The Board reconvened at 6:30 pm into open session.

**IV. INTRODUCTION OF MEETING**

- A. Invocation**

The invocation was given by Mike Dillow.

- B. Pledges of Allegiance**

The pledges were led by students of the Longbranch Elementary Student Council.

**V. SUPERINTENDENT REPORT**

- A. Points of Pride for the Month**

- Heritage UIL Academic Team received 2nd Place Sweepstakes for large district schools (4-6A alignment).
- Texas Thespians Premier Communities and Advocacy Network named Midlothian as one of the inaugural district recipients for the Texas Thespians Premiere Community for Theatre Education Award, 2022-2023.

**B. Student Ambassadors**

Heritage High School Senior, Madison Barber and MHS Freshman, Kylie Castleberry, answered questions from the Board related to their favorite class on campus, the best part of attending Heritage or MHS and the biggest challenge of this year.

**VI. MISD BOARD Points of Pride**

- Richard Pena shared a point of pride in the accomplishments of MHS and Heritage Wrestling teams.
- Mike Dillow shared his pride in the community involvement in district events.
- Gary Vineyard shared about the experience in Washington, DC that was attended by three trustees this month advocating for education.

**VII. PRESENTATIONS / RECOGNITIONS**

**A. Mission and Vision**

Gary Vineyard read the mission and vision statements.

**B. MISD Board Pledge**

The Board read the pledge into the record.

**C. MHS Band Qualifiers - *moved to March meeting***

**D. Recognize Teachers of the Year for 2023**

The 2023 Teachers of the Year were recognized:

- T.E. Baxter Elementary: Joshua Carpenter
- Jean Coleman Elementary: Jennifer Meinzer
- J.R. Irvin Elementary: Taite Siemsglusz
- Longbranch Elementary: Andrea Burks
- Dolores McClatchey Elementary: Michelle Spradley
- LaRue Miller Elementary: Donna Scott
- Mt. Peak Elementary: Michelle Steinfeldt
- J.A. Vitovsky Elementary: Jayne Allbee
- Dieterich Middle School: Melodi Kunn
- Frank Seale Middle School: Susan Bolgiano
- Walnut Grove Middle School: M'Kale Kennedy
- Heritage High School: Collin Stroner
- Midlothian High School: Tony Robinson
- The MILE: Nathan Pettijohn

Eduardo Gonzalez arrived at 6:48 pm.

**E. Skyward 2023 Leader In Excellence Award**

Emily Jett and her team (consisting of John Allen, Ann Witherpsoon, and Alaina Aday) earned the Skyward 2023 Leader in Excellence Award as she and her team implemented the migration to Skyward Qmlativ allowing MISD to ensure collection and use of data most efficiently and effectively to best serve MISD students.

**F. Recognition of Gifts and/or Donations**

Gary Vineyard recognized donations to the district received from Heritage Baseball and Softball Booster Clubs, MHS Golf Booster Clubs, Baxter and Vitovsky PTO groups, Robert and Cynthia Guy, Susan Jones, and Dinosaur George Traveling Museum.

- VIII. PUBLIC COMMENT- *for Items on the Agenda*: 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.**

Lisa Healy spoke to the Board stating it was okay to vote no on calling a bond.

**IX. DISCUSSION/ACTION: BUSINESS AND FINANCE**

- A. Consideration of Approval for a Utility Easement to HILCO Electric Cooperative, Inc. to provide additional service to residential areas near Walnut Grove Middle School**

Mike Dillow motioned to approve the utility easement as presented, seconded by Richard Pena. The motion was approved with a vote of 6-0.

- B. AN ORDER BY THE BOARD OF TRUSTEES OF THE MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT CALLING A BOND ELECTION TO BE HELD WITHIN THE DISTRICT; MAKING PROVISIONS FOR THE CONDUCT AND THE GIVING OF NOTICE OF THE ELECTION; AND CONTAINING OTHER PROVISIONS RELATING THERETO**

Holly Teague motioned to approve the Order by the Board of Trustees of the Midlothian Independent School District Calling a Bond election to be Held within Said District; Making Provisions for the Conduct and the Giving of Notice of the Election: and Containing Other Provisions Relating Thereto, as presented. The motion was seconded by Richard Pena, and carried with a vote of 5-1; Eduardo Gonzalez voted against the motion.

Richard Pena left at 7:45 pm.

- C. Review Business Reports**

Sandy Bundrick shared the most recent financial reports with the Board.

**X. DISCUSSION/ACTION: CURRICULUM AND INSTRUCTION**

- A. Balanced Scorecard - Priority 1.1a**

Jennifer Ellison explained the review and retool of the balanced scorecard and shared the updated Balance Scorecard Priority Reporting Structure.

Shelle Blaylock followed with the Priority 1 report presenting the lag data for career and technical education; scholastic experiences; continuous data analysis and progress monitoring; professional development aligned to student/teacher needs; and integration of viable curriculum with evidence based resources. The leading data indicators will be shared in March at the regular meeting.

**XI. INFORMATION ONLY**

- A. Review TASB Policy Update 120**

Krista Tipton provided an overview of the proposed changes to local policies based upon the recent TASB Policy Update 120. This item will be brought back to the Board for action at the 3/20/2023 meeting.

- B. Receive an Update on the 2023/2024 Calendar Process**

Krista Tipton provided an update of the process thus far in evaluating options for the 2023/2024 calendar. In addition, administration requested that a subcommittee of the Board be created to review operational plans for proposed calendar options. Subcommittee members who volunteered were: Jessica Ward, Eduardo Gonzalez, and Mike Dillow.

**C. Receive an Update from the Business and Operations Subcommittee Meeting held on February 8, 2023**

Jessica Ward provided a review of the most recent Business and Operations subcommittee meeting held on 2/8/2023. Topics of discussion included: Multi-purpose Stadium elevator, Heritage HS parking lot, Oncor easement at 14th and Coleman Elementary, Hilco easement at Walnut Grove Middle School, January Business Reports, and potential semi truck purchase update.

**D. Receive an Update from the Administration and HR Subcommittee Meeting held on January 27, 2023**

Holly Teague shared an update from the Administration and HR Subcommittee Meeting on 1/27/23. Topics discussed included: Substitute coverage, staff recruitment, new teacher interviews, and MISD staffing updates.

**XII. CONSENT AGENDA**

**A. Consider Meeting Minutes**

1. January 10, 2023 - Special Meeting Minutes
2. January 23, 2023 - Regular Meeting Minutes

**B. Consider Budget Amendments**

**C. Consider Approval of Gifts and/or Donations**

**D. Consider and Approve the Order of Election for the May 6, 2023 General Trustee Election**

**E. Consideration and Possible Action on a Board Resolution Regarding Approval of Employee Pay During the District Closure Due to Winter Weather Storm**

**F. Consider Approval of Foreign Exchange Student Waiver**

**G. Consider Approval of Modified State Testing Days Waiver**

**H. Consider Policy Revisions to EEG (LOCAL): Instructional Arrangements, Class Size**

Eduardo Gonzalez asked to pull Item E for discussion.

Eduardo Gonzalez motioned, seconded by Holly Teague, to approve the consent agenda as presented with the exception of Item E. The motion passed with a vote of 5-0.

Eduardo Gonzalez motioned to approve Item E as presented. The motion was seconded by Jessica Ward and the motion carried with a vote of 5-0.

**XIII. PUBLIC COMMENT - *for non-agenda items***

Suzanne Wyatt spoke to the Board regarding the retention of teachers at McClatchey Elementary and her concern related to the turn over.

Tarin Hagen, Heritage HS swim team member, asked for construction of a recreation center that included a pool.

Marisa Natchke, Heritage HS freshman, requested that the Board collaborate on the construction of a recreation center with a pool.

Maggie Hunter, MHS swim team member, spoke in support of the construction of a pool for the swim teams.

Lisa Healy asked the Board to withdraw membership from TASB.

Tonya Haith, spoke in support of the swim teams and the hope for a permanent solution and support of the swim teams.

**XIV. Action, if any, on Items Discussed in Closed Session**  
N/A

**XV. Consider Agenda Items/Topics for Upcoming Meetings**  
Nothing shared at this time.

**XVI. ADJOURNMENT OF MEETING**  
The meeting adjourned at 9:38 pm.

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**Board President**

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**Board Secretary**

**March 20, 2023**  
**Date**

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**Minutes of Special Meeting  
MISD Board of Trustees  
March 6, 2023 / 5:30 pm**

**Board Members Present:** Mike Dillow      Holly Teague      Tami Tobey  
Gary Vineyard      Jessica Ward

**Board Members Absent:** Eduardo Gonzalez and Richard Pena

**Administration Present:** Shelle Blaylock      JoAnn Fey      Sandy Bundrick  
Jennifer Ellison      Darin Kasper      Aaron Williams

**I. 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 Board meeting was called to order at 5:31 pm.

The Board moved out of open session at 5:32 pm and into closed session at 5:35 pm.

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

- A. Consideration of Personnel, Texas Government Code 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues**
- B. Consultation with Attorney Regarding Board Meeting Procedures, Texas Government Code Chapter 551.071**
- 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**

**VII. RECONVENE TO OPEN SESSION**

The Board moved out of closed session and into open session at 6:31 pm.

**II. INVOCATION**

The invocation was given by Mike Dillow.

**III. 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.

**IV. DISCUSSION/ACTION ITEMS**

**A. Consider Approving Resolution Authorizing the Ellis Appraisal District Chief Appraiser or Other Employee of EAD to Act as Agent in Regard to Filing a Protest Against the Comptroller's 2022 Property Value Study for Midlothian ISD**

Gary Vineyard motioned, seconded by Mike Dillow, to approve the resolution authorizing the Ellis Appraisal District Chief Appraiser or Other Employee of EAD to Act as Agent in Regard to Filing a Protest Against the Comptroller's 2022 Property Value Study for Midlothian ISD as presented. The motion passed with a vote of 5-0.

**V. INFORMATION ITEMS**

**A. Budget Workshop #1**

The first Budget Workshop for 2023/2024, facilitated by Aaron Williams and Sandy Bundrick, shared information with the board outlining the following: preliminary budget assumptions, standardized staffing formula/guidelines, growth projections, impact of growth by campus and district, TASB pay systems review, protocol for 23/24 budget requests and a preliminary summary of revised budget assumptions.

**VII. ADJOURNMENT OF MEETING**

The Board meeting adjourned at 8:21 pm.

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**Board President**

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**Board Secretary**

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**March 20, 2023**

**Date**

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
| <b>Board Meeting Date:</b>                            | March 20, 2023   |     |
| <b>Agenda Item:</b>                                   | Consider Budget Amendments   |     |
| <b>Agenda Location:</b>                               | CONSENT  |     |
| <b>Template Attachments:</b>                          | Yes  | PDF |
| <b>If yes, then select what applies:</b>              | PDF  | PDF |
| <b>Link to the presentation:</b>                      | No presentation for this item.   |     |
| <b>Background Information</b>                         | <p><b>WHY:</b> To amend the annual budget to allow expenditures to be spent from the correct function according to TEA guidelines.</p> <p><b>WHAT:</b><br/> <b>General Fund:</b><br/>           Transfer \$3,346 from Staff Development to Instruction for supplies for Vltovsky.<br/>           Transfer \$627 from Staff Development to Media Services to purchase library books for FSMS.<br/>           Transfer \$1,800 from Counseling Services to Security for supplies for DMS..<br/>           Transfer \$1,085 from Extra/Co-Curricular(\$810) and Staff Development (\$275) to Instruction for supplies for DMS..<br/>           Transfer \$2,142 from Staff Development to School Leadership for employee travel for DMS.<br/>           Revise budget for non cash donation to the HHS golf \$1,024.<br/>           Transfer \$681 from Staff Development to Instruction for supplies for DMS.<br/>           Transfer \$166 from Counseling Services to School Leadership for employee travel for DMS.<br/>           Transfer \$360 from Counseling Services to Instruction for supplies for DMS.<br/>           Transfer \$569 from Health Services to Instruction for supplies for DMS.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective: (Primary)</b>               | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A  |     |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                     | Texas Education Agency   | N/A |
| <b>Policy Reference: (1) / (2)</b>                    | CE-ANNUAL OPERATING BUDGET   |     |
| <b>Fiscal Impact/Budget Function Code:</b>            | None   |     |
| <b>Administration Recommendation</b>                  | Administration recommends the approval of the agenda item as presented.  |     |
| <b>Motion:</b>  | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the budget amendment to the 2022-2023 budget as presented."  |     |
| <b>Presenter:</b>                                     | Sandy Bundrick   |     |
|   | District Leadership  |     |

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

|  | <u>% OF<br/>BUDGET</u> | <u>ORIGINAL<br/>BUDGET<br/>TOTALS</u> | <u>PREVIOUS<br/>AMENDMENTS</u> | <u>THIS<br/>AMENDMENT</u>    | <u>AMENDED<br/>BUDGET<br/>TOTALS</u> | <u>% OF<br/>BUDGET</u> |
|--|------------------------|---------------------------------------|--------------------------------|------------------------------|--------------------------------------|------------------------|
| Revenues                                       |                        |                                       |                                |                              |                                      |                        |
| 57 Local                                       | 59.42%                 | \$70,375,751                          | \$384,097                      | \$1,024 [6]                  | \$70,760,872                         | 59.55%                 |
| 58 State                                       | 38.94%                 | \$46,120,003                          | \$0                            | \$0                          | \$46,120,003                         | 38.82%                 |
| 59 Federal                                     | 1.63%                  | \$1,934,000                           | \$0                            | \$0                          | \$1,934,000                          | 1.63%                  |
| 79 Other Resources                             | 0.00%                  | \$0                                   | \$0                            | \$0                          | \$0                                  | 0.00%                  |
| Total Revs FY22-23                             | 99.99%                 | <u>\$118,429,754</u>                  | <u>\$384,097</u>               | <u>\$1,024</u>               | <u>\$118,814,875</u>                 | 100.00%                |
| Expenditures                                   |                        |                                       |                                |                              |                                      |                        |
| FUNCTION                                       |                        |                                       |                                |                              |                                      |                        |
| 11 Instruction                                 | 49.40%                 | \$58,491,843                          | \$127,169                      | \$6,041 [1] [4] [7] [9] [10] | \$58,625,053                         | 49.34%                 |
| 12 Media Services                              | 1.12%                  | \$1,322,830                           | \$626                          | \$627 [2]                    | \$1,324,083                          | 1.11%                  |
| 13 Staff Development                           | 1.02%                  | \$1,205,692                           | (\$101,498)                    | (\$7,071) [1] [2] [5] [7]    | \$1,097,123                          | 0.92%                  |
| 21 Instructional Administration                | 0.88%                  | \$1,042,428                           | (\$5,979)                      | \$0                          | \$1,036,449                          | 0.87%                  |
| 23 School Leadership                           | 4.78%                  | \$5,655,282                           | \$31,575                       | \$2,308 [5] [8]              | \$5,689,165                          | 4.79%                  |
| 31 Counseling Services                         | 3.31%                  | \$3,921,643                           | (\$16,045)                     | (\$2,326) [3] [8] [9]        | \$3,903,272                          | 3.29%                  |
| 32 Social Work Services                        | 0.00%                  | \$0                                   | \$0                            | \$0                          | \$0                                  | 0.00%                  |
| 33 Health Services                             | 1.05%                  | \$1,244,846                           | \$3,226                        | (\$569) [10]                 | \$1,247,503                          | 1.05%                  |
| 34 Transportation                              | 2.51%                  | \$2,977,186                           | \$0                            | \$0                          | \$2,977,186                          | 2.51%                  |
| 36 Extra/Co-Curricular Activities              | 3.97%                  | \$4,696,253                           | \$178,977                      | \$214 [4] [6]                | \$4,875,444                          | 4.10%                  |
| 41 Central Administration                      | 3.28%                  | \$3,881,347                           | \$134,800                      | \$0                          | \$4,016,147                          | 3.38%                  |
| 51 Maintenance                                 | 9.97%                  | \$11,813,022                          | (\$1,600)                      | \$0                          | \$11,811,422                         | 9.94%                  |
| 52 Security                                    | 1.55%                  | \$1,840,120                           | \$13,246                       | \$1,800 [3]                  | \$1,855,166                          | 1.56%                  |
| 53 Data Processing                             | 1.66%                  | \$1,961,842                           | (\$81,400)                     | \$0                          | \$1,880,442                          | 1.58%                  |
| 61 Community Services                          | 0.00%                  | \$0                                   | \$0                            | \$0                          | \$0                                  | 0.00%                  |
| 71 Debt Service                                | 0.00%                  | \$0                                   | \$0                            | \$0                          | \$0                                  | 0.00%                  |
| 81 Facilities                                  | 0.00%                  | \$0                                   | \$0                            | \$0                          | \$0                                  | 0.00%                  |
| 95 JJAEP                                       | 0.02%                  | \$20,000                              | \$0                            | \$0                          | \$20,000                             | 0.02%                  |
| 97 Payments to Tax Increment Fund              | 14.87%                 | \$17,614,428                          | \$0                            | \$0                          | \$17,614,428                         | 14.83%                 |
| 99 Tax Costs                                   | 0.63%                  | \$740,992                             | \$101,000                      | \$0                          | \$841,992                            | 0.71%                  |
| Total Exps FY22-23                             | 100.02%                | <u>\$118,429,754</u>                  | <u>\$384,097</u>               | <u>\$1,024</u>               | <u>\$118,814,875</u>                 | 100.00%                |
| Budgeted Increase / (Decrease) to Fund Balance |                        |                                       |                                |                              |                                      |                        |
|  |                        | <u>\$0</u>                            | <u>\$0</u>                     | <u>\$0</u>                   | <u>\$0</u>                           |                        |

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

| <u>% OF<br/>BUDGET</u> | <u>ORIGINAL<br/>BUDGET<br/>TOTALS</u> | <u>PREVIOUS<br/>AMENDMENTS</u> | <u>THIS<br/>AMENDMENT</u> | <u>AMENDED<br/>BUDGET<br/>TOTALS</u> | <u>% OF<br/>BUDGET</u> |
|------------------------|---------------------------------------|--------------------------------|---------------------------|--------------------------------------|------------------------|
|------------------------|---------------------------------------|--------------------------------|---------------------------|--------------------------------------|------------------------|

- [1] Transfer \$3,346 from Staff Development to Instruction for supplies for Vitovsky.
- [2] Transfer \$627 from Staff Development to Media Services to purchase library books for FSMS.
- [3] Transfer \$1,800 from Counseling Services to Security for supplies for DMS.
- [4] Transfer \$1,085 from Extra/Co-Curricular (\$810) and Staff Development (\$210) to Instruction for supplies for DMS.
- [5] Transfer \$2,142 from Staff Development to School Leadership for employee travel for DMS.
- [6] Revise budget for non cash donation to the HHS golf \$1,024.
- [7] Transfer \$681 from Staff Development to Instruction for supplies for DMS.
- [8] Transfer \$166 from Counseling Services to School Leadership for employee travel for DMS.
- [9] Transfer \$360 from Counseling Services to Instruction for supplies for DMS.
- [10] Transfer \$569 from Health Services to Instruction for supplies for DMS.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |     |
| <b>Agenda Item:</b>   | Consider Approval of Gifts and/or Donations   |     |
| <b>Agenda Location:</b>   | CONSENT   |     |
| <b>Template Attachments:</b>                                    | Yes   | PDF |
| <b>If yes, then select what applies:</b>                        | PDF   | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY: Based upon local policy:</b> The Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District. However, any gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval. Once accepted, a gift becomes the sole property of the District</p> <p><b>WHAT:</b><br/>Each month the Board is provided an update of gifts and donations to be accepted. NOTE: A running annual total is provided for tracking purposes.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and Financial Stewardship   |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 3: Culture, Climate and Safety   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A   | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | CDC-OTHER REVENUES - GIFTS AND SOLICITATIONS  |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | Varies each month based upon the value of donations and gifts received.   |     |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |     |
| <b>Motion:</b>  | This is a consent agenda item: however, if needed a motion might be, "I move to approve the Gifts and Donations as presented."  |     |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.   |     |
|   | District Leadership   |     |

# March 2023 GIFTS AND DONATIONS

Running Total: \$179,132.71

| Department                        | Amount being Donated   | Entity Donating  |
|-----------------------------------|--|--|
| McClatchey Elementary             | \$70 monetary donation   | Texas Instruments Foundation                                 |
| MHS Football                      | \$5,000 monetary donation for field equipment  | MHS Football Boosters  |
| MILE: Cati Flory's floral classes | \$1500 monetary donation for floral class  | CTE Community Booster Club                                   |
| Heritage Robotics Team            | \$500 monetary donation for robotics competitions  | Gate Precast Company   |
| Heritage Robotics Team            | \$1,000 monetary donation for robotics competition   | S'N'S Erectors, Inc.   |
| Heritage Softball                 | \$2,800 monetary donation  | Heritage Softball Boosters                                   |
| Destination Imagination           | \$900 monetary donation for the rental of the AV equipment for the Awards Ceremony                       | greater Ft. Worth area Creative Problem Solving Organization |
| MHS Golf                          | \$4,900 monetary donation for entry fees and meals   | MHS Golf Boosters  |
| MHS Baseball                      | \$6,197.32 monetary donation for Freshman, JV and Varsity baseball meals during the 2023 baseball season | MHS Baseball Boosters  |



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |   |
|---|--|---|
| <b>Board Meeting Date:</b>                                      | March 20, 2023   |   |
| <b>Agenda Item:</b>   | Consider Administrator Contract Recommendations for 2023-2024 School Year  |   |
| <b>Agenda Location:</b>   | CONSENT  |   |
| <b>Template Attachments:</b>                                    | Yes  |   |
| <b>If yes, then select what applies:</b>                        | N/A  | N/A   |
| <b>Link to the presentation:</b>                                |  |   |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Each year, administrative personnel are evaluated by supervising staff and contract renewal recommendations are submitted to the Superintendent to be presented for Board consideration.</p> <p><b>WHAT:</b> Personnel is discussed in Closed Session under Texas Government Codes 551.074. Administrative contract renewals are recommended based on information provided and discussed in that setting.</p> |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership   |   |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.1 Recruit and Retain High-potential Talent   |   |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership   |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.3 Development of a High-performaning Organizational System   |   |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Government Code  | 551.074 Resignations, Terminations, and Non-renewals of Profesional Employees |
| <b>Policy Reference: (1) / (2)</b>                              | N/A  | N/A   |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |   |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item based on information discussed in closed session under Texas Government Codes 551.074.   |   |
| <b>Motion:</b>  | This is a consent agenda item. If the item is pulled for discussion a might be, "I move to accept the 2023-2024 administrator contract recommendations as presented."  |   |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.  |   |
|   | Asst Supt of Admin and HR  |   |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |   |
|---|--|---|
|   |  |   |
| <b>Board Meeting Date:</b>  | March 20, 2023   |   |
| <b>Agenda Item:</b>   | Update 120: TASB Policy Update (LEGAL/LOCAL)   |   |
| <b>Agenda Location:</b>   | CONSENT  |   |
| <b>Template Attachments:</b>  | Yes  | PDF - <a href="#">Explanatory Notes</a>   |
| <b>If yes, then select what applies:</b>                            | PDF - <a href="#">Local Comparison</a>   | N/A   |
| <b>Link to the presentation:</b>                                    | Yes. See link in the box to the right.   | <a href="https://docs.google.com/presentation/d/1cLqOaYKeHuSzRr_TbOVsa1yq27FmHOq8MeVgYX49mJo/edit?usp=sharing">https://docs.google.com/presentation/d/1cLqOaYKeHuSzRr_TbOVsa1yq27FmHOq8MeVgYX49mJo/edit?usp=sharing</a> |
| <b>Background Information</b><br><b>Limit to ____ words or less</b> | <p><b>WHY:</b> LEGAL policies are for Board review. LOCAL policies in Update 120 requires Board action.</p> <p><b>WHAT:</b> Below are the local policies for review and consideration this month being presented as part of Update 120. These recommended policy revisions are a result of TASB policy review and align to LEGAL policy updates. Please see the <a href="#">Explanatory Notes</a> and the <a href="#">Local Comparison</a> for additional information.</p> <p><b>CKC</b> - Safety Program/Risk Management - Emergency Plans<br/> <b>FNG</b> - Student Rights and Responsibilities: Student and Parent Complaint/Grievances<br/> <b>FO</b> - Student Discipline</p> |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                         | Priority 1: Student Success  |   |
| <b>Performance Objective:</b> <i>(Primary)</i>                      | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching  |   |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>        | Priority 4: District Operations and financial Stewardship  |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i>     | 4.2 Effective and Efficient Cross-departmental Work Processes  |   |
| <b>Legal Reference:</b> (1) / (2)                                   | N/A  | N/A   |
| <b>Policy Reference:</b> (1) / (2)                                  | SEE ABOVE  | N/A   |
| <b>Fiscal Impact/Budget Function Code:</b>                          | N/A  |   |
| <b>Administration Recommendation</b>                                | Presentation only  |   |
| <b>Motion:</b>  | Consent Agenda; If pulled, make a motion to "approve the agenda item as presented."  |   |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.  | Krista Tipton (ED)  |
|   | District Leadership  | Executive Director (ED) or Director (D)   |



## (LOCAL) Policies Packet

For your convenience, this file contains the (LOCAL) policies—and only the local policies—from your school district's TASB update packet.

### What is included in this packet?

- Instruction sheet for recommended (LOCAL) policies
- Explanatory Notes for recommended (LOCAL) policies
- Clean copies of recommended (LOCAL) policies
- Annotated (redlined) copies of recommended (LOCAL) policy changes

### This is not the full update packet.

To retrieve your district's full update packet, visit *Policy Service Resource Library* > *Local Manual Updates* in [myTASB](#).

### What is in the full update packet?

The full update packet contains:

- A summary of the overall policy update
- (LEGAL) policies and (EXHIBIT) documents that describe the statutory framework in which your local policies must operate
- Instructions and Explanatory Notes for every policy change, not just the (LOCAL)s
- Guidance on how to:
  - Present recommended policy changes to the board
  - Keep minutes
  - Notify TASB of board action
  - Maintain your historical record
  - Update your administrative regulations

### Disclaimer and Copyright

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

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Instruction Sheet  
TASB Localized Policy Manual Update 120

**Midlothian ISD**

| <b>Code</b> | <b>Type</b> | <b>Action To Be Taken</b> | <b>Note</b>          |
|-------------|-------------|---------------------------|----------------------|
| CB          | (LOCAL)     | Replace policy            | Revised policy       |
| CKC         | (LOCAL)     | Replace policy            | Revised policy       |
| FFI         | (LOCAL)     | No policy enclosed        | See explanatory note |
| FNG         | (LOCAL)     | Replace policy            | Revised policy       |
| FO          | (LOCAL)     | Replace policy            | Revised policy       |

# Explanatory Notes

## TASB Localized Policy Manual Update 120

### Midlothian ISD

#### CB(LOCAL)

#### STATE AND FEDERAL REVENUE SOURCES

As recommended by TEA, newly recommended text requires the district to give public notice of federal grant applications by providing information at board meetings and publishing information on the district's website. The new text also affirms that the district will comply with requirements for receiving public input regarding such applications.

Further, the policy authorizes the superintendent to approve the plan for use of the grant or award. If the board retains authority to approve any plans for use of federal grants, please contact your policy consultant for appropriate revisions.

#### CKC(LOCAL)

#### SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

Education Code 37.108(d) requires a district's multihazard emergency operations plan to include responding to a train derailment near a district school if a district facility is within 1,000 yards of a railroad track. New recommended local policy text incorporates this requirement into the list of procedures that must be addressed.

The *Legal Issues in Update 120* memo describes common legal concerns and best practices specific to [this policy's topic](#).

#### FFI(LOCAL)

#### STUDENT WELFARE: FREEDOM FROM BULLYING

District bullying policies must address prevention and mediation of bullying incidents and comply with minimum standards adopted by TEA. TEA recently issued updated [Proposed Minimum Standards for Bullying Prevention Policies and Procedures](#) for public comment from October 28 through November 28, 2022. Policy Service will recommend local policy revisions following publication of the final TEA minimum standards.

#### FNG(LOCAL)

#### STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

Revisions to this local policy are recommended at Other Complaint Processes to:

- Clarify how special education complaints are addressed.
- Encompass all instructional resources policies.
- Reference the required hearing procedure for eligibility disputes under school nutrition programs.

The *Legal Issues in Update 120* memo describes common legal concerns and best practices specific to [this policy's topic](#).

#### FO(LOCAL)

#### STUDENT DISCIPLINE

Recommended revisions to this local policy are to clarify circumstances when restraint may be used generally and to more prominently address restraint of a student who receives special education services.

STATE AND FEDERAL REVENUE SOURCES

CB  
(LOCAL)

**Grants and Awards**

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

**Federal Awards**

Public Notice and  
Input

The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.

Plan Approval

Approval of required grant and award plans shall be by the Superintendent.

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

STATE AND FEDERAL REVENUE SOURCES

CB  
(LOCAL)

For purposes of this policy, “partner” shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities

Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; or
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

SAFETY PROGRAM/RISK MANAGEMENT  
EMERGENCY PLANS

CKC  
(LOCAL)

**Emergency  
Operations Plan**

The Superintendent shall ensure updating of the District's emergency operations plan and ongoing staff training.

As required by law, the emergency operations plan shall include the District's procedures addressing:

1. Reasonable security measures when District property is used as a polling place;
2. Response to an active shooter emergency;
3. Response to a nearby train derailment, as applicable; and
4. Access to campus buildings and materials necessary for a substitute teacher to carry out the duties of a District employee during an emergency or an emergency drill.



STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

**Complaints**

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

**Other Complaint  
Processes**

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with FFH.
2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints within the scope of Section 504, including complaints concerning identification, evaluation, or educational placement of a student with a disability, shall be submitted in accordance with FB and the procedural safeguards handbook.
9. Complaints within the scope of the Individuals with Disabilities Education Act, including complaints concerning identification, evaluation, educational placement, or discipline of a student with a disability, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with the EF series.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

**Extracurricular  
Activity Complaints**

For a complaint concerning a student's participation in an extracurricular activity that does not involve a violation of a right guaranteed by Education Code Chapter 26, the Level Two decision is final and may not be appealed to the Board.

**Notice to Students  
and Parents**

The District shall inform students and parents of this policy through appropriate District publications.

**Guiding Principles**

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

|                                     |   |
|-------------------------------------|---|
|                                     | policy, nor to require a full evidentiary hearing or “mini-trial” at any level.   |
| <b>Freedom from Retaliation</b>     | Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.   |
| <b>General Provisions</b><br>Filing | Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.              |
| Scheduling Conferences              | The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student’s or parent’s absence.   |
| Response                            | At Levels One and Two, “response” shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student’s or parent’s email address of record, or sent by U.S. Mail to the student’s or parent’s mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.  |
| Days                                | “Days” shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is “day zero.” The following business day is “day one.”   |
| Representative                      | “Representative” shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.<br><br>The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days’ notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District’s counsel. The District may be represented by counsel at any level of the process. |

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

**Consolidating Complaints** Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

**Untimely Filings** All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

**Costs Incurred** Each party shall pay its own costs incurred in the course of the complaint.

**Complaint and Appeal Forms** Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

**Level One**

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

**Level Two**

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

**Level Three**

With the exception of complaints regarding extracurricular activities, described above, if the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.



STUDENT DISCIPLINE

FO  
(LOCAL)

**Student Code of Conduct**

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

**Extracurricular Standards of Behavior**

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

STUDENT DISCIPLINE

FO  
(LOCAL)

**“Parent” Defined**

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

**General Discipline Guidelines**

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
  - a. The seriousness of the offense;
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  - e. The potential effect of the misconduct on the school environment;
  - f. Requirements of Chapter 37 of the Education Code; and
  - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

**Corporal Punishment**

Corporal punishment may be used as a discipline management technique in accordance with this policy and the Student Code of Conduct.

Corporal punishment shall not be administered to a student whose parent has submitted to the principal a signed statement for the current school year prohibiting the use of corporal punishment with his or her child. The parent may reinstate permission to use corporal punishment at any time during the school year by submitting a signed statement to the principal.

Guidelines

Corporal punishment shall be limited to spanking or paddling the student and shall be administered in accordance with the following guidelines:

1. The student shall be told the reason corporal punishment is being administered.

STUDENT DISCIPLINE

FO  
(LOCAL)

2. Corporal punishment shall be administered only by the principal or designee.
3. The instrument to be used in administering corporal punishment shall be approved by the principal.
4. Corporal punishment shall be administered in the presence of one other District professional employee and in a designated place out of view of other students.

Disciplinary  
Records

The disciplinary record reflecting the use of corporal punishment shall include any related disciplinary actions, the corporal punishment administered, the name of the person administering the punishment, the name of the witness present, and the date and time of punishment.

**Physical Restraint**

**Note:** A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.
3. Protect property from serious damage.
4. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

**DAEP Placement and  
UIL Participation**

A student who is assigned to a disciplinary alternative education program (DAEP) shall not be permitted to participate in UIL activities. The student shall be permitted to resume participation in UIL activities after completion of the assignment to the DAEP on the first day he or she returns to regular classes.

**Electronic  
Monitoring by Law  
Enforcement**

A student monitored by law enforcement officials by means of an electronic monitoring device shall not be allowed to participate in UIL activities. The student may be permitted to resume participation on the first day following release from monitoring requirements.

**Video and Audio  
Monitoring**

Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.

STUDENT DISCIPLINE

FO  
(LOCAL)

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal or designee shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to  
Recordings

Recordings shall remain in the custody of the campus principal or designee and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]



## (LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue, bold font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

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**Note:** While the annotation software competently identifies simple changes, large or complicated changes—as in an extensive rewrite—may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes makes formatting changes appear tracked, even though the text remains the same.

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For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

**Contact:**

**School Districts and  
Education Service Centers**

[policy.service@tasb.org](mailto:policy.service@tasb.org)

800.580.7529  
512.467.0222

**Community Colleges**

[colleges@tasb.org](mailto:colleges@tasb.org)

800.580.1488  
512.467.3689

STATE AND FEDERAL REVENUE SOURCES

CB  
(LOCAL)

**Grants and Awards**

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

**Federal Awards**

Public Notice and  
Input

The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.

Plan Approval

Approval of required grant and award plans shall be by the Superintendent.

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

STATE AND FEDERAL REVENUE SOURCES

CB  
(LOCAL)

For purposes of this policy, “partner” shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities

Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; or
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

SAFETY PROGRAM/RISK MANAGEMENT  
EMERGENCY PLANS

CKC  
(LOCAL)

**Emergency  
Operations Plan**

The Superintendent shall ensure updating of the District's emergency operations plan and ongoing staff training.

As required by law, the emergency operations plan shall include the District's procedures addressing:

1. Reasonable security measures when District property is used as a polling place;
2. Response to an active shooter emergency; ~~and~~
3. Response to a nearby train derailment, as applicable; and
- ~~3-4.~~ 4. Access to campus buildings and materials necessary for a substitute teacher to carry out the duties of a District employee during an emergency or an emergency drill.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

**Complaints**

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint  
Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with FFH.
2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints [within the scope of Section 504, including complaints](#) concerning identification, evaluation, or educational placement of a student with a disability, ~~within the scope of Section 504~~ shall be submitted in accordance with FB and the procedural safeguards handbook.
9. [Complaints within the scope of the Individuals with Disabilities Education Act, including complaints](#) ~~Complaints~~ concerning identification, evaluation, educational placement, or discipline of a student with a disability, ~~within the scope of the Individuals with Disabilities Education Act~~ shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with [the EF series](#).

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

**Extracurricular  
Activity Complaints**

For a complaint concerning a student's participation in an extracurricular activity that does not involve a violation of a right guaranteed by Education Code Chapter 26, the Level Two decision is final and may not be appealed to the Board.

**Notice to Students  
and Parents**

The District shall inform students and parents of this policy through appropriate District publications.

**Guiding Principles**

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

|                                     |   |
|-------------------------------------|---|
|                                     | policy, nor to require a full evidentiary hearing or “mini-trial” at any level.   |
| <b>Freedom from Retaliation</b>     | Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.   |
| <b>General Provisions</b><br>Filing | Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.              |
| Scheduling Conferences              | The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student’s or parent’s absence.   |
| Response                            | At Levels One and Two, “response” shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student’s or parent’s email address of record, or sent by U.S. Mail to the student’s or parent’s mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.  |
| Days                                | “Days” shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is “day zero.” The following business day is “day one.”   |
| Representative                      | “Representative” shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.<br><br>The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days’ notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District’s counsel. The District may be represented by counsel at any level of the process. |

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

**Consolidating Complaints** Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

**Untimely Filings** All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

**Costs Incurred** Each party shall pay its own costs incurred in the course of the complaint.

**Complaint and Appeal Forms** Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

**Level One**

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

**Level Two**

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

**Level Three**

With the exception of complaints regarding extracurricular activities, described above, if the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG  
(LOCAL)

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

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The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

STUDENT DISCIPLINE

FO  
(LOCAL)

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A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

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STUDENT DISCIPLINE

FO  
(LOCAL)

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  - a. The seriousness of the offense;
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STUDENT DISCIPLINE

FO  
(LOCAL)

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3. The instrument to be used in administering corporal punishment shall be approved by the principal.
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Disciplinary  
Records

The disciplinary record reflecting the use of corporal punishment shall include any related disciplinary actions, the corporal punishment administered, the name of the person administering the punishment, the name of the witness present, and the date and time of punishment.

Physical Restraint

**Note:** A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.
3. Protect property from serious damage.
- 3.4. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

~~4. Control an irrational student.~~

~~5.1. Protect property from serious damage.~~

~~A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]~~

DAEP Placement and  
UIL Participation

A student who is assigned to a disciplinary alternative education program (DAEP) shall not be permitted to participate in UIL activities. The student shall be permitted to resume participation in UIL activities after completion of the assignment to the DAEP on the first day he or she returns to regular classes.

STUDENT DISCIPLINE

FO  
(LOCAL)

|   |   |
|---|---|
| <b>Electronic Monitoring by Law Enforcement</b> | A student monitored by law enforcement officials by means of an electronic monitoring device shall not be allowed to participate in UIL activities. The student may be permitted to resume participation on the first day following release from monitoring requirements.   |
| <b>Video and Audio Monitoring</b>               | <p>Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.</p> <p>The District shall post signs notifying students and parents about the District’s use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.</p> |
| Use of Recordings                               | The principal or designee shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District’s Student Code of Conduct shall be subject to appropriate discipline.   |
| Access to Recordings                            | Recordings shall remain in the custody of the campus principal or designee and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]                 |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |  |
|---|---|--|
| <b>Board Meeting Date:</b>                                      | March 20, 2023  |  |
| <b>Agenda Item:</b>   | Consider Additional Staff - Growth Positions for 23-24  |  |
| <b>Agenda Location:</b>   | DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCES   |  |
| <b>Template Attachments:</b>                                    | No  |  |
| <b>If yes, then select what applies:</b>                        | N/A   |  |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |  |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Based on a review of projected growth, special program distribution and market analysis, additional positions are needed for the 23-24SY.</p> <p><b>WHAT:</b> MISD Administration is requesting the following positions for the 2023-2024 school year:<br/> 1 - Assistant Principal<br/> 1 - Counselor<br/> 17.5 - General Ed Teachers PK-12<br/> 2 - Teacher: Fine Arts<br/> 1 - Teacher: ESOL<br/> 1 - Teacher: ESL/Dyslexia<br/> 1 - Speech Lang. Pathologist<br/> 2.5 - Aide: Crossing Guard<br/> 1 - Aide: Safety Monitor<br/> 1 - Aide: ISS/Technology<br/> 1 - Executive Director of Leadership Development</p> <p><b><u>Positions will only be released when funding is confirmed.</u></b><br/> Positions will be released in 3 phases as the new budget is developed and eventually adopted. The projected total does NOT include \$552,000 of repurposed personnel (reducing the overall budget impact).</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership  |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.1 Recruit and Retain High-potential Talent  |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.2 Systematic Management of Individual Talent  |  |
| <b>Legal Reference: (1) / (2)</b>                               |   |  |
| <b>Policy Reference: (1) / (2)</b>                              |   |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | \$1,904,000 - in approximate compensation and benefits  |  |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |  |

|                   |  |  |
|-------------------|--|--|
| <b>Motion:</b>    | Possible motion would be: "I move that the board approve the additional positions as presented." |  |
| <b>Presenter:</b> | Aaron Williams, Ed.D.  |  |
|                   | District Leadership  |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | March 6, 2023   |     |
| <b>Agenda Item:</b>   | Consider Approving Election Contract with Ellis County Elections Administrator for May 6, 2023 General Trustee and Bond Election  |     |
| <b>Agenda Location:</b>   | CONSENT   |     |
| <b>Template Attachments:</b>                                    | Yes   | PDF |
| <b>If yes, then select what applies:</b>                        | PDF   | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>This is an annual contract presented within the consent agenda for convenience.</p> <p>For the past seven years, MISD and the City of Midlothian, as well as other entities within Ellis County, have contracted with Ellis County Elections Administration (EA) to conduct the trustee election as well as our most previous bond election.</p> <p>The school district is responsible for approving and posting the election order and notice, accepting the applications of those that wish to run for office, and canvassing the election once the election is final. The EA will be responsible for hiring and paying the election judges, securing voting locations, ordering ballots and supplies, running early voting, and election day voting.</p> <p>Contracting with the Ellis County Elections Office provides a tremendous benefit to voters. The Elections Administrator will host countywide voting for early voting as well as election day which in turn provides the possibility for increased voter turnout and participation as they can vote at any one of the locations listed on the Election Notice</p> <p><b>WHAT:</b><br/>The contract is attached for your review and approval.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and financial Stewardship   |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |     |
| <b>Legal Reference: (1) / (2)</b>                               |   | N/A |

|  |  |  |
|--|--|--|
| <b>Policy Reference: (1) / (2)</b>         | BBB-BOARD MEMBERS - ELECTIONS  |  |
| <b>Fiscal Impact/Budget Function Code:</b> | \$15,500 budgeted  |  |
| <b>Administration Recommendation</b>       | Administration recommends the approval of the agenda item as presented.  |  |
| <b>Motion:</b>                             | Presented as a consent agenda item; however, if pulled a motion might be, "I move to approve the election contract with Ellis Co Elections Office as presented." |  |
| <b>Presenter:</b>                          | Jo Ann Fey, Ed.D.  |  |
|  | District Leadership  |  |



**May 6, 2023**  
**Joint Election**  
**Contract for Election Services**

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# **May 6, 2023 Joint Election**

## **Table of Contents**

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| I.....   | Duties and Services of County Election Officer              |
| II.....  | Duties and Services of Participating Political Subdivisions |
| III..... | Cost of Election  |
| IV.....  | General Provisions  |

## **Exhibits**

|                |   |
|----------------|---|
| Exhibit A..... | Early Voting Schedule and Locations           |
| Exhibit B..... | Election Day Polling Locations                |
| Exhibit C..... | Cost of Services                              |
| Exhibit D..... | List of Political Subdivision Races on Ballot |



**THE STATE OF TEXAS                    §                    JOINT CONTRACT FOR**  
**ELLIS COUNTY                            §                    ELECTION SERVICES**

**BY THE TERMS OF THIS CONTRACT** made and entered into by and between the following  
**AS OF March 1, 2023:**

CITY OF ALMA  
CITY OF CEDAR HILL  
CITY OF ENNIS  
CITY OF FERRIS (Including Dallas County Portion)  
CITY OF GRAND PRAIRIE  
CITY OF ITALY  
CITY OF MANSFIELD  
CITY OF MAYPEARL  
CITY OF MIDLOTHIAN  
CITY OF MILFORD  
CITY OF OVILLA (Including Dallas County Portion)  
CITY OF VENUS  
CITY OF WAXAHACHIE  
ENNIS INDEPENDENT SCHOOL DISTRICT (Including Navarro County Portion)  
FERRIS INDEPENDENT SCHOOL DISTRICT  
ITALY INDEPENDENT SCHOOL DISTRICT  
MAYPEARL INDEPENDENT SCHOOL DISTRICT  
MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT  
MILFORD INDEPENDENT SCHOOL DISTRICT (Including Hill County Portion)  
RED OAK INDEPENDENT SCHOOL DISTRICT  
WAXAHACHIE INDEPENDENT SCHOOL DISTRICT

hereinafter referred to as "Participating Political Subdivisions" and JANA ONYON, Elections Administrator of Ellis County, Texas, hereinafter referred to as "County Election Officer", pursuant to the authority in Subchapter D, Section 31.092, of Chapter 31, of the Texas Election Code, agree to the following particulars in regard to coordination, supervision and running of the May 6, 2023 Joint Election.

**THIS AGREEMENT** is entered into in consideration of the mutual covenants and promises hereinafter set out. IT IS AGREED AS FOLLOWS:

**I. DUTIES AND SERVICES OF COUNTY ELECTION OFFICER.** The County Election Officer shall be responsible for performing the following duties and shall furnish the following services and equipment:



A. The County Election Officer shall arrange for notification (including writ of election), training and compensation of all presiding judges, alternate judges, clerks for the polling site, Central Counting Station and early voting ballot board.

- a. The County Election Officer shall be responsible for notification of each Election Day and Early Voting presiding judge and alternate judge, Central Counting Station and Ballot Board of his or her appointment. The presiding election judge of each polling place, will use his/her discretion to determine when additional manpower is needed during peak voting hours and notify the County Election Officer. The recommendations of the Participating Political Subdivisions will be the accepted guidelines for the number of clerks to work in each polling place. Election judges and early voting personnel shall be secured by the County Election Officer using the recommended names provided by the Participating Political Subdivisions by February 17, 2023. Any open positions will be filled using regular county election workers.
- b. Election judges, Alternate judges, Clerks and Student Clerks shall all attend the County Election Officer's school of instruction. (Date and location to be determined)
- c. Election judges shall be responsible for picking up from and returning election supplies to the County Election Officer. (Date to be determined). Compensation for this pickup and delivery of supplies will be \$25.00.
- d. The County Election Officer shall compensate each election judge and election worker. Compensation will be based on what the county pays and has been approved in Commissioner's Court unless arranged otherwise. Early voting presiding officer shall receive \$12.00 per hour and clerks shall receive \$10.00 per hour for services. Each election day judge shall receive \$12.00 per hour for services rendered; each alternate judge shall receive \$12.00 per hour for services; and clerk shall receive \$10.00 per hour for services. Ballot Board, Central Counting Station Presiding judge and alternate shall receive the same as for Election Day judge and alternate for services. Each worker that attends training class shall receive hours of pay. Overtime will be paid to each person working over 40 hours per week. All other required and additional expenses by law shall be paid. (ie: FICA, Medicaid, etc.)



- B. The County Election Officer shall procure, prepare, and distribute voting machines, election kits and election supplies.
- a. Each Participating Political Subdivisions agrees that voting at the Joint Election will be by use of Election Systems and Software ExpressVote marking devices and DS200 Precinct Scanner/Tabulators voting system approved by the Secretary of State in accordance with the Texas Election Code. Procedures will be in accordance with the Texas Election Code and decided by the County Election Officer.
  - b. The County Election Officer shall secure election kits which include the legal documentation required to hold an election.
  - c. The County Election Officer shall secure all tables and chairs required to hold an election.
  - d. The County Election Officer shall provide all lists of registered voters for use on Election Day and for the early voting period as mandated by law. Laptop computers will be used to qualify voters for the early voting period and on Election Day. A second laptop computer with the list of registered voters will be provided as back-up in each Early Voting and Election Day polling place.
  - e. The County Election Officer shall procure and arrange for the distribution of all election equipment and supplies required to hold an election.
    1. Equipment includes the DS200 voting machines (1 or more per site), ADA ExpressVote marking devices (4 or more per site), ballot box, voting signs, carts and laptop computers.
    2. Supplies include election forms, ballots, labels, extension cords, pens, tape, markers, ballot pens, required signage, totem display poles, name tags, etc.
- C. The County Election Officer, Jana Onyon, shall be appointed the Early Voting Clerk by the Participating Political Subdivisions.
- a. The County Election Officer shall supervise and conduct Early Voting by mail and in person.
  - b. Early Voting by personal appearance for the said Election shall be conducted during the time period and at the locations listed in Exhibit "A", attached and incorporated



by reference into this contract. The election will have 2 days of 12 hour voting and those will be the last 2 days of early voting.

- c. Any qualified voter for the Joint Election may vote early by personal appearance at any of the Early Voting Vote Center locations within Ellis County. **For this election, Elections Office 204 E Jefferson Street, Waxahachie, TX 75165 will serve as the Main Early Voting Polling Location.**
- d. Some Participating Political Subdivisions have requested additional Early Voting sites pending their participation, therefore Exhibit "A" is subject to change if any of the Participating Political Subdivisions cancel their election.
- e. If a Runoff Election is needed, the Participating Political Subdivisions will work together to choose the Early Voting Vote Center locations to best serve their voters in their territory according to the Election Code and/or this contract.
- f. All applications for an Early Voting mail ballot shall be received and processed by the Ellis County Elections Administration Office.
  - 1. Application for mail ballots erroneously mailed to the Participating Political Subdivisions shall immediately be faxed to the County Election Officer for timely processing. The original application shall then be forwarded by mail to the County Election Officer for proper retention.
  - 2. Absentee Application (Regular or Federal Postcard) for ballot by mail shall be mailed to:  
**Jana Onyon, Early Voting Clerk,**  
**204 E Jefferson Street, Waxahachie, Tx 75165**  
**or faxed to 972-923-5194**  
**or email a scanned copy of signed application to elections@co.ellis.tx.us**  
**(If faxed or emailed, then we must receive original application by mail within 4 days)**  
**Application for ballot by mail must be received no later than close of business on Tuesday, April 25, 2023.**
  - 3. All Federal Post Card Applicants (FPCA) and Annual Mail Ballot Applicants will be sent a mail ballot with required notices.



- f. All Early Voting ballots (those cast by mail/absentee) shall be prepared for count by the Early Voting Ballot Board in accordance with Section 87.000 of the Texas Election Code. The presiding judge of this Board shall be appointed in the same manner as election workers according to this contract.
- D. The County Election Officer shall arrange for the use of all Election Day and Early Voting Vote Center locations.
  - a. The Participating Political Subdivisions shall assume the responsibility of remitting the shared cost of all employee services required to provide access, provide security or provide custodial services for the polling locations.
  - b. The Early Voting Vote Center polling locations are listed in Exhibit "A", attached and incorporated by reference into this contract.
  - c. The Election Day Vote Center polling locations are listed in Exhibit "B", attached and incorporated by reference into this contract.
  - d. Some Participating Political Subdivisions have requested additional Vote Centers pending their participation, therefore Exhibit "A" and "B" is subject to change if any of the Participating Political Subdivisions cancel their election.
  - e. Any qualified voter for the said Election may vote during Early Voting or Election Day by personal appearance at any of the Vote Center locations within Ellis County.
  - f. If a Runoff Election is needed, the Participating Political Subdivisions will work together to choose the Early Voting and Election Day Vote Center locations to best serve their voters in their territory according to the Election Code and/or this contract.
- E. The County Election Officer shall be responsible for establishing and overseeing the tabulation of the early voting and election day voted ballots by the Central Counting Station Personnel. Ballots shall be tabulated in accordance with Section 127.001 of the Texas Election Code and of this agreement.
  - a. The County Election Officer shall prepare, test and run the county's tabulation system in accordance with statutory requirements and policies. The tabulation system will be used on Election Night at the Elections Office.



- b. The Public Logic and Accuracy Test (L&A) of the electronic voting system shall be conducted. County Election Officer will publish required notice for the L&A Test and a Joint Notice of Election in the local newspaper of time and place as required by the election code.
  - c. Election night reports will be available to the Participating Political Subdivisions at 7pm on election night on the Ellis County website ([www.co.ellis.tx.us/elections](http://www.co.ellis.tx.us/elections)). Provisional ballots will be tabulated after election night in accordance with law.
  - d. The County Election Officer shall prepare the unofficial canvass report after all precincts have been counted for election day, provisional ballots, and any overseas ballots that will be tallied after the final deadline to count ballots. This report will be sent to the Participating Political Subdivisions for their canvass.
  - e. The County Election Officer shall be appointed the custodian of the voted ballots and shall retain all election material for a period of 22 months.
    - 1. Pending no litigation and as prescribed by law, the voted ballots shall be shredded 22 months after the election.
    - 2. The Participating Political Subdivisions can obtain the list of registered voters who voted from the Elections Administration Office. Pending no litigation and if the Participating Political Subdivisions does not request any further information, the County Election Officer shall destroy them.
  - f. The County Election Officer shall conduct a manual partial count as prescribed by Section 127.201 of the Texas Election Code and submit a written report to the Participating Political Subdivisions in a timely manner. The Secretary of State may waive this requirement. If applicable, a written report shall be submitted to the Secretary of State as required by Section 127.201(E) of the aforementioned code.
- F. The County Election Officer shall post the publication of a “Joint Election Notice” by publishing the notice at least once between the 30<sup>th</sup> day and the 10<sup>th</sup> day before the election the proper methods with the proper media in accordance with the Texas Election Code (Sec. 4.003(a)(1)). Newspapers will be agreed upon by the Participating Political Subdivisions based on current publishing customs by each Participating Political Subdivisions. The



Participating Political Subdivisions shall send publication of the "Election Notice" to the Contracting Office to place it on the Elections website in accordance to the Texas Election Code (Sec. 4.008)

**II. DUTIES AND SERVICES OF THE PARTICIPATING POLITICAL SUBDIVISIONS.** The Participating Political Subdivisions shall assume the following responsibilities:

- A. The Participating Political Subdivisions shall prepare the election orders resolutions, notices, justice department submissions (if required), official canvass and other pertinent documents for adoption by the appropriate office or body. The Participating Political Subdivisions shall handle the candidate filing process and packets that are required by law. The Participating Political Subdivisions assume the responsibility of posting required notices and likewise promoting the schedules for Early Voting and Election Day.
- B. The Participating Political Subdivisions if recent changes have been made, shall provide the County Election Officer with an updated map and street index of their jurisdiction in an electronic or printed format as soon as possible but no later than Friday, February 17, 2023, if any changes have occurred since the last election the county has held for your entity.
- C. The Participating Political Subdivisions shall procure and provide the County Election Officer with the ballot layout and Spanish interpretation in an electronic format (word.doc preferred).
  - 1. The Participating Political Subdivisions shall deliver to the County Election Officer as soon as possible after the election has been ordered any proposition wording in English and Spanish. Candidate names should be given after the drawing. Should receive all information no later than Monday, February 27, 2023.
  - 2. Exhibit "D" is provided with a listing of races and/or propositions on the ballot for each Participating Political Subdivisions pending any additions, cancellations, or withdrawals.
  - 3. The Participating Political Subdivisions shall approve the "blue line" ballot format prior to printing.



- D. The Participating Political Subdivisions shall post the publication of the "Election Order" and "Election Notice" by the proper methods with the proper media in accordance with the Texas Election Code. Additional publications would be handled by the Political Subdivisions to meet any special posting requirements during special elections. (See Section I part F of this contract)
- E. The Participating Political Subdivisions shall compensate the County Election Officer for any additional verified cost incurred in the process of running this election or for a manual recount this election may require, or for a required runoff election consistent with charges and hourly rates shown on Exhibit "C" for required services.
- F. The Participating Political Subdivisions shall submit this **signed contract by Friday, March 31, 2023** and **pay the Treasurer's Office a deposit of 80% of the estimated cost to run the said election by Friday, March 31, 2023**. The County Election Officer shall place the funds in a "contract fund" as prescribed by Section 31.100 of the Texas Election Code.

The deposit should be delivered within the mandatory time frame to:

**Ellis County Treasurer  
Att. Cheryl Chambers  
109 S. Jackson Street  
Waxahachie, Texas 75165**

Made payable to: "Ellis County Treasurer" with the note "for election services" included with check documentation.

The signed contract should be delivered or mailed to:

**Ellis County Elections  
Attn: Jana Onyon  
204 E Jefferson Street  
Waxahachie, Texas 75165**

- G. The Participating Political Subdivisions shall pay any additional cost and/or remaining final cost of conducting said election or any required runoff elections pursuant to the Texas Election Code, Section 31.100, within 30 days from the date the final billing was received.



### **III. COST OF SERVICES.** See Exhibit "C."

- A. All actual shared cost incurred in the conduct of the election will be divided by the Participating Political Subdivisions contracting with the County Election Officer to hold the said election. If one of the Participating Political Subdivisions cancels their election, the full cost of the election will be the responsibility of the remaining Participating Political Subdivisions.
- B. An addendum of Exhibit "C" to the contract shall be provided to the remaining participating Political Subdivisions no later than five (5) business days after receipt of any Political Subdivisions notification of intent to withdraw in writing by Ellis County.
- C. If a Runoff Election is required, all cost will be billed to the Participating Political Subdivisions. Runoff Election will be held on Saturday, June 10, 2023 (subject to changes), if required.

### **IV. GENERAL PROVISIONS.**

- A. Nothing contained in this contract shall authorize or permit a change in the officer with whom or the place at which any document or record relating to the said Election is to be filed or the place at which any function is to be carried out, or any nontransferable functions specified under Section 31.096 of the Texas Election Code.
- B. Upon request, the County Election Officer will provide copies of all invoices and other charges received in the process of running said election for the Participating Political Subdivisions.
- C. If a Participating Political Subdivision cancels an election pursuant to the Texas Election Code, they will not be liable for any further costs incurred by the County Election Officer in conducting the said Election. Notice of a cancelled election should be provided to the County Election Officer as soon as the Participating Political Subdivision has approved it in an official meeting of the governing body.
- D. If any provision of this joint election contract and election services agreement is construed to be illegal or invalid, this will not affect the legality or validity of any of the other provisions. The illegal or invalid provision will be deemed stricken and deleted, but all other provisions shall continue and be given effect as if the illegal or invalid provisions had never been incorporated.



- E. The Elections Administrator of Ellis County, Texas and all of the contracting authorities of all of the participating political subdivisions listed in this joint election contract and election services agreement represent that each has the full right, power and authority to enter and perform this Contract in accordance with all of the terms and conditions, and that the execution and delivery of this Contract has been made by authorized representatives of the parties to validly and legally bind the parties to all terms, performances and provisions set forth in this Contract.
- F. The County Election Officer shall file copies of this contract with the County Auditor and the County Treasurer of Ellis County, Texas (Sec. 31.099).
- G. Neither party shall be deemed to have breached any provision of this contract as a result of any delay, failure in performance, or interruption of service resulting directly or indirectly from acts of God, network failures, acts of civil or military authorities, civil disturbances, wars, energy crises, fires, transportation contingencies, interruptions in third-party telecommunications or Internet equipment or service, other catastrophes, or any other occurrences which are reasonably beyond any party's control. The parties are required to use due caution and preventive measures to protect against the effects of a force majeure event, and the burden of proving that a force majeure event has occurred shall rest on the party seeking relief under this provision. The party seeking relief due to force majeure is required to promptly notify the other parties in writing, citing the details of the force majeure event and relief sought, and shall resume performance immediately after the obstacles to performance caused by a force majeure event have been removed, provided the Contract has not been terminated. Delay or failure of performance, by either party to this Contract, caused solely by a force majeure event, shall be excused for the period of delay caused solely by the force majeure event.
- H. Due to recent concerns, if it is determined by the Ellis County Elections Administrator and the Commissioners Court of Ellis County that the health and safety of the Ellis County employees, poll workers, volunteers, and other people involved in conducting an election would be placed in danger by conducting an election according to the terms of this agreement, then the Ellis County Elections Administrator and Commissioners Court of Ellis County, at their sole discretion, may elect not to conduct an election for the political subdivision. If Ellis County elects not to handle the election of a local subdivision due to health



and safety concerns, then Ellis County will provide written notice to the political subdivision with sufficient time for the political subdivision to comply with the Election Code.

- I. All parties agree to comply with Section 2270.002 and Section 2252.152 of the Texas Government Code.

**COUNTY ELECTION OFFICER:**

WITNESS BY MY HAND THIS THE \_\_\_\_\_ DAY OF \_\_\_\_\_ 2023

\_\_\_\_\_  
Jana Onyon, CERA  
Elections Administrator  
Ellis County, Texas

**PARTICIPATING POLITICAL SUBDIVISIONS:**

WITNESS BY MY HAND THIS THE \_\_\_\_\_ DAY OF \_\_\_\_\_ 2023

By: \_\_\_\_\_  
Signature Printed Name and Title

Political Subdivision Name: \_\_\_\_\_  
Printed

**Ellis County, Texas Condado de Ellis, Texas**  
**Joint General and Special Elections Elecciones General y Especial Conjunta**  
**May 6, 2023 06 de mayo de 2023**  
**Early Voting Vote Centers Centros de votación adelantada**

The below listed Early Voting Vote Centers will be established for any qualified voter with an effective date of registration on or before May 6, 2023. A voter may vote at ANY of the Early Voting Vote Centers for the Joint General and Special Elections.

*Las ubicaciones para centros de votación anticipada que se enumeran a continuación se establecerán para cualquier votante calificado con una fecha efectiva de registro en o antes del 06 de mayo de 2023. Un votante puede votar en cualquiera de los lugares de votación anticipada para las Elecciones General y Especial Conjunta.*

**Early Voting Location Dates and Times:**

*Ubicación, fechas, y horarios de la votación anticipada:*

|   |                             |
|---|-----------------------------|
| <b>1. Elections Office (<u>Main Location</u>) 204 E. Jefferson Street</b> | <b>Waxahachie, TX 75165</b> |
| <b>2. Midlothian Conference Ctr (Lobby) 1 Community Circle Dr.</b>        | <b>Midlothian, TX 76065</b> |
| <b>3. Palmer ISD Annex Bldg (Portable Bldg) 303 Bulldog Way</b>           | <b>Palmer, TX 75152</b>     |
| <b>4. Ellis County Sub-Courthouse (Conf. Rm) 207 S. Sonoma Trail</b>      | <b>Ennis, TX 75119</b>      |
| <b>5. Red Oak Municipal Center (Pitts Rm) 200 Lakeview Pkwy</b>           | <b>Red Oak, TX 75154</b>    |
| <b>6. Waxahachie ISD Admin Bldg (Board Rm) 411 N. Gibson</b>              | <b>Wax., TX 75165</b>       |
| <b>7. Mt Gilead Baptist Church (Fellowship Hall) 106 Harris St.</b>       | <b>Italy, TX 76651</b>      |
| <b>8. Ferris Public Library (A. Trussell Memorial Rm) 301 E. 10th St.</b> | <b>Ferris, TX 75125</b>     |
| <b>9. First Baptist Church of Maypearl (Youth Rm) 5744 FM 66</b>          | <b>Maypearl, TX 76064</b>   |

|   |                                |  |  |
|---|--------------------------------|--|--|
| <b>Monday, April 24, 2023</b><br><i>lunes, 24 de abril de 2023</i>    | <b>through</b><br><i>hasta</i> | <b>Friday, April 28, 2023</b><br><i>viernes, 28 de abril de 2023</i> | <b>8:00 AM - 5:00 PM</b><br><i>8:00 AM - 5:00 PM</i> |
| <b>Saturday, April 29, 2023</b><br><i>sábado, 29 de abril de 2023</i> |                                |  | <b>8:00 AM - 4:00 PM</b><br><i>8:00 AM - 4:00 PM</i> |
| <b>Monday, May 1, 2023</b><br><i>lunes, 01 de mayo de 2023</i>        | <b>and</b><br><i>y</i>         | <b>Tuesday, May 2, 2023</b><br><i>martes, 02 de mayo de 2023</i>     | <b>7:00 AM - 7:00 PM</b><br><i>7:00 AM - 7:00 PM</i> |

**Last day to register to vote for the Joint General and Special Elections is: Thursday, April 06, 2023.**

*Último día para registrarse para votar en la Elecciones General y Especial Conjunta es: jueves, 06 de abril de 2023.*

**Last day for the Election's Office to receive a Regular or FPCA Ballot by Mail Application: Tuesday, April 25, 2023.**

*El Último día para que la Oficina de Elecciones reciba una solicitud regular o una solicitud de tarjeta postal federal para votar por correo (FPCA-por sus siglas en inglés) es: martes, 25 de abril de 2023.*

**Absentee Application (Regular or Federal Postcard) for ballot by mail shall be mailed to:**

**Early Voting Clerk, 204 E Jefferson Street, Waxahachie, Texas 75165**

**Or email a scanned copy of signed application to elections@co.ellis.tx.us**

**Or faxed to 972-923-5194 (If faxed or emailed, then must receive original application by mail within 4 days)**

*Las solicitudes (Regular o FPCA) de boletas electorales por correo deben enviarse por correo a:*

*Secretaría de la Votación Adelantada 204 E. Jefferson Street Waxahachie, TX 75165*

*O por correo electrónico una copia e su aplicación firmada a elections@co.ellis.tx.us*

*O por fax al 972-923-5194 (Si se envía por fax o correo electrónico, debe recibir la solicitud original dentro de los cuatro días)*

**Exhibit B**

**Ellis County, Texas** *Condado de Ellis, Texas*  
**Joint General and Special Elections** *Elecciones General y Especial Conjunta*  
**May 6, 2023** *06 de mayo de 2023*  
**Election Day Vote Centers** *Centros de votación el día de las elecciones*

**Polls open from 7:00 am to 7:00 pm**

*Horario de votación estarán abiertos de 7:00 am a 7:00 pm*

The below listed Election Day Vote Centers will be established for any qualified voter with an effective date of registration on or before May 6, 2023. A voter may vote at ANY of the Election Day Vote Centers for the Joint General and Special Elections.

*Las ubicaciones para centros de voto de días de votación se establecerán para cualquier votante calificado con una fecha efectiva de registro en o antes del 06 de mayo de 2023. Un votante puede votar en cualquiera de los centros de votación de día de las elecciones para las Elecciones General y Especial Conjunta.*

|    |   |                      |
|----|---|----------------------|
| 1  | ALMA VOLUNTEER FIRE DEPARTMENT (Conf Rm) 104 INTERURBAN RD        | ENNIS, TX 75119      |
| 2  | ELLIS COUNTY SUB-COURTHOUSE (Conference Rm) 207 S SONOMA TRAIL    | ENNIS, TX 75119      |
| 3  | ENNIS WELCOME CENTER (Bluebonnet Rm) 201 NW MAIN                  | ENNIS, TX 75119      |
| 4  | FERRIS PUBLIC LIBRARY (A. Trussell Memorial Rm) 301 E 10TH STREET | FERRIS, TX 75125     |
| 5  | MT GILEAD BAPTIST CHURCH (Fellowship Hall) 106 HARRIS ST.         | ITALY, TX 76651      |
| 6  | FIRST BAPTIST CHURCH-MAYPEARL (Fellowship Hall) 5744 FM 66        | MAYPEARL, TX 76064   |
| 7  | MIDLOTHIAN CHURCH OF CHRIST (Rear Foyer) 1627 N HWY 67            | MIDLOTHIAN, TX 76065 |
| 8  | MIDLOTHIAN CONFERENCE CTR (Lobby) 1 COMMUNITY CIRCLE DR           | MIDLOTHIAN, TX 76065 |
| 9  | MOUNTAIN PEAK COMMUNITY CHURCH (Sanctuary) 751 W. FM 875          | MIDLOTHIAN, TX 76065 |
| 10 | MILFORD SENIOR CITIZENS CTR (Main Room) 109 S. MAIN STREET        | MILFORD, TX 76670    |
| 11 | OVILLA CITY HALL (Council Chambers) 105 S. COCKRELL HILL RD       | OVILLA, TX 75154     |
| 12 | PALMER ISD ANNEX BUILDING (Portable Bldg) 303 BULLDOG WAY         | PALMER, TX 75152     |
| 13 | EASTRIDGE BAPTIST CHURCH (Family Activity Ctr) 732 E OVILLA RD    | RED OAK, TX 75154    |
| 14 | RED OAK MUNICIPAL CENTER (Pitts Room) 200 LAKEVIEW PKWY           | RED OAK, TX 75154    |
| 15 | ELLIS COUNTY WOMANS BUILDING (Davis Hall) 407 W JEFFERSON ST.     | WAXAHACHIE, TX 75165 |
| 16 | FARLEY STREET BAPTIST CHURCH (Gym) 1116 BROWN ST.                 | WAXAHACHIE, TX 75165 |
| 17 | MARVIN BIOMEDICAL ACADEMY (Gym) 110 BROWN STREET                  | WAXAHACHIE, TX 75165 |
| 18 | PARK MEADOWS BAPTIST CHURCH (Youth Rm) 3350 N HWY 77              | WAXAHACHIE, TX 75165 |

**Last day to register to vote for the Joint General and Special Elections is: Thursday, April 06, 2023.**

*Último día para registrarse para votar en la Elecciones General y Especial Conjunta es: jueves, 06 de abril de 2023.*

**Last day for the Election's Office to receive a Regular or FPCA Ballot by Mail Application: Tuesday, April 25, 2023.**

*El Último día para que la Oficina de Elecciones reciba una solicitud regular o una solicitud de tarjeta postal federal para votar por correo (FPCA- por sus siglas en inglés) es: martes, 25 de abril de 2023.*

**Estimated Cost for May 6, 2023 Joint General and Special Elections  
with 21 Political Subdivisions**

| <b>Item</b>  | <b>Estimated Total<br/>Invoiced Cost of<br/>Election</b> |
|--|--|
| <b>Election Day Locations</b>  | <b>18</b>  |
| <b>Early voting Locations</b>  | <b>9</b>   |
| <b>Election Systems &amp; Software (ES&amp;S) Ballots Cost</b>   | <b>\$11,000.00</b>                                       |
| <b>Election Systems &amp; Software (ES&amp;S) Ballot Layout Charges</b>  | <b>\$3,300.00</b>  |
| <b>Election Systems &amp; Software (ES&amp;S) Ballot Audio Charges</b>   | <b>\$7,700.00</b>  |
| <b>Election Systems &amp; Software (ES&amp;S) Electronic Voting system programing</b>  | <b>\$6,400.00</b>  |
| <b>Election Systems &amp; Software (ES&amp;S) Election Day Support</b>   | <b>\$4,975.00</b>  |
| <b>Election Systems &amp; Software (ES&amp;S) Absentee Testing and Coding Ballots</b>  | <b>\$2,000.00</b>  |
| <b>Newspaper Public Notice of Testing of Electronic Voting System</b>  | <b>\$400.00</b>  |
| <b>Newspaper Public Notice of Joint Election</b>   | <b>\$4,000.00</b>  |
| <b>Precinct Kits for Early Voting and Election Day: Labels, paper, envelopes, supplies, pens, seals, tape, copies for precinct packets and training packets, signs for posting of state required information at polling place.</b> | <b>\$2,700.00</b>  |
| <b>Lease of County voting equipment DS200 Machines</b>   | <b>\$4,364.80</b>  |
| <b>Lease of County voting equipment DS450 Machine for Absentee ballots</b>   | <b>\$974.00</b>  |
| <b>Lease of County voting equipment ExpressVote Terminal Marking Device (ADA)</b>  | <b>\$15,518.40</b>                                       |
| <b>Movers Transportation of Voting Equipment Early Voting and Election Day locations<br/>Dropped off and picked up after election</b>  | <b>\$5,710.00</b>  |
| <b>Required Live Streaming Service during Ballot Board and Central Counting Station<br/>processes 24/7</b>   | <b>\$1,117.75</b>  |
| <b>Rental of facilities for training classes and equipment storage</b>   | <b>\$2,400.00</b>  |
| <b>Voting Places Rental Charges</b>  | <b>\$1,800.00</b>  |
| <b>Election Day # of Poll workers</b>  | <b>120</b>   |
| <b>Election Day: Judges at \$12, Alternate Judges at \$12, Clerks at \$10 Polling Location on<br/>Election day poll workers, hours on ED, training class, setup, Judge pickup fees \$25</b>  | <b>\$18,000.00</b>                                       |
| <b>Early voting # of Poll workers</b>  | <b>120</b>   |
| <b>Early Voting: Judges at \$12, Clerks at \$10 at Early Voting Locations Poll Workers hours,<br/>overtime hours, training class, setup, Judge pickup fees \$25, Fica, Medicare</b>  | <b>\$30,000.00</b>                                       |
| <b>Absentee Mail Ballots Request</b>   | <b>200</b>   |
| <b>Cost for Early Voting mail Ballots for postage and materials for each for ballot mailed</b>   | <b>\$940.00</b>  |
| <b>Early Voting Ballot Board and Cental Counting Station Workers</b>   | <b>\$800.00</b>  |
| <b>WiFi for Early voting and Election Day Laptops</b>  | <b>\$1,600.00</b>  |
| <b>Additional Office Personnel to assist before/during/after the Election and technichians for<br/>Early Voting and Election Day, and Election employee accrual overtime hours</b>   | <b>\$10,000.00</b>                                       |
| <b>Technichians Mileage for Early Voting and Election Day Support at polling sites</b>   | <b>\$400.00</b>  |
| <b>Estimated Grand Total of Election Expenses</b>  | <b>\$136,100</b>   |
| <b>Estimated Cost for Election Services Contract 10% Admin Fee</b>   | <b>\$13,610</b>  |
| <b>Estimated Total Cost for Political Subdivisions for Joint Election</b>  | <b>\$149,710</b>   |

| <b>Political Subdivisions estimated cost of contracting with the Elections<br/>Department for May 6, 2023 Joint Election<br/>(Estimated Cost After Cancellations)</b> |                      |                       |                       |
|---|----------------------|-----------------------|-----------------------|
| <b>ENTITY</b>   | <b>Voters 3/2023</b> | <b>Estimated Cost</b> | <b>80% of Deposit</b> |
| ALMA  | 246                  | \$3,500.00            | \$2,800.00            |
| CEDAR HILL  | 571                  | \$3,500.00            | \$2,800.00            |
| ENNIS (Ward 4 only)   | 1106                 | \$4,500.00            | \$3,600.00            |
| ENNIS ISD   | 16135                | \$10,500.00           | \$8,400.00            |
| FERRIS  | 1683                 | \$5,000.00            | \$4,000.00            |
| FERRIS ISD  | 6105                 | \$8,000.00            | \$6,400.00            |
| GRAND PRAIRIE   | 497                  | \$3,500.00            | \$2,800.00            |
| ITALY   | 1177                 | \$4,500.00            | \$3,600.00            |
| ITALY ISD   | 2014                 | \$5,500.00            | \$4,400.00            |
| MANSFIELD   | 650                  | \$3,500.00            | \$2,800.00            |
| MAYPEARL  | 523                  | \$3,500.00            | \$2,800.00            |
| MAYPEARL ISD  | 4461                 | \$6,500.00            | \$5,200.00            |
| MIDLOTHIAN  | 25414                | \$13,500.00           | \$10,800.00           |
| MIDLOTHIAN ISD  | 37416                | \$15,500.00           | \$12,400.00           |
| MILFORD   | 457                  | \$3,500.00            | \$2,800.00            |
| MILFORD ISD   | 818                  | \$3,500.00            | \$2,800.00            |
| OVILLA  | 3460                 | \$6,000.00            | \$4,800.00            |
| RED OAK ISD   | 22239                | \$12,750.00           | \$10,200.00           |
| VENUS   | 425                  | \$3,500.00            | \$2,800.00            |
| WAXAHACHIE  | 27403                | \$14,250.00           | \$11,400.00           |
| WAXAHACHIE ISD  | 38298                | \$15,750.00           | \$12,600.00           |

## **The following Political Subdivisions will be having an Election on May 6, 2023.**

City of Alma General Election for the purpose of electing a Mayor and two At-Large Council Members – Vote for 2  
City of Alma Special Election to Fill a Vacancy of electing one At-Large Council Member – Unex Term – Vote for 1  
City of Alma Local Option Election to Legalize voting to adopt or reject one proposed proposition  
City of Cedar Hill General Election for the purpose of electing At-Large Council Member Places 2 & 6  
City of Ennis General Election for the purpose of electing Commissioner Ward 4  
City of Ferris General Election for the purpose of electing At-Large Alderman Places 2, 3 & 5  
City of Grand Prairie General Election for the purpose of electing At-Large Council Member Place 7  
City of Italy General Election for the purpose of electing a Mayor and two At-Large Council Members – Vote for 2  
City of Italy Special Election voting to adopt or reject one proposed proposition  
City of Mansfield General Election for the purpose of electing At-Large Council Member Places 6 & 7  
City of Mansfield Special Election to Fill a Vacancy of electing one At-Large Council Member Place 3 – Unex Term  
City of Mansfield Special Election voting to adopt or reject two proposed propositions  
City of Maypearl General Election for the purpose of electing a Mayor and three At-Large Council Members – Vote for 3  
City of Midlothian General Election for the purpose of electing a Mayor and At-Large Council Member Places 1 & 2  
City of Midlothian Special Election to Fill a Vacancy of electing one At-Large Council Member Place 5 – Unex Term  
City of Milford General Election for the purpose of electing two At-Large Council Members – Vote for 2  
City of Ovilla Special Election voting to adopt or reject one proposed proposition  
City of Venus General Election for the purpose of electing a Mayor and two At-Large Council Members – Vote for 2  
City of Waxahachie General Election for the purpose of electing At-Large Council Member Places 4 & 5

Ennis ISD General Election for the purpose of electing At-Large Member of Board of Trustees Places 1 & 2  
Ennis ISD Special Election to Fill a Vacancy for the purpose of electing At-Large Member of Board of Trustees Place 6 - Unex Term  
Ferris ISD General Election for the purpose of electing At-Large Member of Board of Trustees Places 6 & 7  
Italy ISD General Election for the purpose of electing two At-Large Member of Board of Trustees – Vote for 2  
Maypearl ISD General Election for the purpose of electing two At-Large Member of Board of Trustees – Vote for 2  
Maypearl ISD Special Bond Election voting to adopt or reject one proposed proposition  
Midlothian ISD General Election for the purpose of electing At-Large Member of Board of Trustees Places 6 & 7  
Midlothian ISD Special Bond Election voting to adopt or reject three proposed propositions  
Milford ISD General Election for the purpose of electing two At-Large Member of Board of Trustees – Vote for 2  
Red Oak ISD General Election for the purpose of electing At-Large Member of Board of Trustees Places 3, 4 & 5  
Red Oak ISD Special Bond Election voting to adopt or reject one proposed proposition  
Waxahachie ISD General Election for the purpose of electing At-Large Member of Board of Trustees Places 1 & 2  
Waxahachie ISD Special Bond Election voting to adopt or reject four proposed propositions

***Informational purposes . List is pending deadlines for any special election to fill a vacancy. Subject to changes.***

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |   |     |
|--|---|-----|
| <b>Board Meeting Date:</b>                     | March 20, 2023  |     |
| <b>Agenda Item:</b>                            | Consider Notice of Election for the May 6, 2023 School Board Trustee Election   |     |
| <b>Requires Board Action:</b>                  | YES   |     |
| <b>Agenda Location:</b>                        | CONSENT   |     |
| <b>Template Attachments:</b>                   | Yes   | PDF |
| <b>If yes, then select what applies:</b>       |   |     |
| <b>Link to the presentation:</b>               | No presentation for this item.  |     |
| <b>Background Information</b>                  | <p><b>WHY:</b> In a good faith effort to inform voters of the necessary information relating to the General Trustee Election, a Notice of Election must be approved by the governing entity.</p> <p><b>WHAT:</b> In accordance with Election Code 4.004(a), 83.010, 85.004, 85.007, the Notice of the election shall state:</p> <ol style="list-style-type: none"> <li>1. The nature and date of the election;</li> <li>2. The location of each polling place;</li> <li>3. The hours the polls will be open; and</li> <li>4. For early voting: <ol style="list-style-type: none"> <li>a. The location of the main early voting place, as determined under Election Code 85.002;</li> <li>b. The dates and hours for early voting, including the dates and hours of any Saturday and Sunday early voting; and</li> <li>c. The early voting clerk's official mailing address.</li> </ol> </li> </ol> <p>The Notice of the election shall be published at least once, not earlier than the 30th day or later than the tenth day before election day, in a newspaper published within the District's boundaries.</p> <p>In addition to the notice described above, the District shall, not later than the 21st day before election day, post a copy of the notice on the bulletin board used for posting notices of the meetings of the Board. The notice must remain posted continuously through election day. <i>(Once approved, the notice will be placed on the front doors of the administration building and on the MISD website.)</i></p> <p>The May 6, 2023 Notice of Election is attached for review and approval and must be signed by the presiding officer of the governmental entity ordering the election</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>    | Priority 4: District Operations and Financial Stewardship   |     |
| <b>Performance Objective:</b> <i>(Primary)</i> | 4.3 Commitment to Financial Stewardship   |     |

|   |   |  |
|---|---|--|
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |  |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Election Code   |  |
| <b>Policy Reference: (1) / (2)</b>                              | BBB-BOARD MEMBERS - ELECTIONS   |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |  |
| <b>Administration Recommendation</b>                            | It is the administration's recommendation to approve the Notice as presented.   |  |
| <b>Motion:</b>  | Presented as a consent agenda item; however, if pulled for discussion a motion might be, "I move to approve the Notice of Election for the May 6, 2023 General Trustee Election." |  |
| <b>Presenter:</b>   | Jo Ann Fey, Ed.D.   |  |
|   | District Leadership   |  |

NOTICE OF GENERAL ELECTION
(AVISO DE ELECCIÓN GENERAL)

To the registered voters of Midlothian Independent School District, Midlothian, Texas:
A los votantes registrados Midlothian ISD, Midlothian, Texas

Notice is hereby given that the polling places listed below will be open from 7:00 AM to 7:00 PM on May 6, 2023, for voting in a general election to elect two (2) Board Trustees:
Notifiquese, por la presente, que los sitios de votación citadas abajo se abrirán desde las 7:00 a.m. hasta las 7:00 p.m. el 6 de mayo del 2023 para votar en la elección general para elegir duos (2) miembros de la Mesa Directiva.

The below listed Election Day Vote Centers will be established for any qualified voters with an effective date of registration on or before May 6, 2023. A voter may vote at any of the Election Day Vote Centers for the 2023 Joint Election.
Las ubicaciones para centros de voto de dias de votacion se establecerán para cualquier votante calificado con una fecha efectiva de registro en o antes del 06 de mayo de 2023. Un votante puede votar en cualquiera de los centros de votación de dia de las elecciones para las Eleccion Conjunta de 2023.

| Location of Election Day Polling Places: Ubicación de las casillas electorales el Día de Elección |   |
|---|---|
| 1   | Alma Volunteer Fire Department (Conf Rm) 104 Interurban Rd, Ennis, Texas 75119          |
| 2   | Ellis County Sub-Courthouse (Conference Rm) 207 S. Sonoma Trail, Ennis, Texas 75119     |
| 3   | Ennis Welcome Center (Bluebonnet Rm) 201 NW Main, Ennis, Texas 75119                    |
| 4   | Ferris Public Library (A. Trussell Memorial Rm) 301 E. 10th Street, Ferris, Texas 75125 |
| 5   | Mt Gilead Baptist Church (Fellowship Hall) 106 Harris St., Italy, Texas 76651           |
| 6   | First Baptist Church-Maypearl (Fellowship Hall) 5744 FM 66, Maypearl, Texas 76064       |
| 7   | Midlothian Church Of Christ (Rear Foyer) 1627 N Hwy 67, Midlothian, Texas 76065         |
| 8   | Midlothian Conference Ctr (Lobby) 1 Community Circle Drive, Midlothian, Texas 76065     |
| 9   | Mountain Peak Community Church (Sanctuary) 751 W. FM 875, Midlothian, Texas 76065       |
| 10  | Milford Senior Citizens Ctr (Main Room) 109 S. Main Street, Milford, Texas 76670        |
| 11  | Ovilla City Hall (Council Chambers) 105 S. Cockrell Hill Rd, Ovilla, Texas 75154        |
| 12  | Palmer ISD Annex Building (Portable Bldg) 303 Bulldog Way, Palmer, Texas 75152          |
| 13  | Eastridge Baptist Church (Family Activity Ctr) 732 E. Ovilla Rd, Red Oak, Texas 75154   |
| 14  | Red Oak Municipal Center (Pitts Room) 200 Lakeview Pkwy, Red Oak, Texas 75154           |
| 15  | Ellis County Womans Building (Davis Hall) 407 W. Jefferson St., Waxahachie, Texas 75165 |
| 16  | Farley Street Baptist Church (Gym) 1116 Brown St., Waxahachie, Texas 75165              |
| 17  | Marvin Biomedical Academy (Gym) 110 Brown Street, Waxahachie, Texas 75165               |
| 18  | Park Meadows Baptist Church (Youth Rm) 3350 N. Hwy 77, Waxahachie, Texas 75165          |

| Early Voting Location Dates and Times                   |   |                  |  |
|---|---|------------------|--|
| 1   | Elections Office (Main Location) 204 E. Jefferson Street, Waxahachie, Texas 75165                   |                  |  |
| 2   | Midlothian Conference Ctr (Lobby) 1 Community Circle Drive, Midlothian, Texas 76065                 |                  |  |
| 3   | Palmer ISD Annex Bldg (Portable Bldg) 303 Bulldog Way, Palmer, Texas 75152                          |                  |  |
| 4   | Ellis County Sub-Courthouse (Conf. Rm) 207 S. Sonoma Trail, Ennis, Texas 75119                      |                  |  |
| 5   | Red Oak Municipal Center (Pitts Rm) 200 Lakeview Pkwy, Red Oak, Texas 75154                         |                  |  |
| 6   | Waxahachie ISD Admin Bldg (Board Rm) 411 N. Gibson, Waxahachie, Texas 75165                         |                  |  |
| 7   | Mt Gilead Baptist Church (Fellowship Hall) 105 Harris Street, Italy, Texas 76651                    |                  |  |
| 8   | Ferris Public Library (A. Trussell Memorial Rm) 301 E. 10 <sup>th</sup> Street, Ferris, Texas 75125 |                  |  |
| 9   | First Baptist Church of Maypearl (Youth Rm) 5744 FM 66, Maypearl, Texas 76064                       |                  |  |
| Monday, April 24, 2023<br>lunes, 24 de abril de 2023    |   | through<br>hasta | Friday, April 28, 2023<br>viernes, 28 de abril de 2023 |
| Saturday, April 29, 2023<br>sábado, 29 de abril de 2023 |   |                  | 8:00 AM – 5:00 PM<br>8:00 AM – 5:00 PM                 |
|   |   |                  | 8:00 AM – 4:00 PM<br>8:00 AM – 4:00 PM                 |
| Monday, May 1, 2023<br>lunes, 01 de mayo de 2023        |   | and<br>y         | Tuesday, May 2, 2023<br>martes, 02 de mayo de 2023     |
|   |   |                  | 7:00 AM – 7:00 PM<br>7:00 AM – 7:00 PM                 |

Last day to register to vote for the General and Special Elections is: Thursday, April 06, 2023
Último día para registrarse para votar en la Elecciones General y Especial Conjunta es: jueves, 06 de abril de 2023.

Last day for the Election's Office to receive a Regular or FPCA Ballot by Mail Application: Tuesday, April 25, 2023.
El Último día para que la Oficina de Elecciones reciba una solicitud regular o una solicitud de tarjeta postal federal para votar por correo {FPCA-por sus siglas en inglés} es: martes, 25 de abril de 2023.

Absentee Application (Regular or Federal Postcard) for ballot by mail shall be mailed to:
Early Voting Clerk, 204 E. Jefferson Street, Waxahachie, Texas 75165
Or email a scanned copy of signed application to elections@co.ellis.tx.us
Or faxed to 972-923-5194 (If faxed or emailed, then must receive original application within 4 days.)
Las solicitudes (Regular o FPCA) de boletas electorales por correo deben enviarse por correo a:
Secretaria de la Votación Adelantada 204 E. Jefferson Street Waxahachie, TX 75165
O por correo eletronico una copia e su aplicación firmada a elections@co.ellis.tx.us
O por fax al 972-923-5194 (Si se envía por fax o correo electroncio, debe recibir la solicitud original dentro de los cuatro días)

Issued this the 20<sup>th</sup> day of March, 2023
Emitida este día 20 de enero, 2023

Signature of Presiding Officer (Firma del Oficial que Preside)

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |      |
|--|--|------|
|  |  |      |
| <b>Board Meeting Date:</b>               | March 20, 2023   |      |
| <b>Agenda Item:</b>                      | 2023-24 MISD Capturing Kids Hearts Year 2  |      |
| <b>Requires Board Action:</b>            | NO   |      |
| <b>Agenda Location:</b>                  | CONSENT  |      |
| <b>Template Attachments:</b>             | Yes  |      |
| <b>If yes, then select what applies:</b> | PDF  |      |
| <b>Link to the presentation:</b>         | Yes. See link in the box to the right.   | Link |
| <b>Background Information</b>            | <p><b>WHY:</b> The MISD Balanced Scorecard focuses on fostering a culture of belonging for staff and students and personal leadership development for all stakeholders in the system.</p> <p><b>WHAT:</b> Capturing Kids Hearts was implemented in 2022-23 at all campuses in MISD with a focus on increasing students' sense of belonging and to ensure that students and staff feel connected and valued in a safe, optimal learning environment. During the first year, the district has implemented the key components of the Capturing Kids Hearts comprehensive model in all classrooms and divisions. The Capturing Kids Hearts model provided the organization with the skills and processes needed to begin establishing a consistent culture that values all stakeholders. After a year of this hard work, the district is pleased that 11 MISD campuses were nominated for a "Rising Stars" recognition. Although this confirms our systemic efforts, the work is in no way at a completion stage or at systemic sustainability at this time.</p> <p>In year two of the implementation, the focus of our work with the Capturing Kids Heart model will focus on further developing the application of the components of the CKH comprehensive model. The following components are critical to continuing to strengthen CKH across the district:</p> <ul style="list-style-type: none"> <li>-CKH 1 - Professional development on CKH foundational model for beginning teachers</li> <li>-Campus TrAction 1/2 day On-site Executive Coaching (2 visits per campus)</li> <li>-CKH Campus Premium (executive coach, surveys, dashboard, character education programs, leadership curriculum)</li> <li>-CKH District Premium (district executive coach, data analysis tools, survey data)</li> <li>-Leadership Blueprint Recharge (Phase 2 of DLT Leadership Development)</li> </ul> <p>Data related to expected outcomes is being monitored and will be reported following 18 month implementation.</p> |      |
| <b>Strategic Priority: (Primary)</b>     | Priority 1: Student Success  |      |
| <b>Performance Objective: (Primary)</b>  | 1.1 Multiple Pathways for All Students to Belong   |      |

|  |   |                                    |
|--|---|------------------------------------|
| <b>Strategic Priority:</b><br>(Secondary - if needed)    | Priority 1: Student Success   |                                    |
| <b>Performance Objective:</b><br>(Secondary - if needed) | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching   |                                    |
| <b>Strategic Priority:</b><br>(Secondary - if needed)    | Priority 3: Culture, Climate and Safety   |                                    |
| <b>Performance Objective:</b><br>(Secondary - if needed) | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |                                    |
| <b>Legal Reference: (1) / (2)</b>                        | N/A   |                                    |
| <b>Policy Reference: (1) / (2)</b>                       |   |                                    |
| <b>Fiscal Impact/Budget Function Code:</b>               | ESSER Supplemental funding  | Local funds from aligned divisions |
| <b>Administration Recommendation</b>                     | Administration recommends the approval of the agenda item as presented.   |                                    |
| <b>Motion:</b>   | This item is presented as part of the consent agenda; however, if pulled a motion might be, "I move to approve the Capturing Kids Hearts Agreement for 2023/2024 as presented." |                                    |
| <b>Presenter:</b>  | Shelle Blaylock   | Jennifer Ellison                   |
|  | District Leadership   | District Leadership                |