

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

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

**October 17, 2023 – 5:30 PM**

A Regular Meeting of the Board of Trustees of Midlothian ISD will be held October 17, 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.

Members of the public may access this meeting in real time by clicking the [video conference link](#) and selecting the Board of Trustees Regular Meeting for October 17, 2023.

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 the items on the agenda and five minutes, or less, should a change to the allotted time be necessary as determined by the presiding officer based on the meeting.

In-person participants must either sign up online by 4:00 pm the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

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

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

|       |   |    |
|-------|---|----|
| C.    | Deliberation Regarding Board Operating Procedures, Communication, Board Responsibilities, Procedures Regarding Superintendent/Board Communications, etc. Pursuant to Texas Government Code Chapter 551.074  |    |
| D.    | Students, Texas Government Code 551.082, 551.0821   |    |
| 1.    | Discipline Issues   |    |
| 2.    | Non-Discipline Issues   |    |
| E.    | Safety and Security   |    |
| III.  | RECONVENE TO OPEN SESSION   |    |
| IV.   | INTRODUCTION OF MEETING   |    |
| A.    | Invocation  |    |
| B.    | Pledges of Allegiance   |    |
| V.    | SUPERINTENDENT REPORT   | 4  |
| VI.   | TRUSTEE REPORT: Good Things   | 5  |
| VII.  | PRESENTATIONS / RECOGNITIONS  | 6  |
| A.    | MISD Mission and Vision   | 7  |
| B.    | MISD Board Pledge   | 8  |
| C.    | Recognition: National Merit Commended Students  | 10 |
| D.    | Recognition: College Board Recognition Scholar Awards   | 11 |
| E.    | Recognition: Student Saves a Life   | 13 |
| F.    | Recognition: National Principal's Month   | 14 |
| G.    | Presentation of Hall of Honor Inductee Names for 2024   | 15 |
| VIII. | PUBLIC COMMENT - <i>for Items on the Agenda:</i> 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.   | CONSENT AGENDA  | 16 |
| A.    | Consider Meeting Minutes  |    |
| 1.    | September 18, 2023 - Regular Meeting Minutes  | 17 |
| 2.    | October 9, 2023 - Special Meeting Minutes   | 21 |
| B.    | Quarterly Investment Report   | 22 |
| C.    | Consider Approval of Gifts and/or Donations   | 25 |
| D.    | Consider Policy Revisions DEC(LOCAL): Hardship Leave, Retirement Reimbursement  | 27 |
| X.    | DISCUSSION ITEMS  | 36 |
| A.    | Discuss District Improvement Plan for 2023-2024   | 37 |
| B.    | Discuss Campus Improvement Plans for 2023/2024  |    |
| XI.   | ACTION ITEMS  | 39 |
| A.    | Consider Approving Annual Audit for Fiscal Year 22-23   | 40 |
| B.    | Consideration to Approve Board Resolution Regarding Employee Pay during September 22, District Infrastructure Outage  | 41 |
| XII.  | INFORMATION ITEMS   | 44 |
| A.    | Balanced Scorecard: Priority 2 - MISD Attrition, In-District Advancement & Benefits Compensation  | 45 |
| B.    | Receive Report on Changes to the State Accountability Rating System   | 46 |

- XIII. Action, if any, on Items Discussed in Closed Session
- XIV. PUBLIC COMMENT *for non-agenda items*
- XV. Consider Agenda Items/Topics for Upcoming Meetings
- XVI. 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**

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|---|---|-----|
| <b>Board Meeting Date:</b>                                      | October 17, 2023  |     |
| <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>                        |   | 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>   | David Belding, Ed.D.  |     |
|   | Superintendent  |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
| <b>Board Meeting Date:</b>                                      | October 17, 2023   |     |
| <b>Agenda Item:</b>   | Trustee Good Things  |     |
| <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, Trustees have an opportunity to share "Good Things" 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  |     |



# PRESENTATIONS & RECOGNITIONS



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | October 17, 2023  |     |
| <b>Agenda Item:</b>   | MISD Mission and Vision   |     |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |     |
| <b>Template Attachments:</b>                                    |   | 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**

|   |  |     |
|---|--|-----|
| <b>Board Meeting Date:</b>                                      | October 17, 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>   | MISD Board of Trustees   |     |
|   |  |     |



# Midlothian ISD

## Board Member Pledge, 2023-2024

Mike  
Dillow

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:

### Student Focused

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

Jessica  
Ward

### 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.

Gary  
Vineyard

### 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

Eduardo  
Gonzalez

### 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

Ed  
Harrison

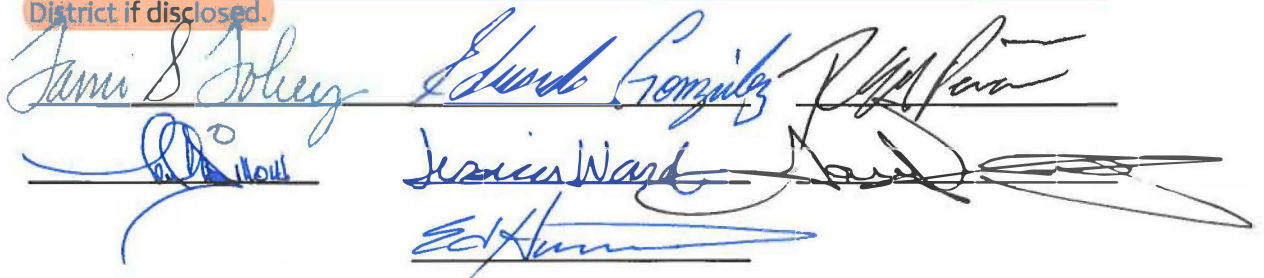
### Honor in Conduct

- 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.

Richard  
Pena

### 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.



Handwritten signatures of the five board members: Mike Dillow, Jessica Ward, Gary Vineyard, Eduardo Gonzalez, and Ed Harrison.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|   |  |  |
| <b>Board Meeting Date:</b>                                      | 10/17/2023   |  |
| <b>Agenda Item:</b>   | National Merit Commended Students  |  |
| <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> To celebrate the academic excellence of four Midlothian ISD students for being named a 2024 National Merit Commended Student. The students awarded this high honor are Camden Chiodo from Midlothian Heritage High School, and Midlothian High School students Jade Young, Evelyn Blake and Lukas Weaver.</p> <p><b>What:</b> The College Board annually recognizes the top scorers on the Preliminary SAT/National Merit Scholarship Qualifying Test. These 2024 Commended Students are among the 34,000 students in the nation to be recognized as a Top 2 percent scorer. The highest possible score on the PSAT/NMSQT is a 228, and to reach the level of commended, a student needs a score between a 207 and 219.</p> |  |
| <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>    |  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <b>Legal 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>   | Tammy Kuykendall   |  |
|   | Executive Director of Communication  |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|  |   |  |
| <b>Board Meeting Date:</b>               | 10/17/2023  |  |
| <b>Agenda Item:</b>                      | College Board Recognition Scholar Awards  |  |
| <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>         |   |  |
|  | <p><b>Why:</b> To celebrate the academic excellence of 24 Midlothian ISD students for being named a 2024 Recognition Scholar. 14 students attend Midlothian Heritage High School and 10 attend Midlothian High School. The students are:</p> <p><b>MHHS Recognition Scholars:</b><br/>         Alexandra McDonnell - National Rural and Small Town Award<br/>         Alisia Castillo - National Hispanic Recognition and National Rural and Small Town Awards<br/>         Belly Kerubo - National African American Recognition Award<br/>         Brisyn Rader - National African American Recognition and National Rural and Small Town Awards<br/>         Camden Chiodo - National Rural and Small Town Award<br/>         Carter Pace - National Rural and Small Town Award<br/>         Corey Milligan - National Rural and Small Town Award<br/>         Grace Awalt - National Rural and Small Town Award<br/>         James Hooper - National Rural and Small Town Award<br/>         Julian Lopez - National Hispanic Recognition and NIA<br/>         McGlauthon Fleming IV - National African American Recognition Award<br/>         Payton Jeter - National Rural and Small Town Award<br/>         Ryen Morris - National Rural and Small Town Award<br/>         Thomas Pritchett III - National Hispanic Recognition and National Rural and Small Town Awards</p> <p><b>MHS Recognition Scholars:</b><br/>         Jade Young- National African American Recognition Award<br/>         Matthew Ocanas- National Hispanic Recognition Award<br/>         Caden Chamberlain- National Hispanic Recognition Award<br/>         Kevin Roman- National Hispanic Recognition Award<br/>         Jessika Navarro- National Hispanic Recognition Award<br/>         Ronald Howard- National Hispanic Recognition Award<br/>         Allison Smith- National Indigenous Award<br/>         Jalon Hall- National African American Recognition Award<br/>         Natalie Dean- National African American Recognition Award<br/>         Kenny Lopez- National Hispanic Recognition Award</p> |  |

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|---|--|--|
| <b>Background Information</b>                                   | <b>What:</b> The College Board National Recognition Programs award academic honors to underrepresented students. The four national recognition programs include the National African American Recognition Program, National Hispanic Recognition Program, National Indigenous Recognition Program, and National Rural and Small Town Recognition Program. Students who take eligible administrations of the PSAT/NMSQT, PSAT 10, or AP Exams are considered for awards. Students must also identify as Black, African American, Latino, Hispanic, Indigenous, Native, or attend high school in a rural area or small town. This is not a scholarship program. However, students can include this academic honor in their college and scholarship applications. |  |
| <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>    |  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <b>Legal 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>   | Tammy Kuykendall   |  |
|   | Executive Director of Communications   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|---|---|--|
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| <b>Board Meeting Date:</b>                                      | 10/17/2023  |  |
| <b>Agenda Item:</b>   | MISD Student Saves a Life   |  |
| <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> To recognize the brave actions of Midlothian Heritage High School student Austin Anderson for utilizing the lifesaving skills learned through the Stop the Bleed program this summer while at an event.</p> <p><b>What:</b> Austin Anderson was at an event this summer when another young person severely lacerated their leg. An off-duty EMT was also present at the event, but his tourniquet wasn't available. Austin had a STB kit that his parents bought him after he took STB training. Austin recognized the need for intervention, and offered his tourniquet and assistance. The tourniquet was applied to the injured individual, who later required multiple sutures, helping save the individuals life.</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety   |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |  |
| <b>Legal 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>   | Tammy Kuykendall  |  |
|   | Executive Director of Communications  |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|---|---|--|
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| <b>Board Meeting Date:</b>                                      | October 17, 2023  |  |
| <b>Agenda Item:</b>   | Recognition of Principal Appreciation Month   |  |
| <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 believes that inspiring excellence is the foundation of tapping into each persons unlimited potential. Having a strong campus leader is key to inspiring excellence and ensuring that every student has the opportunity to reach his or her unlimited potential. Principals play a vital role in the success of MISD and our students.</p> <p><b>What:</b><br/>October is National Principal Appreciation Month, a time to recognize and celebrate the important work that principals do. Principal Appreciation Month is an opportunity to thank our principals for their unwavering dedication, exceptional leadership, and remarkable impact on student success in MISD. Principals set the tone for learning. They are responsible for creating a positive environment for students and staff alike as we strive to fullfill our vision of inspiring excellence today to change the world tomorrow.</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>    |   |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |  |
| <b>Legal 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>   | Tammy Kuykendall  |  |
|   | Executive Director of Communications  |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|---|--|--|
|   |  |  |
| <b>Board Meeting Date:</b>                                      | October 17, 2023   |  |
| <b>Agenda Item:</b>   | 2023 Hall of Honor Inductee Announcement   |  |
| <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>                                | No presentation for this item.   |  |
| <b>Background Information</b>                                   | Matt McKay and Glenn Carlisle will be in attendance to announce the names of candidates who will be inducted into the Athletic Hall of Honor for 2023. |  |
| <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>    |  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <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>                            | Information only   |  |
| <b>Motion:</b>  | Information only   |  |
| <b>Presenter:</b>   | David Belding, Ed.D.   |  |
|   | Superintendent   |  |



# CONSENT AGENDA





**Minutes of Regular Meeting  
MISD Board of Trustees  
September 18, 2023 / 5:30 pm**

**Board Members Present:** Mike Dillow      Eduardo González      Ed Harrison      Richard Peña      Tami Tobey  
Gary Vineyard      Jessica Ward

**Administration Present:** Shelle Blaylock      Karen Rue      Sandy Bundrick      Aaron Williams      Tammy Kuykendall

**Guests:** Brent Alexander, School District Strategies

**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 meeting was called to order at 5:30 pm.

The Board moved out of open session and into closed session at 5:38 pm.

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

- A. Consider and discuss hiring Superintendent and approval of Superintendent contract, pursuant to Tex. Gov't Code section 551.074.
- B. Safety and Security
  - 1. Deliberate regarding campus safety and security, pursuant to Tex. Gov't Code 551.076
- C. Discussion of Personnel, Texas Government Code 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leave of Absences, Personnel Issues
  - 1. Deliberate regarding recommended action to seek sanctions for educator abandonment of contract.
- D. Discuss Purchase, Exchange, Lease, or Value of Real Property 551.072
- E. Students, Texas Government Code 551.082, 551.0821
  - 1. Discipline Issues
  - 2. Non-Discipline Issues
- F. Deliberation Regarding Board Operating Procedures, Communication, Board Responsibilities, Procedures Regarding Superintendent/Board Communications, etc. Pursuant to Texas Government Code Chapter 551.074

The Board moved out of executive session at 6:20 pm

**III. RECONVENE TO OPEN SESSION**

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

**IV. INTRODUCTION OF MEETING**

- A. Invocation  
The invocation was given by Tami Tobey in English and Eduardo González in Spanish in recognition of Hispanic Heritage Month.
- B. Pledges of Allegiance  
The pledges were led by the LaRue Miller Elementary Student Council Members.

**V. Consider and take possible action to hire Superintendent and approve Superintendent contract.**

Gary Vineyard made the motion, seconded by Richard Pena, to approve Dr. David Belding as the Superintendent of Schools and approve the terms of the superintendent contract as discussed in closed session. The motion passed with a vote of 7-0.

**VI. SUPERINTENDENT REPORT**

- Dr. Rue highlighted the upcoming athletic events this week, in addition to football, there is volleyball, tennis, track, swimming and golfing.
- 22-23 MHS Wind Ensemble and Jazz Orchestra from the Foundation for Music Education was named National Winners in the Mark of Excellence Project.
- 23-24 MHS Jazz Ensemble competition and area placement.
- The Texas Education Agency requested permission to use the MISD Math Instructional Framework in future training for approved providers to be used across the state with districts going through the process.

**VII. TRUSTEE REPORT on Good Things**

- Mike Dillow shared the excitement of adding Dr. Belding to Midlothian ISD and shared his appreciation to Dr. Rue and the incredible staff for continuing the work throughout the process of looking for a new superintendent.
- Eduardo González spoke about recognizing First Responders and how exciting the professional development “pink days” were.
- Ed Harrison echoed Mr. Dillow’s comments about adding Dr. Belding.
- Richard Pena shared the excitement from Heritage students for the HHS Belles and the recent Heritage pep rally.
- Gary Vineyard thanked the MHS football team for making and sending a video to a local MISD supporter who is under the weather; and Tami Tobey continued by recognizing the many other groups in the district that had stopped by to visit.
- Jessica Ward thanked the teachers of MISD for making a difference in the students of our district.

**VIII. PRESENTATIONS / RECOGNITIONS**

**A. MISD Mission and Vision**

Tami Tobey read the Mission and Vision into the record.

**B. MISD Board Pledge**

Trustees read the pledge.

**C. National Merit Semi-finalists**

MHS student, Jacob Peery, was recognized for being named a 2024 National Merit Semifinalist.

**D. Destination Imagination Teams - Global Finals Participants**

MISD recognized six competitive DI teams that advanced to the Global Finals Tournament in May, 2023 in Kansas City, Missouri. Each team placed in their respective categories as the top ten teams in the world! The winning teams included:

- Chewbaccadoodles from Longbranch/McClatchey - 1st place in Fine Arts High Instant Challenge
- Seven Super Sleuths from McClatchey - 6th Place Scientific
- Dynamic Donuts from Miller/Coleman/Peak - 6th Place in Service Learning
- Shelter Sensations from Miller - 2nd Place in Service Learning
- Actressy Artists from FSMS/WGMS/DMS - 3rd Place in Improv
- Goofy Goldfish from WGMS - 20th Place in Engineering

**E. Jean Coleman Award**

Alexandria Hurst was recognized as the 2023 Jean Coleman Recipient. Mrs. Hurst is being

recognized for excelling in teaching reading skills to her second grade students.

- IX. 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.  
There was no public comment for this portion of the meeting.

**X. CONSENT AGENDA**

**A. Consider Meeting Minutes**

1. **August 14, 2023 - Special Meeting Minutes**
2. **August 19, 2023 - Special Meeting Minutes**
3. **August 21, 2023 - Special Meeting Minutes**
4. **August 21, 2023 - Regular Meeting Minutes**
5. **August 26, 2023 - Special Meeting Minutes**

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

**C. Consider the Submission of Names of Individuals to Serve on the 23-24 School Health Advisory Council (SHAC)**

**D. Consider Approving Budget Amendments**

**E. Texas Education Code section 37.0814 Good Cause Exemption**

**F. Consider Approving Retiree Pay Rate for 2023/2024**

Ed Harrison asked to pull Items D and F for discussion.

Eduardo González made a motion, seconded by Gary Vineyard, to approve the consent agenda as presented with the exception of items D and H. The motion passed with a vote of 7-0.

**D. Consider Approving Budget Amendments**

Ed Harrison made a motion, seconded by Gary Vineyard, to approve Item D as presented. The motion passed with a vote of 7-0.

**F. Consider Approving Retiree Pay Rate for 2023/2024**

Ed Harrison made a motion, seconded by Mike Dillow, to approve Item F, as presented. The motion passed with a vote of 7-0.

**XI. DISCUSSION ITEMS**

**A. Consider Policy Revisions DEC(LOCAL): Hardship Leave, Retirement Reimbursement**

Aaron Williams presented modifications to local policy DEC to provide hardship leave for employees who may not otherwise qualify and meet the specified conditions for leave. This policy will be brought back to the Board for action in October.

**B. Growth Management: Demographic Report (2Q2023)**

Brent Alexander presented demographic information for the second quarter of 2023 and the projected enrollment.

**XII. ACTION ITEMS**

**A. Consider Approving Board Resolution to Establish Non-Business Days for Public Information Act**

Jessica Ward made the motion, seconded by Mike Dillow to approve the resolution establishing non-business days for the public information act. The motion passed with a vote of 6-1. Ed Harrison voted against the motion.

**B. Consider and Take Possible Action to Seek Sanctions for Educator Abandonment of Contract.**

Mike Dillow made a motion, seconded by Jessica Ward, that the Board find that Adam Mata has abandoned his employment contract with Midlothian ISD without good cause, and direct the

Administration to take the necessary steps to seek sanctions against Adam Mata's state teaching certificate. The motion passed with a vote of 7-0.

**XIII. INFORMATION ONLY**

- A. Balanced Scorecard: Priority 1 - Summer School 2023 Update Report  
Becki Krsak provided a review of the 2023 Summer School activities and programs that provided accomplishments and instruction as well as enrichment to enhance achievement and a sense of belonging.
- B. Balanced Scorecard: Priority 3 - Capturing Kids' Hearts Year 1 Implementation Report  
Sabra Golden and Krista Tipton provided a year in review of the Capturing Kids' Hearts Year 1 implementation across the district. Special speakers Hollye Walker, Principal at Longbranch Elementary and Tony Robinson, Teacher from MHS, spoke to the many positive impacts the CKH program has had within the first year at MISD.
- C. Balanced Scorecard: Priority 4 - Finance Report for August 2023  
Sandy Bundrick shared financial reports for the period ending August 31, 2023 and the most recent 2016 bond spending update.

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

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

Lisa Healy spoke regarding the compensation plan from 22/23 compared to 23/24 and the approval process.

**XVI. Consider Agenda Items/Topics for Upcoming Meetings**

- Ed Harrison asked that public comment be moved up within the agenda.

**XVII. ADJOURNMENT OF MEETING**

Mike Dillow made the motion, seconded Jessica Ward, to adjourn the meeting. The motion passed unanimously.

The meeting adjourned at 9:20 pm.

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**Board President**

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**Board Secretary**

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**October 21, 2023**

**Date**

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**Minutes of Special Meeting  
MISD Board of Trustees  
October 9, 2023 / 5:30 PM**

**Board Members Present:** Mike Dillow      Eduardo González      Ed Harrison      Richard Peña      Tami Tobey  
   Jessica Ward

**Board Members Absent:** Gary Vineyard

**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 meeting was called to order at 5:30 PM.

**II. PUBLIC COMMENT**

There was no public comment for this meeting.

**III. DISCUSSION/ACTION ITEMS**

- A. Consider Recommendation and Submission of Names for Consideration for the 2024 Ellis County Appraisal Board Election.  
Tami Tobey nominated David Hurst, Ed Harrison nominated George Ricks, and Jessica Ward nominated Jan Davis.

Eduardo González made a motion, seconded by Mike Dillow, to nominate David Hurst, George Ricks, and Jan Davis by resolution to be considered for the Ellis County Appraisal District 2024-2024 Board. The motion passed with a vote of 6-0.

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

- A. Considerations of Personnel, Texas Government Code 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues  
The Board did not go into Closed Session

**V. RECONVENE TO OPEN SESSION**

N/A

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

N/A

**VII. ADJOURNMENT OF MEETING**

Mike Dillow made a motion, seconded by Ed Harrison, to adjourn the meeting. The motion passed unanimously.

The meeting adjourned at 5:34 PM.

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**Board President**

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**Board Secretary**

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**October 17, 2023**

**Date**

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
| <b>Board Meeting Date:</b>                                      | October 17, 2023   |     |
| <b>Agenda Item:</b>   | Quarterly Investment Report  |     |
| <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/>Board Policy CDA (LEGAL) requires the District investment officer to prepare a written report of investment transactions for all funds covered under the Public Funds Investment Act. This report shall be presented to the Board and Superintendent not less than quarterly, within a reasonable time after the end of the period.</p> <p><b>WHAT:</b></p> <ul style="list-style-type: none"> <li>• Total Cash Balances decreased from last quarter by \$16,082,833.73 due to the slow down in the collection of local property taxes and state funding at this time of the year.</li> <li>• Total Interest earned this quarter was \$706,850.63 which is less than the prior quarter by \$283,268.35. Interest rates have increased this quarter. The increase in interest rates are as follows- Lone Star rates increased last quarter from 4.979% to 5.245%, TexPool rates increased from 4.952% to 5.250%, the First Financial money market increased from 5.051% to 5.245% and the First Financial Checking account interest rate stayed the same at 1.75%.</li> </ul> <p>A detailed report is presented covering the quarter beginning July 1, 2023 and ending September 30, 2023.</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>         | CDA-OTHER REVENUES - INVESTMENTS   |  |
| <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>                             | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move that the quarterly investment report be approved as presented." |  |
| <b>Presenter:</b>                          | Sandy Bundrick   |  |
|  | District Leadership  |  |

Midlothian ISD Investments 7/01/2023 - 9/30/2023

[illegible]



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
| <b>Board Meeting Date:</b>                                      | October 17, 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>   | David Belding, Ed.D.  |     |
|   | Superintendent  |     |

# SEPTEMBER 2023 GIFTS AND DONATIONS

Running Total: \$36719.03

| Department                  | Amount being Donated   | Entity Donating           |
|-----------------------------|--|---------------------------|
| HHS Robotics Team           | \$800 monetary donation to the HHS robotics Club Student Activity  | Robert and Cynthia Guy    |
| HHS Debate Student Activity | \$500 monetary donation  | Macks Automotive          |
| MISD Transportation Dept    | Back to School Breakfast on PD day at the MILE (valued @ \$1,000)  | DeSoto Janitorial         |
| Transportation Dept.        | Pool table and ping pong table donated to the transportation department to be utilized during off the clock hours (i.e. lunch and in-between routes) to promote comradery and morale | Amy Kasper                |
| HHS Tennis                  | \$1,500 monetary donation to helps with equipment and tournament awards  | HHS Tennis Boosters       |
| MHS Band                    | \$1,500 monetary donation  | Community Med Urgent Care |
| HHS Baseball                | Monetary donation of \$6,402.75 for tarps for the field and bullpens.  | HHS Baseball Boosters     |

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**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |  |
|--|--|--|
|  |  |  |
| <b>Board Meeting Date:</b>               | October 17, 2023   |  |
| <b>Agenda Item:</b>                      | Consider Revisions to DEC (Local): Hardship Leave, Retirement Reimbursement  |  |
| <b>Agenda Location:</b>                  | CONSENT  |  |
| <b>Template Attachments:</b>             | Yes  | <a href="#">DEC (Local) Proposed Revisions</a> |
| <b>If yes, then select what applies:</b> | N/A  | N/A  |
| <b>Link to the presentation:</b>         | N/A  |  |
| <b>Background Information</b>            | <p><b>WHY:</b> Employees qualify for different types of leave based on circumstance such as general medical leave, family and medical leave (FMLA), and temporary disability leave. MISD also offers catastrophic sick leave (CSL) for employees who meet specific health criteria but may not otherwise qualify for another type of protected leave. CSL is approved by committee decision.</p> <p><b>WHAT:</b> Administration recommends the addition of Hardship Leave for employees who may not otherwise qualify and meet the following conditions:</p> <ul style="list-style-type: none"> <li>• Serious illness of a non-immediate family for who the employee is the primary caregiver; or</li> <li>• Personal hardship for circumstances beyond the employee's control.</li> </ul> <p>Hardship leave would be approved by committee decision for a period not to exceed 20 days. An extension of an additional 20 days may be granted but Hardship Leave assignments shall not exceed 40 business days in a school year.</p> <p>The Superintendent shall develop regulations for administration of the Hardship Leave program that addresses the following:</p> <ol style="list-style-type: none"> <li>1. The committee or administrator authorized to consider re-quests for Hardship Leave and criteria for granting requests; and</li> <li>2. Other procedures deemed necessary for the operation of the sick leave bank.</li> </ol> <p><b>Further consideration of a Sick Leave Bank/Pool will be heard at a later date.</b></p> |  |

|   |  |   |
|---|--|---|
|   | <p>Administration also recommends an additional provision to qualify for payment for accumulated leave upon retirement stating, "The employee notifies the district of their intent to retire a minimum of 60 calendar days before their final work date in a school year prior to retirement."</p> <p>Attached is the proposed policy revision for DEC (Local). We are requesting board approval for the policy amendment addressing Hardship Leave and an additional condition for Leave Reimbursement upon Retirement</p> |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety  |   |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |   |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |  |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |   |
| <b>Legal Reference: (1) / (2)</b>                               | DEC  |   |
| <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>  | Presented as consent agenda; if pulled a motion might be, "I move to approve the policy revisions as presented."   |   |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.  | Tamela Crawford (ED)                      |
|   | Chief Human Capital Officer  | Executive Director (ED) - Human Resources |

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

**PROPOSED REVISIONS: 10.5.2023**

**Leave  
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

**Definitions**

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness  
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

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|  |  |
|--|--|
|  | <b>Note:</b> For District contribution to employee insurance during leave, see CRD(LOCAL). |
|--|--|

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|                              |   |
|------------------------------|---|
| <b>Availability</b>          | The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.  |
| <b>State Leave Proration</b> | <p>If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.</p> <p>If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.</p>   |
| <b>Medical Certification</b> | <p>An employee shall submit medical certification of the need for leave if:</p> <ol style="list-style-type: none"><li>1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;</li><li>2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or</li><li>3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.</li></ol> <p>In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]</p> |
| <b>State Personal Leave</b>  | The Board requires employees to differentiate the manner in which state personal leave is used.   |
| Nondiscretionary Use         | <p>Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]</p> <p>Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.</p>   |
| Discretionary Use            | Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.  |

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

|                          |  |
|--------------------------|--|
| <i>Request for Leave</i> | <p>In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.</p> <p>Discretionary use of state personal leave shall not exceed three consecutive workdays.</p>   |
| <b>Local Leave</b>       | <p>Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.</p> <p>Local leave shall accumulate to a maximum of 30 leave days.</p> <p>Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]</p>   |
| <b>Sick Leave Bank</b>   | <p>The District shall establish a sick leave bank that employees may join through contribution of local leave.</p> <p>Leave contributed to the bank shall be solely for the use of participating employees. An employee who is a member of the bank may request leave from the bank if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.</p> <p>The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:</p> <ol style="list-style-type: none"><li>1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;</li><li>2. Procedures to request leave from the sick leave bank;</li><li>3. The maximum number of days per school year a member employee may receive from the sick leave bank;</li><li>4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and</li><li>5. Other procedures deemed necessary for the operation of the sick leave bank.</li></ol> |
| <b>Appeal</b>            | <p>An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.</p>   |

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

**Military Leave**

If an employee is absent from a position of employment by reason of involuntary military service and has been called to active duty in the uniformed services as described in DEC(LEGAL), that employee shall be entitled to certain reemployment rights and benefits under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) if all conditions outlined in DEC(LEGAL) are met.

If an employee is called to active duty while on military leave for involuntary service, the District shall pay the difference in salary received from the military position and salary or wages from the position from which the person is on leave from the District. This benefit shall continue so long as the person is on military active duty up to, but not to exceed, five years.

**Hardship Leave**

The District hardship leave program grants an employee the opportunity to receive up to 40 days of unpaid leave in a school year (July 1 – June 30) if the employee or a member of the employee's immediate family experiences a serious illness or injury or if the employee otherwise experiences an unforeseen personal hardship that requires the employee's absence from duty on a short-term basis. An employee must be ineligible for or must have exhausted all FMLA leave and/or temporary disability leave to qualify for hardship leave. The District shall develop administrative regulations to implement hardship leave.

**Serious Illness or Injury**

A serious illness or injury under this section is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a brief period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require sudden or immediate hospitalization or recovery or are expected to result in imminent disability or death.

**Unforeseen Personal Hardship**

An unforeseen personal hardship shall include situations or circumstances that do not affect the mental or physical health of the employee or a member of the employee's immediate family, but otherwise requires the employee's absence from duty and forces the employee to lose compensation from the District. A situation or circumstance that affects the employee's access to housing or other form of reliable shelter shall be considered an eligible unforeseen personal hardship if the employee meets the requirements of this policy.



COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

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| <b>Certification of Leave</b>          | <b>An employee's request for leave shall be accompanied by documentation establishing the employee's need and eligibility for the leave, in accordance with administrative regulations.</b>   |
| <b>Appeal</b>                          | <b>An employee may appeal a decision regarding the District hardship leave program in accordance with DGBA(LOCAL).</b>  |
| <b>Family and Medical Leave</b>        | FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.<br><hr/> <b>Note:</b> See DECA(LEGAL) for provisions addressing FMLA. <hr/>  |
| Twelve-Month Period                    | For purposes of an employee's entitlement to FMLA leave, the 12-month period shall begin on the first duty day of the school year.  |
| Combined Leave for Spouses             | When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.  |
| Intermittent or Reduced Schedule Leave | The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.   |
| Certification of Leave                 | When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.  |
| Fitness-for-Duty Certification         | In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.  |
| Leave at the End of Semester           | When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.  |
| <b>District Medical Leave Plan</b>     | A part-time employee who does not meet eligibility requirements for family and medical leave as a result of the limited number of hours required for the position and who has been employed for one school year shall be eligible to participate in the District medical leave plan. The District medical leave plan grants a part-time employee the opportunity to receive up to six weeks of unpaid leave concurrently with any other leave to which he or she may be entitled under other policy provisions. |
| Appeal                                 |   |

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

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|  | <p>An employee may appeal a decision regarding the District medical leave plan in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.</p>  |
| <b>Temporary Disability Leave</b>                    | <p>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p> <p>An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.</p> <p>The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.</p> |
| <b>Workers' Compensation</b>                         | <hr/> <p><b>Note:</b> Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.</p> <hr/>   |
| <b>No Paid Leave Offset</b>                          | <p>An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.</p> <p>The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]</p>  |
| <b>Court Appearances</b>                             | <p>Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.</p> <p>Absences for court appearances related to an employee's personal business shall be deducted from the employee's personal leave.</p>  |
| <b>Payment for Accumulated Leave Upon Retirement</b> | <p>The following leave provisions shall apply to state and local leave accumulated beginning on the effective date of January 7, 2019.</p> <p>An employee who retires from the District shall be eligible for payment for accumulated state and local leave under the following conditions:</p> <ol style="list-style-type: none"><li>1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.</li></ol>  |

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
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2. **The employee provides advance written notice of intent to retire. A contract and noncontract employee must provide written notice at least 60 days before the final work date in a school year prior to retirement.**
3. The employee has at least five years of service with the District.
4. The employee meets state eligibility requirements for retirement.

The employee shall receive payment for each day of accumulated state and local leave, to a maximum of 30 days, at a rate established by the Board. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

**Expiration of All  
Available Leave**

If the employee has not already returned to work upon the expiration of all leave for which an employee has applied and is eligible, the District may deem the employee as having excessive absences.

**Excessive  
Absences**

An employee who has excessive absences during the school year may be recommended for nonrenewal or termination in accordance with this policy, other applicable policies, and applicable law. [See DCD and DF series]

“Excessive absence” shall mean failure to appear for work when no leave applies to the absence and the absence is not excused on any other basis provided in law or District policy. Elective leaves, if any, shall apply to and excuse an absence when the leave has been duly elected by the employee and approved by the District, and the absence qualifies for and falls within the leave period.

**Reemployment**

In the event the employee shall subsequently apply for reemployment with the District, the fact that the employee had previously taken leave and failed to return to work upon the expiration of the leave shall not be grounds for denial of new employment.



# DISCUSSION

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|  |  |                              |
| <b>Board Meeting Date:</b>                                   | October 17, 2023   |                              |
| <b>Agenda Item:</b>  | Discuss Information on 2023-24 District and Campus Improvement Plan Development  |                              |
| <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>                     | PDF  | PDF                          |
| <b>Link to the presentation:</b>                             | Yes. See link in the box to the right.   | <a href="#">Presentation</a> |
| <b>Background Information</b>                                | <p><b>WHY:</b> TEC 11.252(a)(1-2) and 11.253 require district and campus educational improvement committees to evaluate district/campus needs based on the comprehensive needs assessment (CNA) process. The findings from this process are the basis for the development of the district and campus improvement plans to guide decision-making throughout the year ensuring that student achievement is at the forefront of all priorities and goals. The district and campus improvement plans are aligned to Midlothian ISD Balanced Scorecard Priorities 1-4.</p> <p><b>WHAT:</b> The board of trustees established a district balanced scorecard with long-term desired outcomes and annual targets. These items are reported on through-out the school year. Each department has a cascading scorecard with annual targets that directly align to the balanced scorecard. District and campus improvement plans guide the campus and district in problem solving for needs based on the comprehensive needs assessment process. It helps identify and organize strategies and resources which lead to increased student achievement. The 2023-24 campus improvement plans are aligned to the Midlothian ISD Balanced Scorecard. Plans are developed to address areas of need for findings, aligned professional development and sound fiscal decision making focused on student success.</p> |                              |
| <b>Strategic Priority:</b> <i>(Primary)</i>                  | Priority 1: Student Success  |                              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> | Priority 2: Capacity Building and Effective Leadership   |                              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> | Priority 3: Culture, Climate and Safety  |                              |

|  |   |   |
|--|---|---|
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> | Priority 4: District Operations and Financial Stewardship       |   |
| <b>Legal Reference: (1) / (2)</b>                            | Texas Education Code  | ESSA/Title 1 Part A   |
| <b>Policy Reference: (1) / (2)</b>                           | BQA-PLANNING AND<br>DECISION-MAKING<br>PROCESS - DISTRICT-LEVEL | BQB-PLANNING AND<br>DECISION-MAKING PROCESS -<br>CAMPUS-LEV |
| <b>Fiscal Impact/Budget Function Code:</b>                   | N/A   |   |
| <b>Administration Recommendation</b>                         | Presentation only   |   |
| <b>Motion:</b>   | This item is for information only at this time.                 |   |
| <b>Presenter:</b>  | Shelle Blaylock   | Ray Borden  |
|  | District Leadership   | Executive Director of Leadership Development                |



# ACTION ITEMS

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |                     |
|---|---|---------------------|
|   |   |                     |
| <b>Board Meeting Date:</b>                                      | October 17, 2023  |                     |
| <b>Agenda Item:</b>   | Consider Approving Annual Audit for Fiscal Year 22-23   |                     |
| <b>Agenda Location:</b>   | DISCUSSION/ACTION: BUSINESS AND FINANCE   |                     |
| <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> Education Code Section 44 requires all Texas public school districts to have an annual financial audit performed by an outside independent auditing firm. The audit report must be filed with the Texas Education Agency by the 150th day after the end of the fiscal year.</p> <p><b>WHAT:</b> Dan Tonn, CPA, from the District's audit firm of Hankins, Eastup, Deaton, Tonn and Seay, PC, Certified Public Accountants, will present information to the Board on the financial results of the 2022-2023 fiscal year.</p> <p>A copy of the audit report will be provided to each board member.</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>                              | CFC-ACCOUNTING - AUDITS   |                     |
| <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>  | A motion to that effect might be "I make a motion to approve the Midlothian ISD Annual Financial Report for the fiscal year ending June 30, 2023, as presented."  |                     |
| <b>Presenter:</b>   | Dr. David Belding   | Sandy Bundrick      |
|   | 40<br>Superintendent  | District Leadership |



**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|---|---|---|
|   |   |   |
| <b>Board Meeting Date:</b>                                      | October 17, 2023  |   |
| <b>Agenda Item:</b>   | Consider to Approve Board Resolution Regarding Employee Pay during September 22nd, District Infrastructure Outage   |   |
| <b>Agenda Location:</b>   | ACTION ITEMS  |   |
| <b>Template Attachments:</b>                                    | Yes   | <a href="#">RESOLUTION</a>                |
| <b>If yes, then select what applies:</b>                        | N/A   | N/A                                       |
| <b>Link to the presentation:</b>                                | N/A   |   |
| <b>Background Information</b>                                   | <p><b>WHY:</b> On September 22, 2023, the District experienced a systemwide internet outage following severe weather. The day was designated on the calendar as a professional learning community day. Because of the outage, exempt staff were allowed to work remotely from 10am through the end of the day. Without internet, campus-level non-exempt staff were also sent home due to a lack of campus infrastructure to support a full day of work,</p> <p><b>WHAT:</b> Administration recommends paying <i>non-exempt staff</i> (hourly) who could not fulfill a regular day's work for September 22, 2023. Pay will not exceed the length of a regular work day for hourly employees to ensure a penalty-free dismissal.</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>    |   |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |   |
| <b>Legal Reference: (1) / (2)</b>                               |   |   |
| <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>  | A motion might be, "I make a motion to approve the Resolution Regarding Employee Pay for Sept. 22nd as presented."  |   |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.   | Tamela Crawford (ED)                      |
|   | Chief Human Capital Officer   | Executive Director (ED) - Human Resources |

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**RESOLUTION FOR SCHOOL CLOSURE**

**September 22, 2023**

WHEREAS, the recent infrastructure outage (internet) resulted in the early closure of campuses in the Midlothian Independent School District (Midlothian ISD) on September 22, 2023; and

WHEREAS, through circumstances completely beyond their control, Midlothian ISD campus employees were forced to miss work because the schools were closed; and

WHEREAS, there is a public purpose served and a benefit to Midlothian ISD to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

WHEREAS, some Midlothian ISD employees' work schedules have been affected by the closure; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees due to the unforeseen infrastructure outage; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so or who were required by contract or job description to report for duty; and

WHEREAS, Midlothian ISD Board policy DEA (local) includes provisions for pay to employees who are prevented from working during an emergency closure, and further provides for premium pay, as defined in policy, to nonexempt employees who are required to work during such closure.

Now therefore, be it resolved by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and
3. Employees of the District who are prevented from working due to the school closure during the infrastructure outage shall be paid in accordance with each employee's normal pay rate for the employee's regular duty schedule which falls within the period of school closure; and
4. The Board finds that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code 45.105 (c) and
5. The Board finds that a public purpose and a benefit to the Midlothian ISD exists to excuse and/or forgive the absences by District employees due to school closure during the recent infrastructure outage; and
6. The Board hereby authorizes the Superintendent of Schools to excuse the days of absence of District employees for school closure necessitated by infrastructure outage, and to pay each employees' normal pay rate for the employee's regular duty schedule for these days.

Approved this 17<sup>th</sup> day of October, 2023

By: \_\_\_\_\_ Tami Tobey, Board President

Attest: \_\_\_\_\_ Eduardo Gonzalez, Board Secretary



# INFORMATION ITEMS

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |   |
|---|--|---|
| <b>Board Meeting Date:</b>                            | October 17, 2023   |   |
| <b>Agenda Item:</b>                                   | Balanced Scorecard Priority 2 Update: Leadership Attrition, In-district Advancement, and Benefits Comparison   |   |
| <b>Agenda Location:</b>                               | INFORMATION ONLY   |   |
| <b>Template Attachments:</b>                          | Yes  |   |
| <b>If yes, then select what applies:</b>              | Presentation   | N/A                                     |
| <b>Link to the presentation:</b>                      | Yes. See link in the box to the right.   | <a href="#">PRESENTATION</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 2: Capacity Building and Effective Leadership.</p> |   |
| <b>Strategic Priority: (Primary)</b>                  | Priority 2: Capacity Building and Effective Leadership   |   |
| <b>Performance Objective: (Primary)</b>               |  |   |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 2: Capacity Building and Effective Leadership   |   |
| <b>Performance Objective: (Secondary - if needed)</b> |  |   |
| <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>                  | Presentation only  |   |
| <b>Motion:</b>  | Information item only  |   |
| <b>Presenter:</b>                                     | Aaron Williams, Ed.D.  | Tamela Crawford (ED)                    |
|   | District Leadership  | Executive Director (ED) or Director (D) |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

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|  |  |                              |
| <b>Board Meeting Date:</b>                                   | October 17, 2023   |                              |
| <b>Agenda Item:</b>  | Receive Report on Changes to the State Accountability Rating System  |                              |
| <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>                     | PDF  | PDF                          |
| <b>Link to the presentation:</b>                             | Yes. See link in the box to the right.   | <a href="#">Presentation</a> |
| <b>Background Information</b>                                | <p><b>WHY:</b> The Texas Education Agency evaluates public schools and districts under state accountability requirements. Annual academic accountability ratings are issued to school districts based on performance on state standardized tests; graduation rates; and college, career, and military readiness outcomes. The ratings examine student achievement, school progress, and whether districts and campuses are closing achievement gaps among various student groups.</p> <p><b>WHAT:</b> TEA is refreshing the A–F Academic Accountability Ratings system which measures the performance of public school systems, along with individual campuses. The significant changes to the 2023 Accountability System impact how campuses are measured in multiple domains and will implement a new method for calculation of district ratings across the state. The newly calculated ratings are expected to be released in the next month following a revisit of data points used to calculate ratings under the refreshed system.</p> |                              |
| <b>Strategic Priority: (Primary)</b>                         | Priority 1: Student Success  |                              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> |  |                              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> |  |                              |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i> |  |                              |
| <b>Legal Reference: (1) / (2)</b>                            | Texas Education Code   |                              |

|  |   |  |
|--|---|--|
| <b>Policy Reference: (1) / (2)</b>         | AIB-ACCOUNTABILITY -<br>PERFORMANCE REPORTING   |  |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A   |  |
| <b>Administration Recommendation</b>       | Presentation only                               |  |
| <b>Motion:</b>                             | This item is for information only at this time. |  |
| <b>Presenter:</b>                          | Shelle Blaylock                                 | Becki Krsnak (ED)                                |
|  | District Leadership                             | Executive Director of Curriculum and Instruction |