

Denton ISD Board of Trustees
Report of COVID 19 Resolution Items
April 14, 2020

Below is a list of items which the Superintendent has acted upon following the delegation of authority to the Superintendent at the March 24, 2020, meeting of the Board of Trustees:

1. Authority to act in the place of the Board under Board Policy DEA(LOCAL) and thus make all decisions regarding payment of employees during an emergency closure;

Per current TEA guidelines, Denton ISD is currently operating as “Closed, Instructing;” meaning that although we have ceased normal operations so that children will no longer come to the school site, we are providing support for students to receive instruction at home or off-site. As this extended closure is unique, and not anticipated by Board Policy, on March 24, 2020, the Denton ISD Board of Trustees passed a resolution to provide Dr. Wilson the ability to adjust the wages for employees, including non-exempt employees, during this time. Accordingly, beginning on April 5, 2020, non-exempt, hourly employees who are required to work at this time will do so upon approval of their supervisor. Premium pay (one- and one-half times) will continue for employees who are providing a service whose duty is in direct response to the Covid-19 emergency, and the work required on-site at a Denton ISD facility at the request of their supervisors. Examples of these include:

- *Child Nutrition participating in the feeding program.*
- *Transportation staff delivering the food to designated locations.*
- *Technology or other non-exempt staff when they are helping hand out Chromebooks.*

In alignment with Policy DEA (LOCAL), employees in the examples above will continue to be compensated at a time and a half rate for duty in direct response to the Covid-19 emergency, such that if an individual works for 20 hours they will receive 30 hours of pay. Other hourly, non-exempt employees not included above, will receive hour for hour compensation, such that if an individual works for 20 hours they will receive 20 hours of pay. This is in addition to their regular hourly salary they are currently receiving. All non-exempt hours will be capped at 20 hours per week during this time, unless otherwise approved by Human Resources. Denton ISD is committed to continuing to educational services and meals for Denton ISD students during this time of emergency closure. If you have any questions regarding non-exempt staff, please direct those questions to the Human Resources Department.

2. Authority to make decisions regarding the compensation of exempt employees during an emergency closure;

*At the March 24, Board meeting, the Board approved a resolution to grant the superintendent authority to make decisions regarding the compensation of exempt employees during an emergency closure, including premium payments to certain employees, and to implement those decisions. The superintendent in consultation with HR is making compensation decisions, which are **reflected in the Board Report items**, in keeping the Board informed of such decisions and actions.*

3. **Authority to alter the Denton ISD 2019-2020 school calendar;**

The district is closed for normal operations. All instruction is occurring remotely, and all employees who can perform their job functions away from district facilities are doing so.

4. **Authority to create guidelines and make determinations related to absences and leaves for individuals who test positive for Covid-19;**

We are not aware of any employees who have tested positive for Covid-19. The district will follow guidance from local health officials and the CDC for leave and absences related to quarantine and other guidelines as necessary. Including resources from the Texas Education Agency to provide communication to our community, faculty and staff.

5. **Authority to seek any necessary waivers from the Texas Education Agency;**

The district submitted a waiver to the Texas Education Agency regarding teacher evaluation and appraisal. This waiver suspended the annual summative teacher conference and excludes the district from TTESS statutory requirements for the 2019-2020 school year

6. **Authority to declare a catastrophe and temporarily suspend responses to inquiries under the Texas Public Information Act;**

Not applicable as of April 14, 2020

7. **Authority to procure goods and services that are necessary immediately during the emergency and to make budgeted purchases up to \$250,000;**

Not applicable as of April 14, 2020

8. **Authority to seek any necessary waivers from any other state or federal agencies Authority;**

Waiver of Mealtime Restrictions for all Child Nutrition Programs (CNP), March 12

Non-Congregate Meal Service for Summer Food Service Program (SFSP), March 12

SFSP Service at School Sites during School Closure, March 12

Meal Pattern Flexibilities for all CNP Approved, March 12 (case by case submittal in Texas)

Bundling multiple meals, March 19

Parent Meal Pick-up without Child Present at SFSP/SSO Closed Enrolled Sites, March 24

Waiver of Area Eligibility Requirements, April 3

9. **Authority to hire any contractual personnel, including classroom teachers and administrators;**

Please see the report section of April 14, 2020 Board Packet Titled "Personnel"

10. **Authority to negotiate and execute interlocal agreements;**

Not applicable as of April 14, 2020

11. **Authority to accept any and all gifts, donations, and emergency assistance;**

Ready Rosie donated 250 learning kits for DISD to distribute to our most in-need families. The kits were delivered on Friday, March 27 to the warehouse. The kits were split between Ann Windle and Gonzalez and delivered to the campuses on Tuesday, March 31. Felicia Sprayberry and Angela Hellman are facilitating the distribution of the kits early next week.

12. **Authority to act outside any and all local requirements and timelines relating to employee evaluations;**

Not applicable as of April 14, 2020

13. **Authority to act outside any and all policies relating to grading, report cards, and other traditional instructional parameters.**

As a district, we are committed to meeting the necessary guidelines while also continuing to put the health and well-being of our students, teachers, and families first. The structures put in place reflect our current system of providing students with meaningful learning opportunities and will continue to empower the district's teachers as the primary decision makers.

A grading committee made up of members from the Curriculum & Instruction and Counseling Departments along with input from campus administrators and teachers developed a grading structure that uses the current third quarter grade plus an accounting of student work during the fourth quarter. However, for secondary schools, the teachers will analyze the quality of the fourth quarter learning activities and mark each as Pass/Showing Progress (P), Did Not Meet (DNM), or Missing (M). The Home Access Center will generate a deficiency message to parents for any DNM or M occurrences. For students with less than 70 in the third quarter, the teacher has the flexibility to give the student an opportunity to bring that grade up to passing by mastering deficient third quarter standards. Similarly, elementary students' work for the fourth quarter will not receive a traditional score but will receive meaningful feedback from the teacher that reflects the growth of the student.