



**August 20, 2024
Called Meeting
6:00 PM**

1. **Call to Order**
 1. Roll Call
2. **Closed Session**
 1. Adjourn to closed session pursuant to Texas Government Code Section 551.074, Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee, including the Superintendent evaluation and contract, 551.071; Consultation with the Board's attorney; 551.072, real property; and 551.076 to conduct deliberations regarding security devices or security audits.
3. **Reconvene**
 1. Reconvene to Public
4. **Meeting Opening**
 1. Prayer
 2. Pledges
5. **Public Comments**
 1. The correct procedure for addressing the Board during Public Comments is as follows: Each speaker should address the Board from the podium microphone and state his or her name before speaking. All speakers will be limited to three minutes to make comments regarding items on the agenda, unless modified by the Board President based on Board Policy BED (LOCAL). Copies of presentations should be made available to all trustees and the Superintendent. Board policy prohibits the discussion of complaints against district employees during an open forum.
6. **Human Resources Report**
 1. Board Approved New Hires 3
7. **Discussion**
 1. Board Scorecard 5
 2. Board Member Committees 2024-2025 11
8. **Business Items Requiring Board Action**
 1. Consideration and Approval of Student Nutrition Services Attendance Incentives 12
 2. Discussion and Possible Action to Join A-F Accountability Lawsuit 15
9. **Adjourn**
 1. Adjourn

Dr. Kimberley Cantu
Superintendent of Schools

Posted on _____ at _____
(Date) (Time)



TITLE: Human Resources Report

DATE: August 20, 2024

ACTION

BACKGROUND:

Human Resource Report contains certified/contractual new hires and promotions for the current school year as required by Board Policy DC (local).

CONSIDERATIONS:

- Approve the hiring of new contractual personnel, approve promotions of current certified/contractual personnel.
- Do not approve the hiring of new contractual personnel, do not approve promotions of current certified/contractual personnel.

RECOMMENDATION:

Approve the hiring of new contractual personnel, approve promotions of current certified/contractual personnel.

DATE: August 20, 2024
TO: Dr. Kimberley Cantu
Superintendent
FROM: Dr. Jennifer Stoecker
Associate Superintendent of Human Resource Services
RE: **NEW HIRES/TRANSFERS FOR BOARD APPROVAL**

**NEW-HIRES/
TRANSFERS:**

NAME: Brooks, Savannah
ASSIGNMENT: 21st CCLC-ACE Project Coordinator/Communications & Marketing
EXPERIENCE: 17 Years
DEGREE: Master's/Concordia University
START DATE: August 22, 2024

NAME: Cannon, Cody
ASSIGNMENT: Director of Purchasing/Business Office
EXPERIENCE: 13 Years
DEGREE: Bachelor's/Western Governors University
START DATE: September 3, 2024

NAME: Walker, Garry
ASSIGNMENT: Bond Program Manager/Facilities & Operations
EXPERIENCE: 17 Years
DEGREE: Technical/Colorado Technical University
START DATE: TBD

MANSFIELD ISD BOARD OF TRUSTEES / SUPERINTENDENT KEY STRATEGIC MEASURES

Goal 1: Remains focused on the Board's goals and priorities, annually evaluating its performance as a team, with attention given to the district's vis board's duties, responsibilities, and commitments; and the board's working relationship with the superintendent.

Goal 2: Ensure the equitable distribution of resources, opportunities, and experiences based on the diverse needs of students and

2022-2027 Score Card

1. Guiding Statements							
#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
1.1	% Reading on Level by start of 3rd grade	82%	74%	72%			
1.2	% of students mastering Algebra 2	80%	76%	76%			
1.3	% of students Life Ready	80%	58%	58%			
1.4	% of students graduating College and/or Career Ready	80%	45%	63%			
2. Vision and Goals							
#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
2.1	Focus on Monitoring Board Dashboard on a Monthly Basis	100%		100%	100%		
2.2	Results for Qualifying Student Groups in Domain 3 Meet or Exceed the State Threshold for Reading and Math	TBD					
2.3.1	Superintendent in Community	Attend 25 community events per quarter/ 100 for year		107	77		
2.3.2	Superintendent Visibility on School Campuses	Visit 35 campuses per quarter/ 140 for year		165	131		
3. Systems and Processes							
#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
3.1	System Reports	100% of identified systems will be presented		100%	100%		
3.2	Board Member Required Training	Most educated board. Existing board members 20 or more hours, new board members 30 hours or more per year	142	317	250		
3.3	Student Focused Agenda	55% of time is invested in improving student outcomes	32%	39%	53%		

3.4	Length of Board Meetings	Maintain the length to 1.5 hours – max 2 hours	1hr. 27min.	1hr. 43min.	2hrs. 10min		
3.5	Length of Executive Session	Maintain the length to 1 hour - Max 1.5 hours	62 min.	65 min	80 min		

4. Progress and Accountability

#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
4.1	Board Committees & Committee Reports	Board members to maintain 3 committees and maintain regular attendance. Committee's will report from summary notes a minimum of 2 times per year.	88%	100%	90%		
4.2	Keeping Board Operating Procedures Up-to-Date and Being Followed	Board to review operating procedures once a year and ensure they are being followed	100%	100%	100%		

5. Advocacy and Engagement

#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
5.1	Community Conversations	Minimum 9 a year depending on community needs	57%	89%	100%		
5.2	Board Members Visible at School Events	Attendance at 5 different school events per quarter/15 per year		72%	100%		
5.3	Board Members Visible at Community Events	100% Attendance at designated community events			83%		
5.4	Local Elected State Officials are Informed of MISD Legislative Priorities	Minimum of one face to face meeting with at least 5 of our elected officials to help build relationships	45%	100%	40%		

6. Synergy and Teamwork

#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
			2021-22	2022-23	2023-24	2024-25	2025-26
6.1	Team of 8/Progress Meetings	Once a quarter	100%	50%	75%		

6.2	Board Unity Building	A minimum of 2 intentional activities with each board member through out the year		35%	74%		
7. Security and Safety							
#	Key Strategic Measure	5 Year Goal	Baseline	Actual Data			
7.1	Background Screening	Board members will complete the MISD volunteer background check yearly by September 1st of the calendar year		N/A	N/A		
7.2	Safety and security trainings	Board members will complete a minimum of 90 minutes of Vector training related to safety and security by April 1st of the calendar year		N/A	N/A		
	Met or Exceeded 5 Year Goal		Did Not Achieve Yearly Goal-Improvement Effort Suggested				Current Prog – Improv
	On Track Towards Meeting Goal with a Positive Trend						

sion and goals; fulfilling the

d schools

	Status
2026-27	

	Status
2026-27	
	Blue
	Green
	Green

	Status
2026-27	
	Blue
	Blue
	Green



	Status
2026-27	

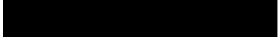
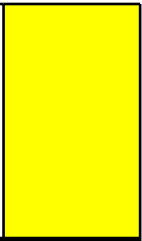


	Status
2026-27	



	Status
2026-27	

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	Status

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vement Effort Required

Mansfield Independent School District School Board

Committee List for 2024-2025

Committee Name	Current Board Member	Number of Committee Members	Yearly Meetings	Contact	Email address	Purpose
Policy Review	Keziah, Courtney, Craig	3	4-5/year	David Wright, Assistant Superintendent Student Services & Support	davidwright@misdmail.org	Reviews policy changes from the State can also suggest changes to local Board policies.
MISD Education Foundation	Michelle, Jandel	1-2	one/month	Jennifer Kurecka, Specialist for Education Foundaion	jenniferkurecka@misdmail.org	Acts as a non-voting member, but attends all meetings, usually one per month; and, is expected to work or attend any of the additional fundraising events.
Technology	Michelle	1-2	3-4/year	Shawntee Cowan, Chief Technology Officer	shawnteecowan@misdmail.org	Discusses technology implementations, equipment and projects.
TASB Delegate	Jandel	1	Convention once a year & NTAASB monthly	Sean Scott, Deputy Superintendent	seanscott@misdmail.org	Attends the delegate assembly at the TASB convention and vote on any proposed TASB changes for policies or advocacy. Will attend as many North Texas Area Association of School Boards (NTAASB) meetings as possible, making the TASB Grassroots meeting a priority. More information: https://www.tasb.org/about-tasb/governance/delegate-assembly.aspx
TASB Delegate Alternate	Benita	1	Convention once a year & NTAASB monthly	Sean Scott, Deputy Superintendent	seanscott@misdmail.org	Attends the delegate assembly at the TASB conventiing in addition to the TASB Delegate or takes the place of the TASB Delegate if they can not attend the delegate assembly usually in September. Will attend as many North Texas Area Association of School Boards (NTAASB) meetings as possible, making the TASB Grassroots meeting a priority.
Advocacy	Keziah, Benita, Jandel	3	Convention once a year & NTAASB monthly; plus 1-2 for resolution prep	Ali Heimbigner, Coordinator of School Board Operations, and TASB website	aliciaheimbigner@misdmail.org	The TASB Delegate, TASB Delegate Alternate and one other board member. They will work with the North Texas Area Association of School Boards(NTAASB) Legislative Advisory Council (LAC) to write resolutions that meet the LAC's priorities and meet the needs of the Mansfield ISD as well as other public schools in the state of Texas. These resolutions will be recommend to the LAC committee and they will recommend a list to the TASB Legislative Committee. The MISD Communications Department will help write the final draft of the resolutions.
Auditor	Bianca, Michelle, Craig	2-3		Michele Trongaard, Associate Superintendent Business & Finance	micheletrongaard@misdmail.org	The committee works with Michele Trongaard on directing the auditors during the audit process. Not directly involved with the adit, but works with the auditors on what the district wants audited. Michele Trongaard coordinates this committee (micheletrongaard@misdmail.org)
Board Operating Procedures	Courtney, Benita, Michelle	3	2-3/year	Sean Scott, Deputy Superintendent	seanscott@misdmail.org	Three board members who will review the current document and suggest updates and revisions to present to the Board for adoption. April is a good time to review and present to the Board so the newly elected board has the most current and updated copy. The Board President or the Coordinator of School Board Operations coordinates this committee.
Safety	Keziah, Courtney	Board President plus 1	4/year	Britney Fortner Director of Safety, Security & Threat Mgt.	britneyfortner@misdmail.org	Board President and one other Board member serve on this committee to discuss safety strategies and protocol through out the year. The committee will meet 4 times a year.
Appraisal District	Bianca, Craig, Benita	3	TBD	Michele Trongaard, Associate Superintendent Business & Finance	micheletrongaard@misdmail.org	Three board members will serve on this committee. The committee will follow the Tarrant County and Johnson County Appraisal District meetings in order to share important information with the board and make informed decisions when voting for Appraisal District Board Members. Board members can find information at the following links: https://www.tad.org/about/board-of-directors/ , www.johnsoncad.com
Board Oversight Committee	Jandel, Bianca, Courtney	3	6 per year	Sean Scott, Deputy Superintendent	seanscott@misdmail.org	Board president and two other board members serve on this committee to review and keep the Board scorecard and dashboard current and up-to-date; committee will report progress at Board work sessions and other meetings

Notes: Reach out to the coordinators of the committee in which you have been assigned, introduce yourself and let them know you will now be serving on their committee.



**Board of School Trustees
Mansfield Independent School District**

TITLE: Consideration and Approval of the
Student Nutrition Services Attendance Incentive

DATE: August 20, 2024

ACTION

BACKGROUND:

This Student Nutrition Services attendance incentive program is being proposed as an update to the compensation plan originally proposed by the Superintendent and adopted by the Board in the 2024-2025 budget. There are adequate federal funds to pay for this program. After the 2024-2025 school year, if this plan is effective, then this incentive plan will be included in the compensation plan proposed by the Superintendent during the budgeting process each year. This is not a pay increase under Board Policy DEA (Local); it is a locally-developed incentive plan under Board Policy DEAA (Local).

Because this plan is being presented after the adoption of a compensation plan for this school year, the following considerations have been made.

CONSIDERATIONS:

The administration has determined, and asks the Board to make the same determination, that:

- A proper public purpose is being served in that the program incentivizes SNS employees to attend work on time every day. Previous years have experienced high levels of absenteeism and tardies among SNS frontline workers that result in inefficiencies and difficulties in providing consistent meal services to students. This program will encourage SNS workers to ensure that adequate SNS staff members are available to prepare meals and serve all students.
- Adequate controls are in place to ensure that a proper public purpose is being served. Eligible SNS employees clock in on timeclocks, and administration will review time records before authorizing incentive payments, ensuring that those who receive the incentive actually earn the incentive. Further, the program will restart every six weeks, and be evaluated by administration each six weeks to ensure that proper controls are in place.
- A return benefit will be realized by the District. It is anticipated that the program will increase attendance of the SNS workers on the frontline who provide meal services to the students on a daily basis.

RECOMMENDATION:

The Superintendent recommends approval of the Student Nutrition Services attendance incentive program as an update to the compensation plan, as presented.

RECOMMENDED MOTION:

"I move that we approve the Student Nutrition Services attendance incentive program as an update to the compensation plan, as presented."

Mansfield ISD Student Nutrition Services Attendance Incentive Program

The Mansfield ISD Student Nutrition Services Department will offer a Federally-funded financial incentive program for kitchen employees with Perfect and Good attendance for the 2024-25 school year. The program is offered during September – May and will be awarded each 6-week period. The incentive applies to specialists, SN substitutes, assistant managers, and managers. The incentive applies only to days when students are in attendance. The Student Nutrition Department reserves the right to discontinue the attendance incentive program due to public safety concerns or any other extenuating circumstance. Employees must follow our local health department regulations when ill and will not be permitted to work if symptoms require exclusion from food service areas.

Perfect attendance is defined as no tardy punches or missed work during the assigned work schedule. Employees with Perfect attendance will receive \$150.00 on a subsequent paycheck. The sixth six-week period is worth \$500.00.

Good attendance is defined as no more than one tardy punch or one shift of missed work during the assigned work schedule. Employees with Good attendance will receive \$100.00 on a subsequent paycheck. The sixth six-week period is worth \$250.00.

Employees that miss work due to “no call/no show” or suspension are not eligible for the attendance incentive during the period of incident.

Employees who are not at work are not considered to be at work for purposes of the incentive program, regardless of the reason for the leave (FMLA, state or local leave, workers comp leave, administrative leave, military leave, jury duty, subpoena compliance, etc.).

The Student Nutrition employee must be employed and meet the above criteria for the entire six-week period.

MISD employees who work flexible shifts for the Student Nutrition department are ineligible for the attendance incentive.



**Board of School Trustees
Mansfield Independent School District**

TITLE: Discussion and Possible Action to
join A-F Accountability Lawsuit

DATE: August 20, 2024

Action Item

BACKGROUND:

The Commissioner of the Texas Education Agency intended to release ratings for the 2023-24 school year on August 15, 2024. Several Texas school districts have filed a lawsuit seeking an injunction to prevent the Commissioner from issuing new ratings using STAAR 2.0 which the suit alleges has not been vetted by an outside entity to be valid and reliable as required by statute. Additionally, the student writing portions are now graded with an AI program that also was not evaluated by an outside entity to be valid and reliable. Writing scores dropped dramatically following the implementation of AI grading because of problems with the AI program, not because of lower performance from students.

BENEFIT OF ACTION:

Adoption of this agreement would direct the Superintendent to take the necessary steps to join the litigation challenging the Commissioner's failure to follow state statute in the development and evaluation of STAAR 2.0.