

Agenda of Special Meeting

The Board of Trustees Splendora ISD

A Special meeting of the Board of Trustees of Splendora ISD will be held December 3, 2020, beginning at 5:00 PM in the Video Conference.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- | | |
|--|---|
| 1. Strategic Direction - Why We Exist | 2 |
| 2. ROLL CALL | |
| 3. VIDEO CONFERENCE SCRIPT TO BE READ BY BOARD PRESIDENT | 3 |
| 4. INVOCATION | |
| 5. U.S. & STATE OF TEXAS PLEDGE OF ALLEGIANCES | 4 |
| 6. GOOD THINGS | |
| 7. AUDIENCE | 5 |
| 8. PUBLIC HEARING REGARDING ONE TIME INCENTIVE AND RETENTION PAYMENT TO CERTAIN DISTRICT EMPLOYEES | 6 |
| 9. ACTION ITEM(S) | |
| A. Consider Board Resolution regarding a One Time Incentive and Retention Payment | 9 |
| 10. ADJOURN | |

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at _____

For the Board of Trustees



STRATEGIC DIRECTION - *why we exist*

VISION Right People. Right Things. Right Way. Right Resources. Right Relationships

MISSION Cultivating Exceptional People

BELIEFS - <i>why we act</i>	PRINCIPLES
<u>Student-Focused</u> : We believe the greatest outcomes result when students come first.	<ul style="list-style-type: none"> • Be accountable. • Live with integrity. • Focus on student needs.
<u>Relationships</u> : We believe positive and supportive relationships create the conditions for students to be advocates in their education.	<ul style="list-style-type: none"> • Value each other.
<u>Culture</u> : We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.	<ul style="list-style-type: none"> • Ensure a safe physical, emotional, + social environment.
<u>Servant Leaders</u> : We believe servant leaders and critical thinkers strengthen our community and democracy.	<ul style="list-style-type: none"> • Develop servant leaders.
<u>Learning</u> : We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.	<ul style="list-style-type: none"> • Create a dynamic learning environment.

LEARNER PROFILE

The Splendor ISD Learner Profile provides an educational setting where every student is empowered to be: Self Motivated, Confident, An Adaptable Learner, A Critical Thinker, A Productive Citizen

STRATEGIC GOALS

Goal 1: Establish a shared commitment to district beliefs, the need for continuous innovation, and a focus on the future.

Goal 2: Ensure the focus of school district activity is on improving the quality of learning experiences for all.

Goal 3: Enhance the capacity to increase student engagement through digital learning.

Goal 4: Enact a communication strategy that results in a common language and a shared commitment to student success.

Goal 5: Establish a culture that promotes social, emotional and physical well-being for all.

On March 16th Governor Gregg Abbott granted a request by Attorney General Ken Paxton to temporarily suspend a limited number of open meetings laws to the extent necessary to allow telephonic or videoconference meetings in response to the Coronavirus (COVID-19). In accordance with those suspended rules, we certify the following:

- 1) Notice of this meeting has been posted online for at least 72 hours (1 hour if an emergency meeting or emergency supplemental item).
- 2) Although members of the board are not gathered in a central, physical location, we do have a quorum in attendance at this meeting by videoconference or telephone call.
- 3) We are meeting by use of ZOOM software application which allows two-way communication for members of the public.
- 4) As we would at any in-person meeting, members of the public who have followed the instructions on the meeting notice for registering to speak during the public comment portion will be unmuted for 3 minutes to speak. If the speaker submitted written comments in advance, Katie Key (Superintendent's secretary) or the Board Secretary, will read the comments into record before or during the board's consideration of that item. If you would like to provide comment at a future meeting conducted by videoconference or telephone call, please follow instructions on the meeting notice.
- 5) All other meeting procedures will adhere to board-adopted procedures to the extent practicable.
- 6) An audio recording of this meeting is being made and will be available to the public at a later date.
- 7) This software application allows for up to 100 people to view and interact at a time. We apologize in advance for any unforeseeable difficulties and ask for your patience as we navigate unprecedented conditions.
- 8) If you have questions about these suspended laws, please call the Office of the Attorney General at 888-672-6787 or by email at TOMA@oag.texas.gov

U.S. Pledge:

"I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Texas Pledge:

"Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."

Participants must have signed up prior to Board Meeting start time. Participants may address the Board on any agenda item. Participation is limited to three minutes to make comments to the Board, unless the participant requires the use of a translator, in which case participation is limited to six minutes. The Board will only consider complaints that remain unresolved after being addressed through proper administrative channels and when they have been placed on the agenda. Please note that the Board of Trustees shall not deliberate, respond, or make decisions regarding any subject that is not included on the agenda that is posted. In lieu of a public appearance at the Board Meeting, members of the public may participate in the meeting from their computer, smart phone, or tablet by logging on by copying and pasting this link in to your web browser: <https://us02web.zoom.us/j/82670947996?pwd=QWJ1dS9nTUF5bmFBQXF^YLTlrQ25FQT09>. Meeting ID: 826 7094 7996, Passcode: 1LG27c

Or call: +1 346 248 7799 US (Houston) and use Meeting ID: 826 7094 7996, Passcode: 662849

Members of the public may sign up prior to the beginning of the meeting via email addressed to kkey@splendoraisd.org. In your email, please state your name and agenda topic.

For further information on these requirements, contact Katie Key, Superintendent Secretary, at kkey@splendoraisd.org or 281-689-4441.



**Splendoria ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: December 3, 2020

Submitted Date: November 30, 2020

Agenda Business Items:

- Consent Agenda Item
(Board has acted on items such as this previously)
- New Action
(Board has not seen information previously and allows for more time to discuss)

Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Kevin Lynch

Department or Campus: Admin

Topic: PUBLIC HEARING REGARDING ONE TIME INCENTIVE AND RETENTION PAYMENT TO CERTAIN DISTRICT EMPLOYEES

Background Information: The Splendoria ISD Board of Trustees has scheduled a public hearing to discuss the adoption of a board resolution authorizing a one-time incentive and retention payment in the amount of \$500 to each benefits-eligible employee of the District, excluding the Superintendent and excluding employees who are on paid or unpaid administrative leave. The proposed board resolution is attached below.

Attachments: [Board resolution](#)

Superintendent's Resolutions: Recommended

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE SPLENDORA INDEPENDENT SCHOOL DISTRICT**

Whereas, the COVID-19 pandemic has disrupted the normal operations of Splendora ISD;
and

Whereas, the Texas Education Agency, the Center for Disease Control, and other state and federal agencies anticipate ongoing disruptions to schools due to the COVID-19 pandemic during the 2020–2021 school year;

Whereas, during the disruption of the normal operations of Splendora ISD, employees have been and will continue to be required to perform their duties under circumstances different than the usual job site and manner of performance; and

Whereas, the educators and employees of Splendora ISD have demonstrably gone above and beyond their duties and responsibilities in providing learning opportunities to students in a safe environment; and

Whereas, the educators and employees of Splendora ISD will continue to take on the unprecedented challenges of educating students in a safe environment during this ongoing pandemic; and

Whereas, there is a public purpose served and a benefit to Splendora ISD to seek to retain employees, increase morale, help employees focus on work they perform during the disruption of normal operations, and facilitate the full return to work of employees after the end of this emergency situation; and

Whereas, the Splendora ISD Board of Trustees wishes to provide a one-time incentive and retention payment to certain employees for their continued service to the students and school community in order to demonstrate supports of its employees, enhance employee morale, and support the retention of employees;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

1. All the above referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board finds that a public purpose and a benefit to Splendora ISD exists to make a one-time payment of \$500.00 to each benefits-eligible employee of the District, excluding the Superintendent and employees who are on paid or unpaid administrative leave; and

3. The Board finds that a public purpose and a benefit to Splendora ISD exists in the payment of this one-time incentive and retention payment, as set forth in this Resolution; and

4. The Board hereby authorizes the Superintendent or designee to determine whether sufficient monies exist to support the payment of the one-time incentive and retention payment,

and, if so, to establish a plan to implement the incentive and retention payment described in this Resolution, and to determine the eligibility of employees for such payment.

The above Resolution is passed and adopted the ___ day of _____, 2020, by the Board of Trustees.

By:

Board President
Splendora ISD

Attest:

By

Board Secretary
Splendora ISD

4817-0872-9810, v. 1



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Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Kevin Lynch

Department or Campus: Admin

Topic: CONSIDER APPROVAL OF RESOLUTION OF ONE TIME INCENTIVE AND RETENTION PAYMENT TO CERTAIN DISTRICT EMPLOYEES

Background Information: The Splendoria ISD Board of Trustees has scheduled a public hearing to discuss the adoption of a board resolution authorizing a one-time incentive and retention payment in the amount of \$500 to each benefits-eligible employee of the District, excluding the Superintendent and excluding employees who are on paid or unpaid administrative leave. The proposed board resolution is attached below.

Attachments: [Board resolution](#)

Superintendent's Resolutions: Recommended

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OF THE SPLENDORA INDEPENDENT SCHOOL DISTRICT**

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and

Whereas, the Texas Education Agency, the Center for Disease Control, and other state and federal agencies anticipate ongoing disruptions to schools due to the COVID-19 pandemic during the 2020–2021 school year;

Whereas, during the disruption of the normal operations of Splendora ISD, employees have been and will continue to be required to perform their duties under circumstances different than the usual job site and manner of performance; and

Whereas, the educators and employees of Splendora ISD have demonstrably gone above and beyond their duties and responsibilities in providing learning opportunities to students in a safe environment; and

Whereas, the educators and employees of Splendora ISD will continue to take on the unprecedented challenges of educating students in a safe environment during this ongoing pandemic; and

Whereas, there is a public purpose served and a benefit to Splendora ISD to seek to retain employees, increase morale, help employees focus on work they perform during the disruption of normal operations, and facilitate the full return to work of employees after the end of this emergency situation; and

Whereas, the Splendora ISD Board of Trustees wishes to provide a one-time incentive and retention payment to certain employees for their continued service to the students and school community in order to demonstrate supports of its employees, enhance employee morale, and support the retention of employees;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

1. All the above referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board finds that a public purpose and a benefit to Splendora ISD exists to make a one-time payment of \$500.00 to each benefits-eligible employee of the District, excluding the Superintendent and employees who are on paid or unpaid administrative leave; and

3. The Board finds that a public purpose and a benefit to Splendora ISD exists in the payment of this one-time incentive and retention payment, as set forth in this Resolution; and

4. The Board hereby authorizes the Superintendent or designee to determine whether sufficient monies exist to support the payment of the one-time incentive and retention payment,

and, if so, to establish a plan to implement the incentive and retention payment described in this Resolution, and to determine the eligibility of employees for such payment.

The above Resolution is passed and adopted the ____ day of _____, 2020, by the Board of Trustees.

By:

Board President
Splendora ISD

Attest:

By

Board Secretary
Splendora ISD

4817-0872-9810, v. 1