

**Agenda of Called Board Meeting
Board of Trustees
Cleburne Independent School District
Monday, June 28, 2021**

A Called Board Meeting of the Board of Trustees of the Cleburne Independent School District will be held on Monday, June 28, 2021 beginning at 1:00 PM in the Cleburne ISD Boardroom
505 N. Ridgeway Dr., suite 100
Cleburne, TX 76033

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

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

1. **CALL TO ORDER**
 - A. Pledge of Allegiance
 - B. Invocation
2. **PUBLIC COMMENT**
 - A. Addressing the School Board: A public speaker must sign up by 12:55pm. A speaker will be limited to three (3) minutes to make comments regarding items on the agenda. Speakers must address the Board from the podium and state their name before speaking. The Board shall not answer questions and shall not deliberate or decide regarding any subject. Board policy prohibits the discussion of complaints against district employees and/or students during public comment.
3. **ACTION ITEMS**
 - A. Human Resources
 1. Chapter 21 Contracts - Deliberate and take appropriate action on teacher contracts for the 2021-2022 school year
 - a. Consider Approval of Chapter 21 contracts 3
 2. Consider Approval of Policy DC(local) revision 6
4. **SUPERINTENDENT REPORT**
 - A. Human Resources - No Action 9
5. **CLOSED MEETING (TEXAS GOVERNMENT CODE 551)**
 - A. Pursuant to Texas Government Code Section 551.071, to consult with the District's attorney, in person or by phone, on a matter in which the duty of the attorney to the District under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code.
 - B. Pursuant to Texas Government Code Section 551.072 Consider Purchase, Exchange, Lease or Value of Real Property.

C. Pursuant to Texas Government Code Section 551.074, to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

6. **RECONVENE**

A. Action, if any, from closed session

7. **ADJOURNMENT**

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 or Government Code section 418.183(f). 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. [See BEC (LEGAL)]

This notice was posted in compliance with the Texas Open Meetings Act on .

Kyle Heath
Superintendent of Schools



505 North Ridgeway Drive, Suite 100
Cleburne, TX 76033
817.202.1100 Office • 817.202.1460 Fax

To: Dr. Kyle Heath, Superintendent

From: Dr. Andrea Hensley, Assistant Superintendent of Human Resources

Date: June 28, 2021

Subject: Personnel Action - Contracted Personnel - New Hires for Board Approval

New Hires:

Name: Assignment: Experience:* Degree: Start Date:	Brittany Allen Kindergarten Teacher / Adams Elementary School 0 Years' Experience Master's Degree / Texas Women's University 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Deborah Cashell English Teacher / Cleburne High School 23 Years' Experience Bachelor's Degree / Tarleton State University 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Randi Edwards English Teacher / Cleburne High School 0 Years' Experience Bachelor's Degree / University of Texas, Arlington 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Mollie Ford 5 th Grade Teacher / Marti Elementary School 5 Years' Experience Bachelor's Degree / Texas Tech University 2021-2022 School Year

Name: Assignment: Experience:* Degree: Start Date:	Kennedy Foster 5 th Grade Teacher / Cooke Elementary School 1 Year Experience Bachelor's Degree / Texas Tech University 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Jessica Hyatt Parent Family Engagement Liaison / Cooke Elementary School 0 Years' Experience Bachelor's Degree / Western Governors University 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Mindi Jackson Parent Family Engagement Liaison / Marti Elementary School 0 Years' Experience Master's Degree / University of North Texas 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Selena Mendias 7 th Grade ELAR Teacher / Smith Middle School 0 Years' Experience Bachelor's Degree / Tarleton State University 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Courtney Nelson Parent Family Engagement Liaison / Coleman Elementary School 0 Years' Experience H.S. Diploma / Cleburne High School 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Jacinta Chevonne Orren Dyslexia Reading Specialist / Gerard Elementary School 2 Years' Experience Master's Degree / University of Texas, Permian Basin 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Matthew Roberson SPED Teacher / Cleburne High School 6 Years' Experience Master's Degree / University of Texas, Arlington 2021-2022 School Year
Name: Assignment: Experience:* Degree: Start Date:	Zulema Segura Parent Family Engagement Liaison / Cleburne High School & TEAM 0 Years' Experience H.S. Diploma / Cleburne High School 2021-2022 School Year

Name:	Brittany Smith
Assignment:	English Teacher / Cleburne High School
Experience:*	0 Years' Experience
Degree:	Bachelor's Degree / University of Northern Colorado
Start Date:	2021-2022 School Year
Name:	Isamar Velasquez
Assignment:	Parent Family Engagement Liaison / Wheat Middle School
Experience:*	0 Years' Experience
Degree:	Associate's Degree / Hill College
Start Date:	2021-2022 School Year

* Years of experience are self-reported and verified upon receipt of service records.

PROPOSED REVISIONS

Personnel Duties The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.

Posting Vacancies The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.

Applications All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.

[For information related to the evaluation of criminal history records, see DBAA.]

Employment of Contractual Personnel The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.

The Board delegates to the Superintendent final authority for employment of contractual personnel below the level of campus principal.

The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel at the level of campus principal and above, including central administration. The Board retains final authority for employment of contractual personnel at the level of campus principal and above.

~~*The Board delegates to the Superintendent final authority to employ teachers. The Board retains final authority for employment of all other contractual personnel.*~~

~~*The Board retains final authority for employment of contractual personnel.*~~

[See DCA, DCB, DCC, and DCE as appropriate]

Employment of Noncontractual Personnel The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]

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Cleburne ISD
126903

EMPLOYMENT PRACTICES

DC
(LOCAL)

**Supervising Related
Employees**

An individual shall not be employed in a District position if he or she will directly supervise or be directly supervised by a family member. For purposes of this policy, "family member" shall include spouse, son, daughter, parent, parent-in-law, sibling, sibling-in-law, grandparent, and grandchild.

This provision shall not apply to individuals employed prior to the original adoption date of this provision.

**Employment
Assistance
Prohibited**

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]



Board of Trustees

TITLE: Consider Revision of CISD Board Policy - DC(LOCAL)

DATE: June 28, 2021

BOARD ACTION ITEM

BACKGROUND:

Cleburne Independent School District (CISD) Board Policy DC(LOCAL) currently requires Board approval for all contractual hires in the District.

CONSIDERATION:

CISD administration recommends a revision to Board Policy DC(LOCAL) delegating to the Superintendent final authority for employment of contractual personnel below the level of campus principal. The Superintendent would have sole authority to make recommendations to the Board regarding the selection of contractual personnel at the level of campus principal and above, including central administration. The Board would retain final authority for employment of contractual personnel at the level of campus principal and above.

CISD Recommended Policy Change: DC(LOCAL) - See Attachment

CISD Administration recommends that the District revise Board Policy DC(LOCAL).

RECOMMENDATION:

CISD Administration recommends the revision of Board Policy DC(LOCAL) as presented.



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To: Dr. Kyle Heath, Superintendent

From: Dr. Andrea Hensley, Assistant Superintendent of Human Resources

Date: June 28, 2021

Subject: Personnel Report - Resignations/Retirements and Paraprofessional Hires for Board Information

Resignations/Retirements:

Name:	Lawrence Cisneroz
Assignment:	Speech Teacher / Cleburne High School
Effective:	June 4, 2021
Name:	Dustin Conn
Assignment:	Assistant Principal / Smith Middle School
Effective:	June 4, 2021

Paraprofessional Hires:

Name:	Ashley Abair
Assignment:	Behavior Interventionist / Fulton
Effective:	2021-2022 School Year