

Agenda
Midlothian ISD
Board of Trustees Special Meeting

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

January 11, 2021 – 5:30 PM

A Special Meeting of the Board of Trustees of Midlothian ISD will be held January 11, 2021, 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.

PUBLIC COMMENT - Public comments related to this meeting will be accepted in person and virtually, 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 five minutes.

Individuals wishing to speak remotely, should complete an online Public Comment Form for virtual participation prior to 4:00 pm on January 11, 2021. ***Please note:*** *Comments will not be read into the record. Those participating virtually will be admitted to the meeting at the designated time to speak via the Zoom link with meeting ID: 821 0648 9872.* In-person participants must sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee by 5:20 p.m. on January 11, 2021. 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.

1. CALL TO ORDER

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

2. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.

A. Consider Purchase, Exchange, Lease, or Value of Real Property 551.072

B. Pursuant to Texas Government Code Sections 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 Local Government Code, including a specific discussion regarding the election of Board Officers and the filling of a vacancy on the Board

C. Pursuant to Texas Government Code Sections 551.074 for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer, employee, or to hear complaints or charges against a public officer or employee, including a specific discussion regarding the election of Board Officers and the filling of a vacancy on the Board

D. Consideration of Personnel, Texas Government Codes 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues

- E. Pursuant to Texas Government Code Section 551.074, Discuss Finalization of Former Superintendent's Contract
- F. Students, Texas Government Code 551.082, 551.0821
 - 1. Discipline Issues
 - 2. Non-Discipline Issues
- 3. RECONVENE TO OPEN SESSION
- 4. PUBLIC COMMENT - 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.
- 5. INFORMATION ITEMS
 - A. Review of RFP Search Firm Submissions 4
 - B. Receive Update on Student Academic Progress 5
 - C. Consider COVID Compensation for Staff 29
- 6. DISCUSSION/ACTION ITEMS
 - A. Consider and Approve 2016 Bond Projects 41
 - B. Consider Approving Families First Coronavirus Response Act: Employer Paid Leave (FFCRA) 45
 - C. Consider Purchase of Real Property 48
 - D. Action, if any, on Items Discussed in Closed Session
- 7. 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 I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	Review of RFP Search Firm Submissions	
Supporting Document(s):	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Background Information:	<p>At the December 14, 2020 meeting, trustees authorized administration to seek, secure, and bring to the Board for consideration submissions for a Request for Qualifications for a Superintendent Search Firm.</p> <p>The deadline for submissions is Friday, 1/8/2021, at 2:00 p.m. Administration will open the submissions and then upload the materials to the Boardbook for trustee review.</p>	
Fiscal Impact/Budget Function Code:	To be determined	
Policy:	N/A	
District Goal:	Facilitate budget process and building designs through allocated district resources that foster flexible and innovate learning spaces.	
Administration Recommended Option:	This is a Board decision.	
Motion:	Information only – a decision will be requested at the January 19, 2021 meeting.	
Presenter:	Jim Norris and KayLynn Day	

Midlothian I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	20-21 Student Achievement Presentation	
Supporting Document(s):	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Background Information:	<p>Student assessment is a critical element in the fabric of education. Formative assessments allow for each student’s learning needs to be addressed promptly and that teachers have evidence of learning throughout each unit to best design instruction. With the findings of recent national research on the impact of COVID on students throughout the country and observed performance of our students, it is critical for us to be intentional in determining the needs of each student. Data analysis allows the teacher to address any gaps in the student’s learning that may have occurred due to the changes in traditional school environments as a result of the pandemic.</p> <p>This presentation includes current student data based on locally developed assessments by subject and student groups. In addition, nationally-normed assessments will be shared. Further explanation will be provided for each student group and for any areas of concern, as well as the Department of Learning transition plan for the immediate future.</p>	
Fiscal Impact/Budget Function Code:	None	
Policy:	N/A	
District Goal:	Design innovative learning environments while increasing academic rigor through aligned teaching and learning.	
Administration Recommended Option:	No recommendation needed	
Motion:	No motion needed for this item	
Presenter:	Shelle Blaylock, Becki Krsnak	



MISD School Board Meeting

*Department of Learning Update:
Student Achievement*

01/11/2021

Objectives

- Student Progress
 - District-Designed Progress
 - Nationally-Normed Progress
- Now What?
- Transition Plan



Student Progress District-Designed

Formative Assessment Data

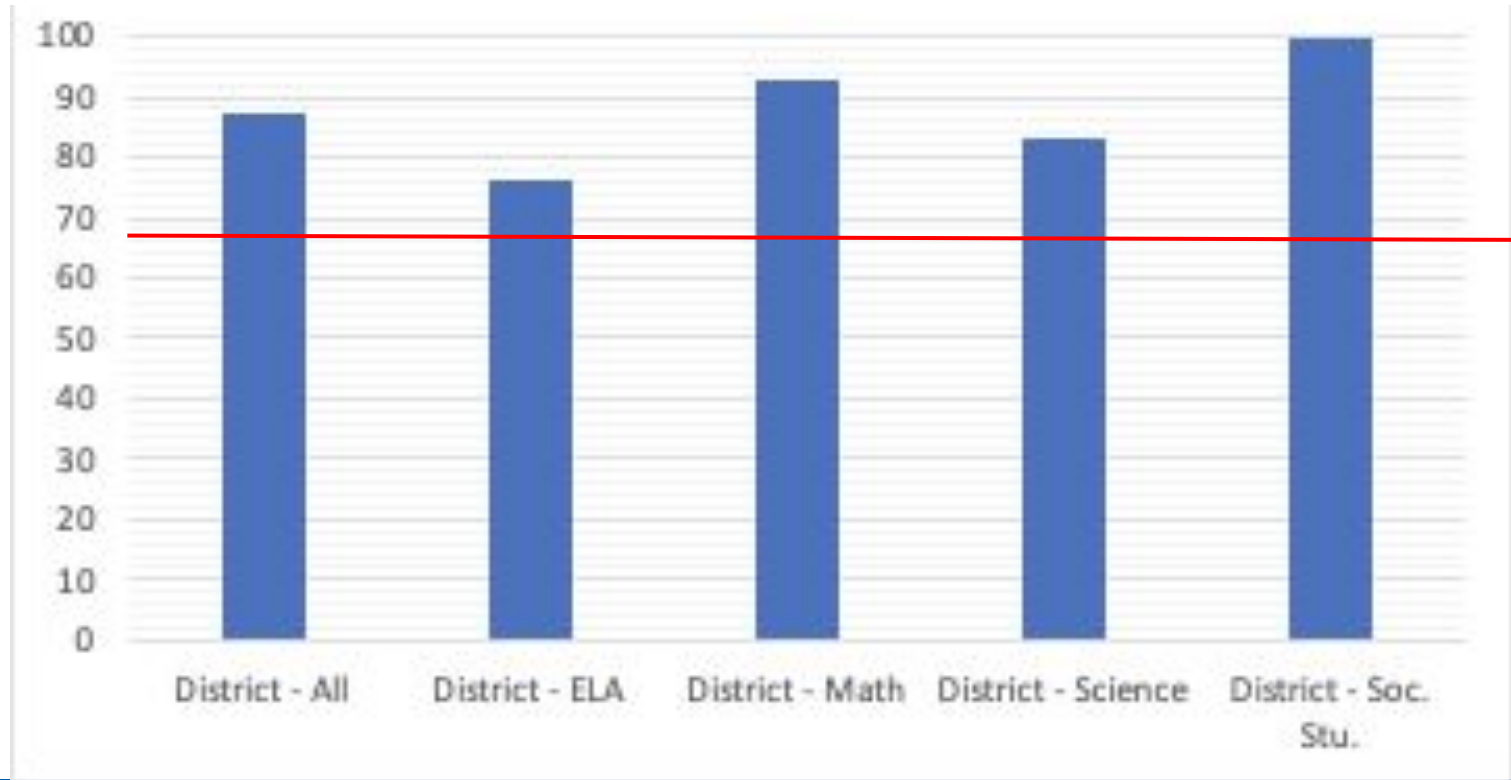
Student Progress Measures - Fall 2020

- Impact of lack of live instruction last 12 weeks of 19-20 school year
- Designed a plan to:
 - Cover potential gaps in learning for spring and summer
 - Be more comprehensive of essential TEKS for each unit
 - Align to high levels of the “Depth of Knowledge” levels for rigor
- Aware of challenges:
 - Assessment design
 - Lack of comparison groups
 - Balance on teacher time and adding more to their plate while gaining critical data to inform instruction
 - Heard feedback from teachers regarding time spent assessing students
- Studied and continue to study data and national trends and Adjust
 - Renaissance study
 - McKinsey - June (predictive) and December (current) studies

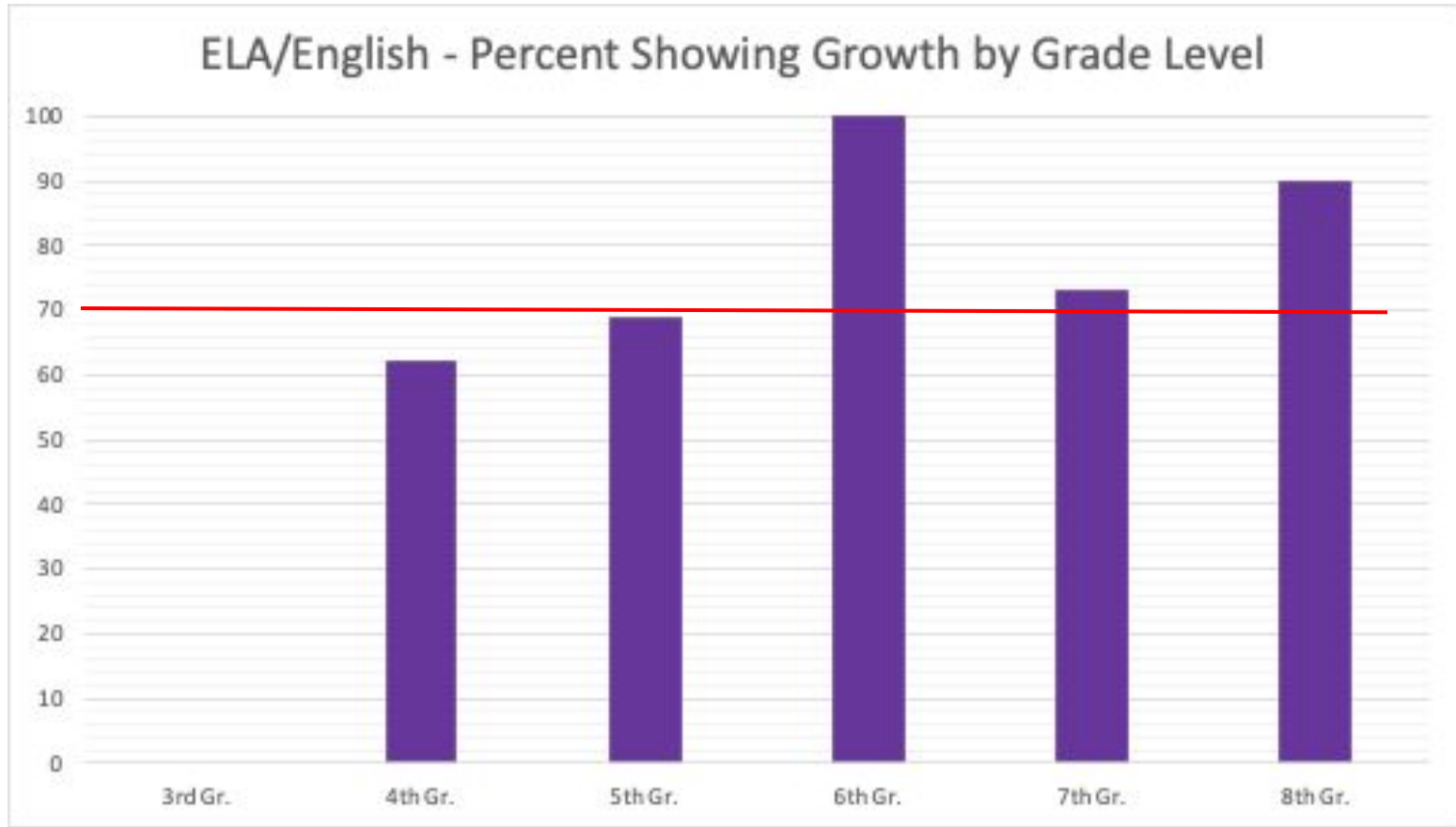


3rd-8th Grade Growth Per Tested Content Areas

Percent of Students Showing Growth from Pre to Post Tests

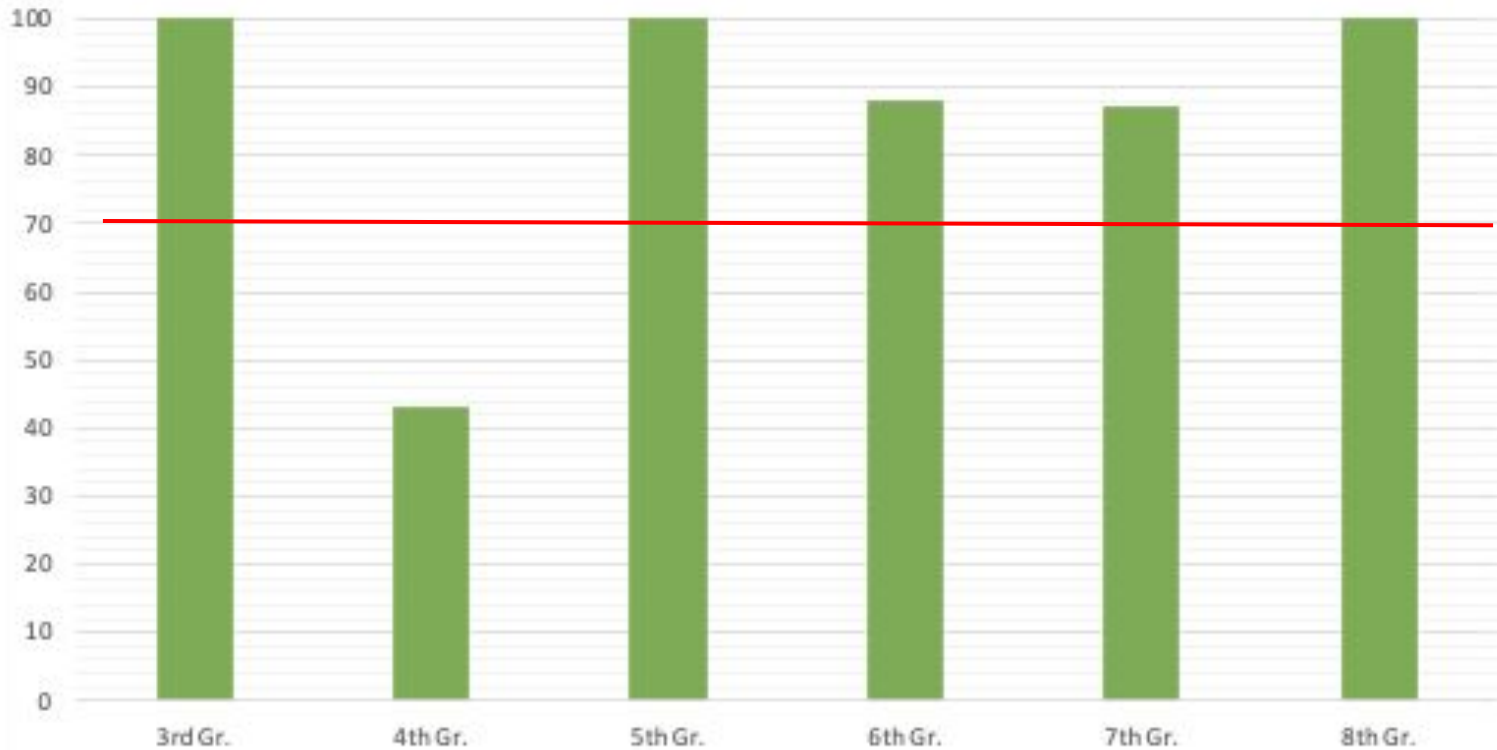


Percent of Students Showing Growth from Pre to Post Tests

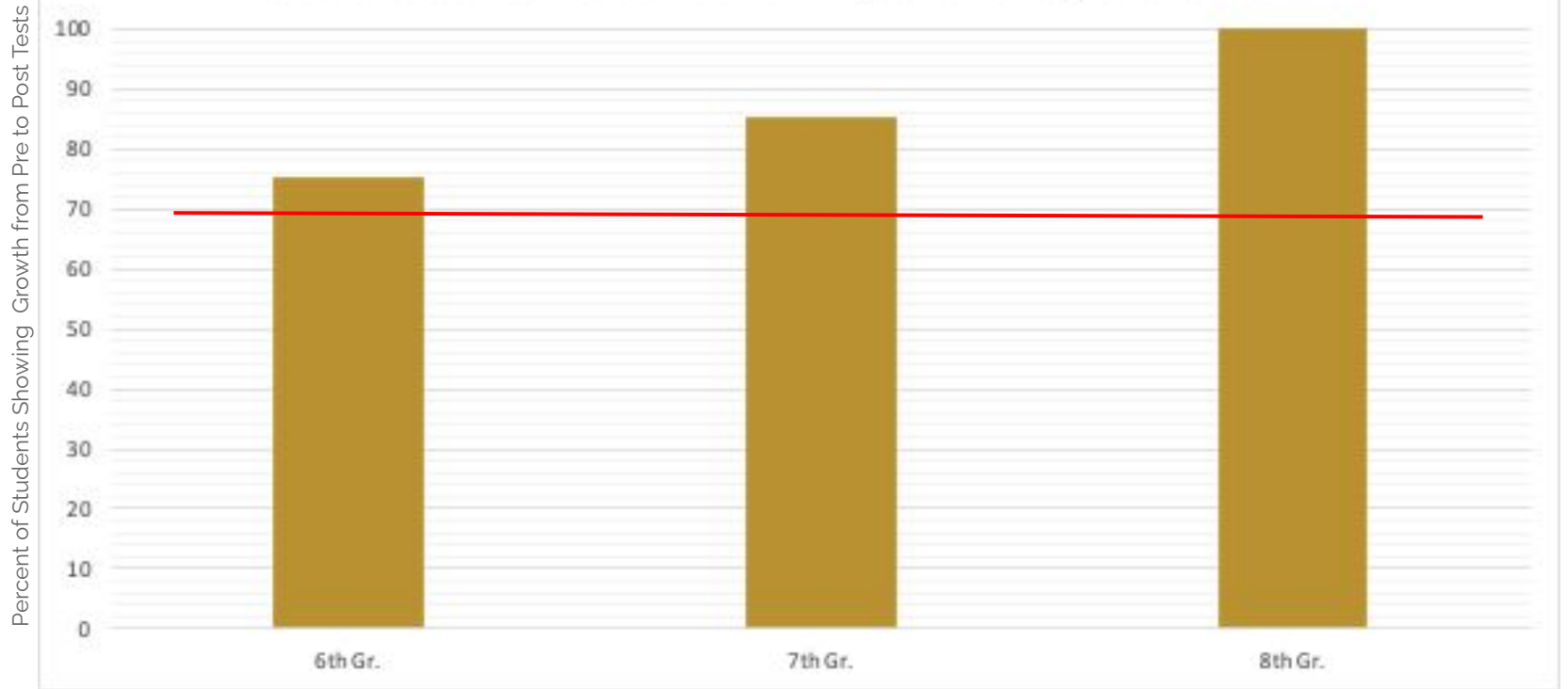


Percent of Students Showing Growth from Pre to Post Tests

Math - Percent Showing Growth by Grade Level

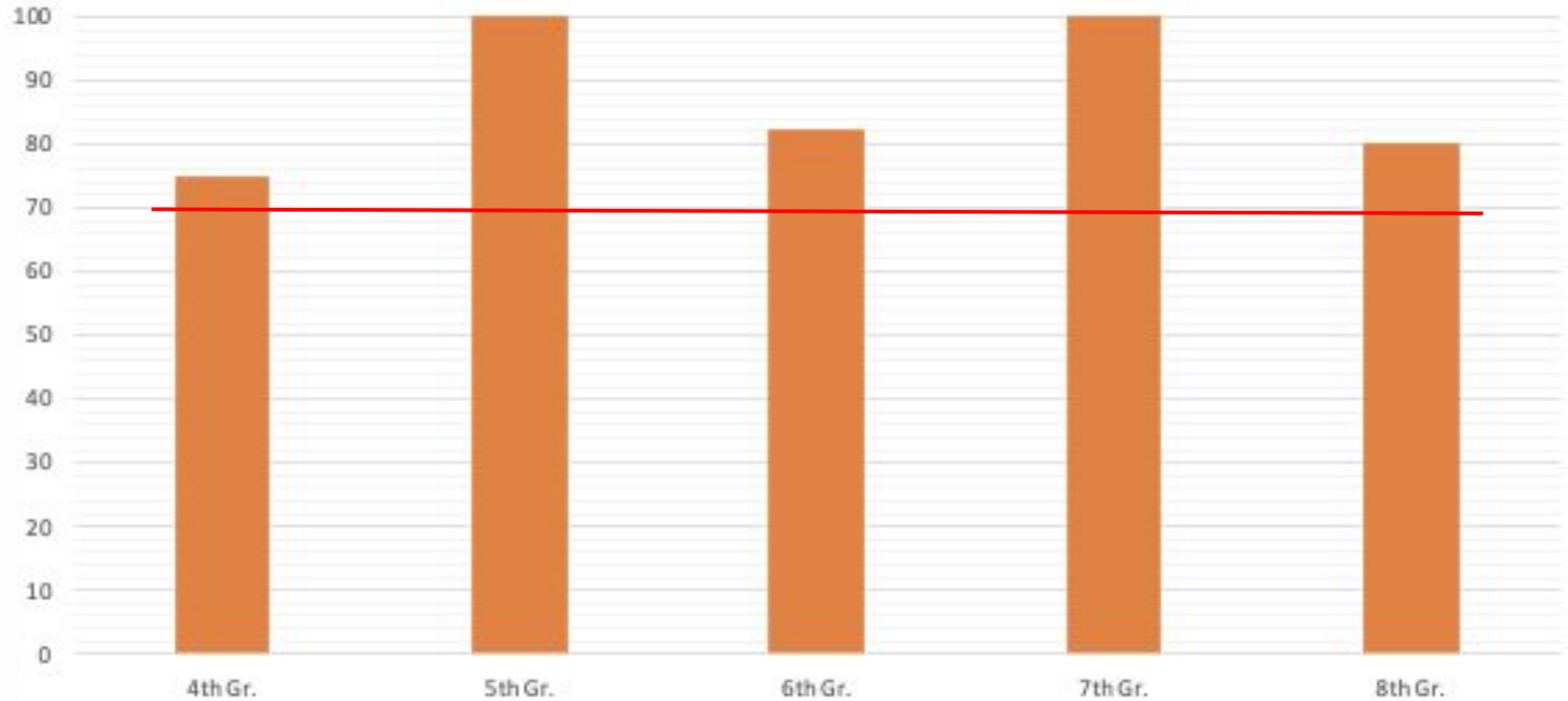


Social Studies- Percent Showing Growth by Grade Level



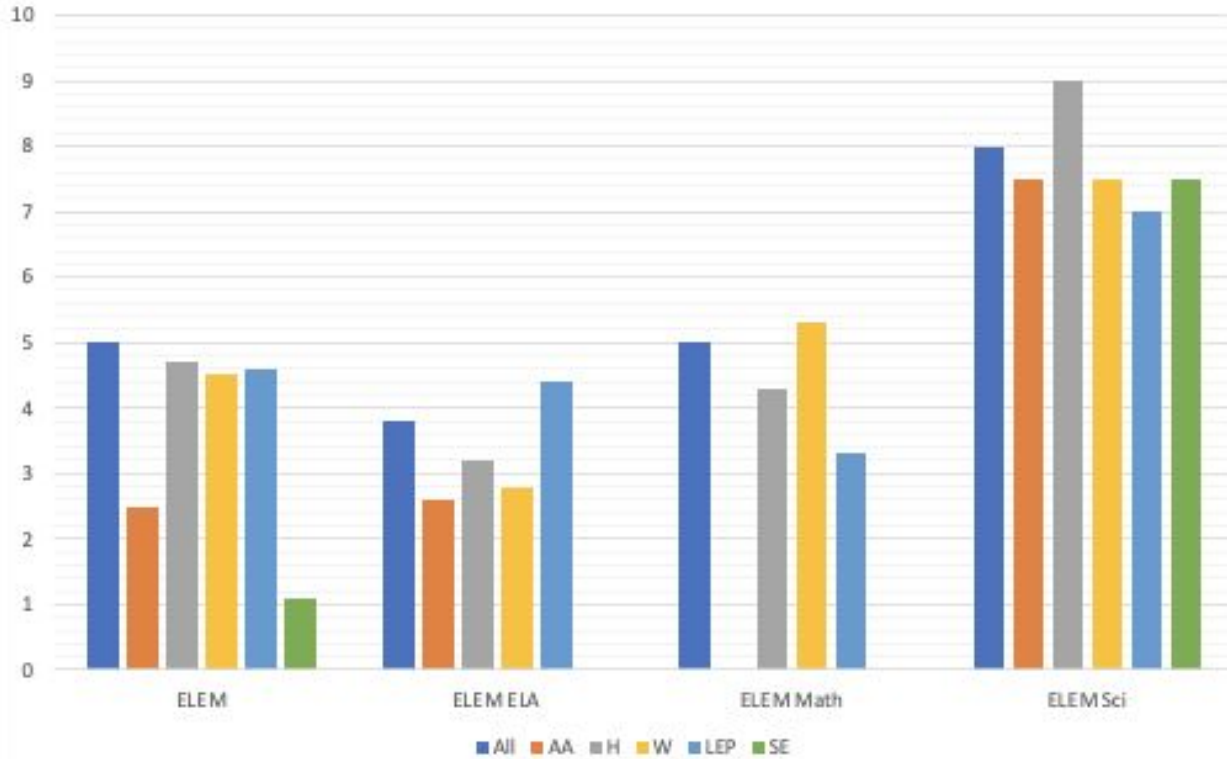
Percent of Students Showing Growth from Pre to Post Tests

Science- Percent Showing Growth by Grade Level



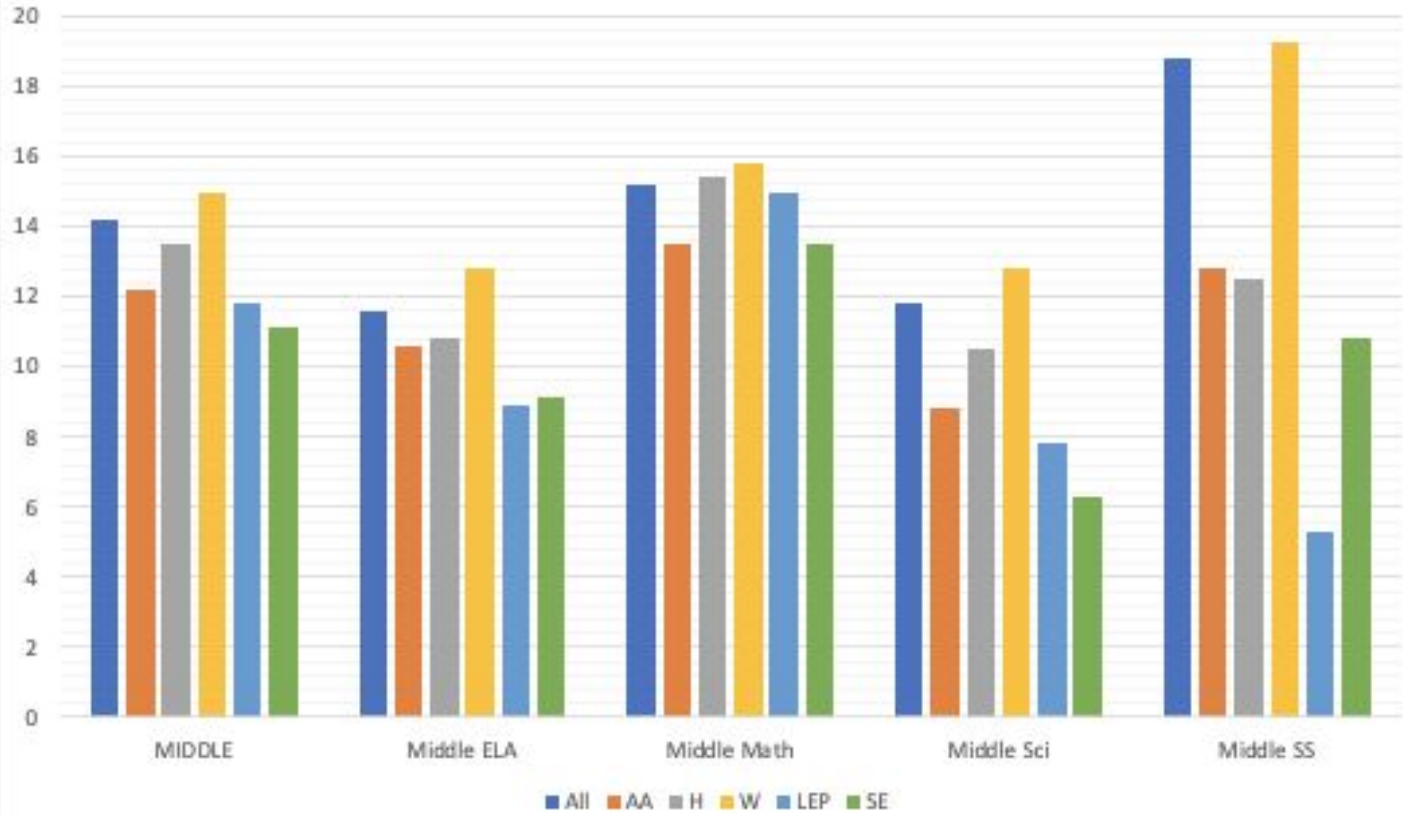
Average Rate of Progress, from Pre to Post Tests

Elementary Growth By Demographic - Tested Subjects



Middle School Growth By Demographic - Tested Subjects

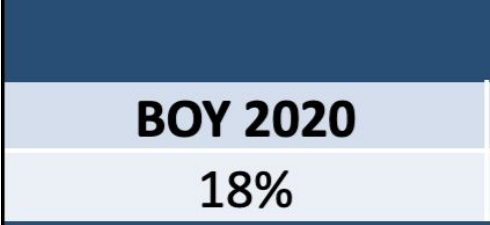
Average Rate of Progress, from Pre to Post Tests



Student Progress **Nationally-Normed**

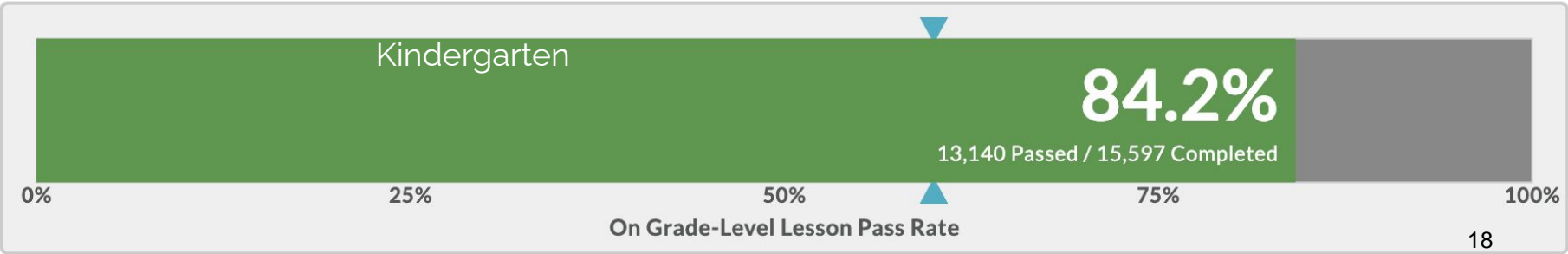
Elementary Math - Imagine Math

September percentage on-level, as seen on HB3 Math Goals.



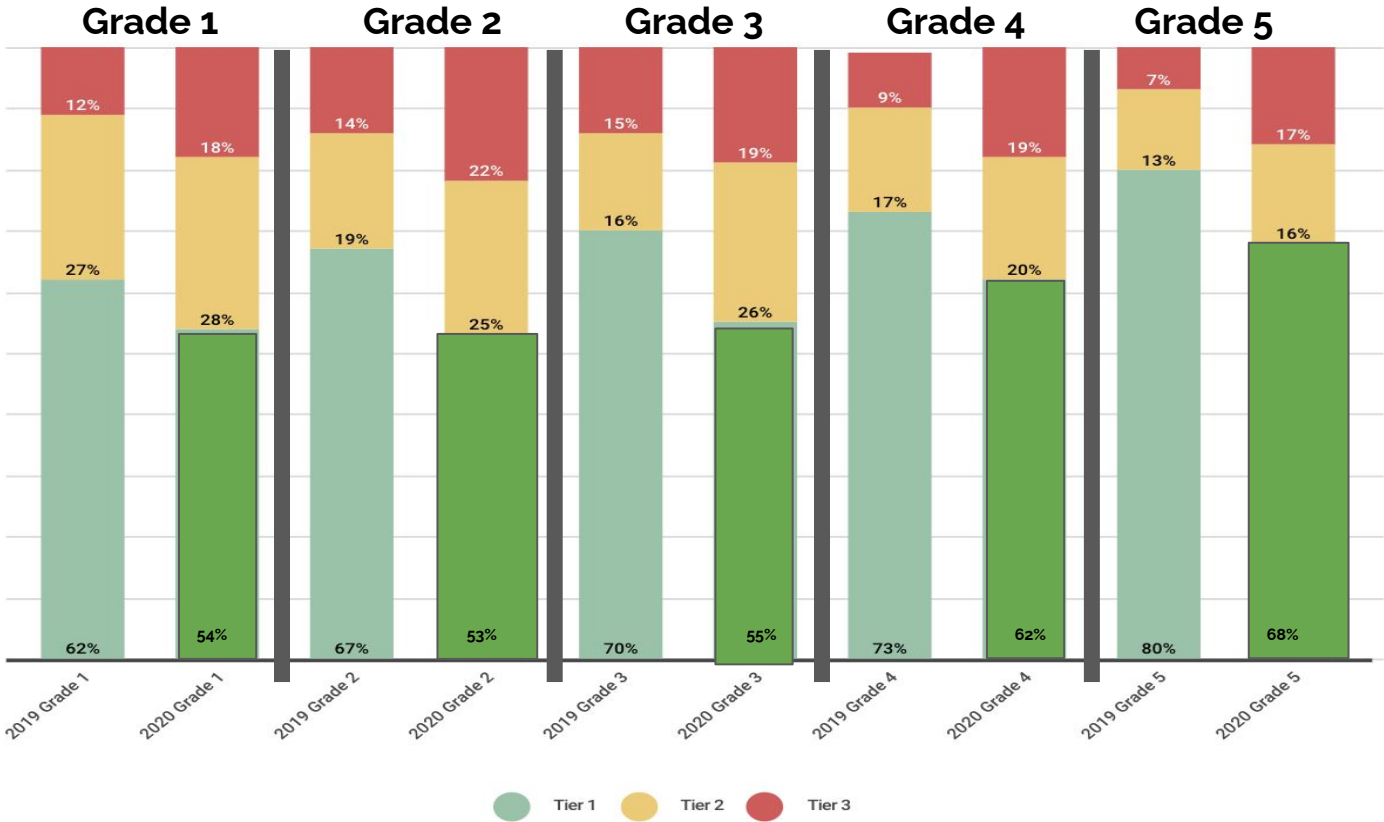
	BOY 2020
GR. 1	66%
Gr. 2	76%
Gr. 3	23%

Percentage of students passing lessons as of **12/10/20**. Students work at their instructional level. Blue arrows shows percentage of on grade-level lesson pass rate which is at 60%.



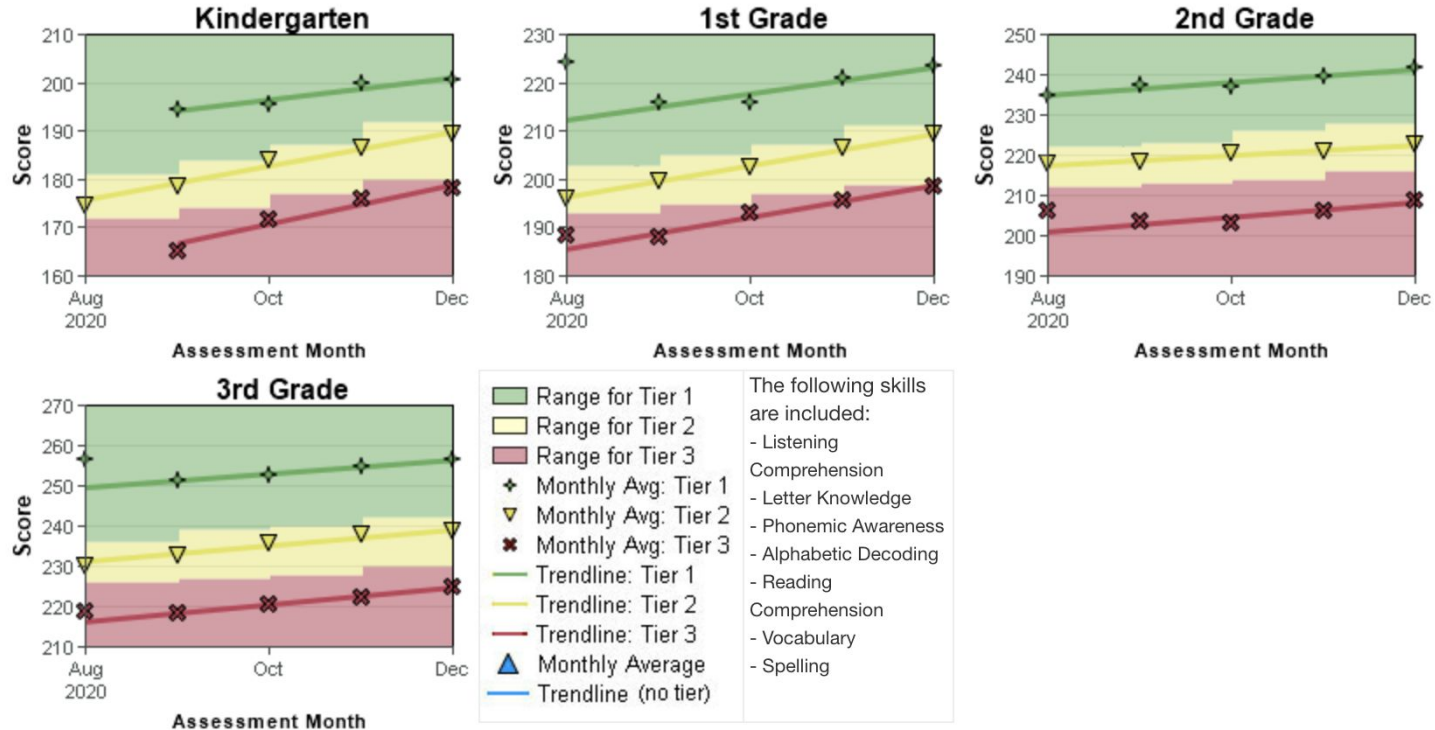
Elementary ELAR - Istation

District Istation Data Dec. 2019 to Dec. 2020

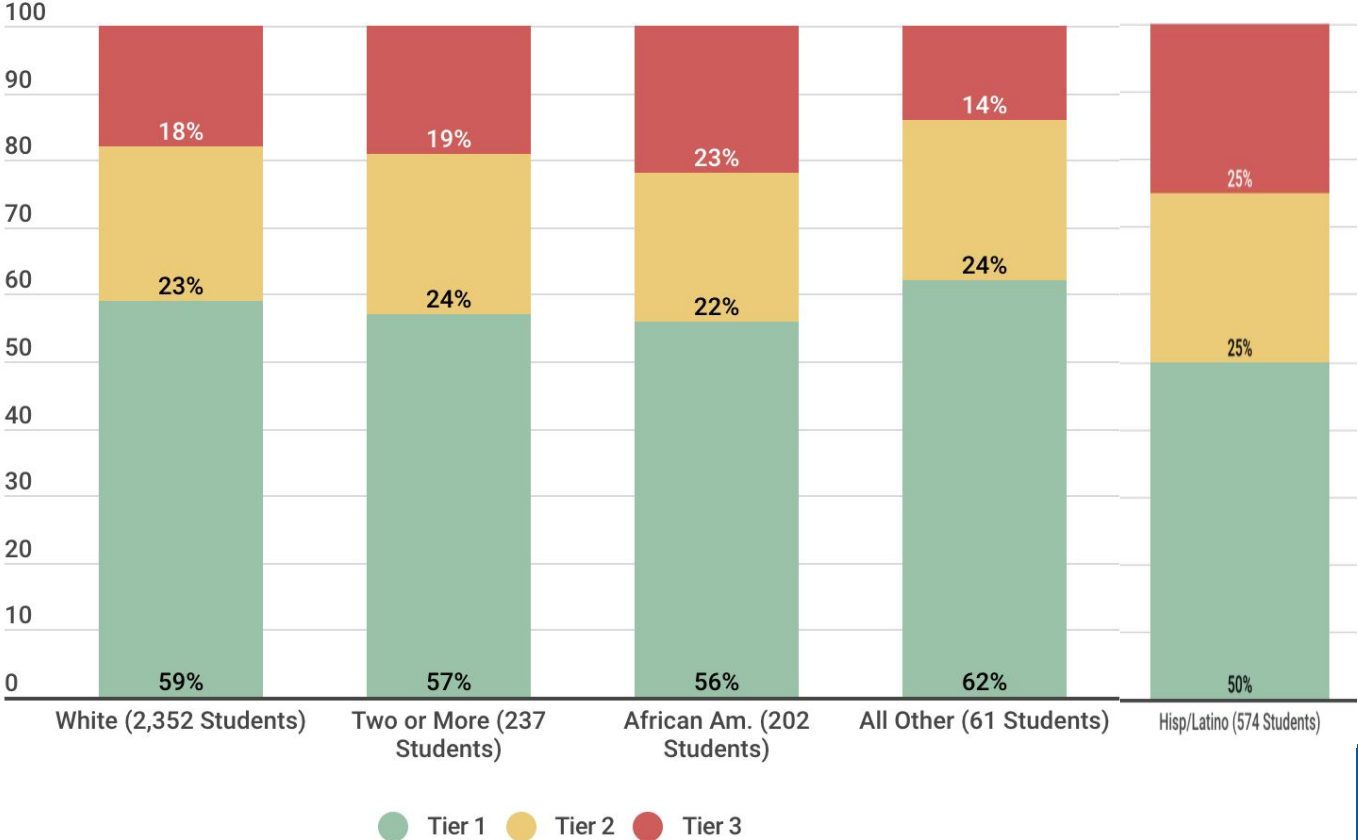


Elementary ELAR - Istation

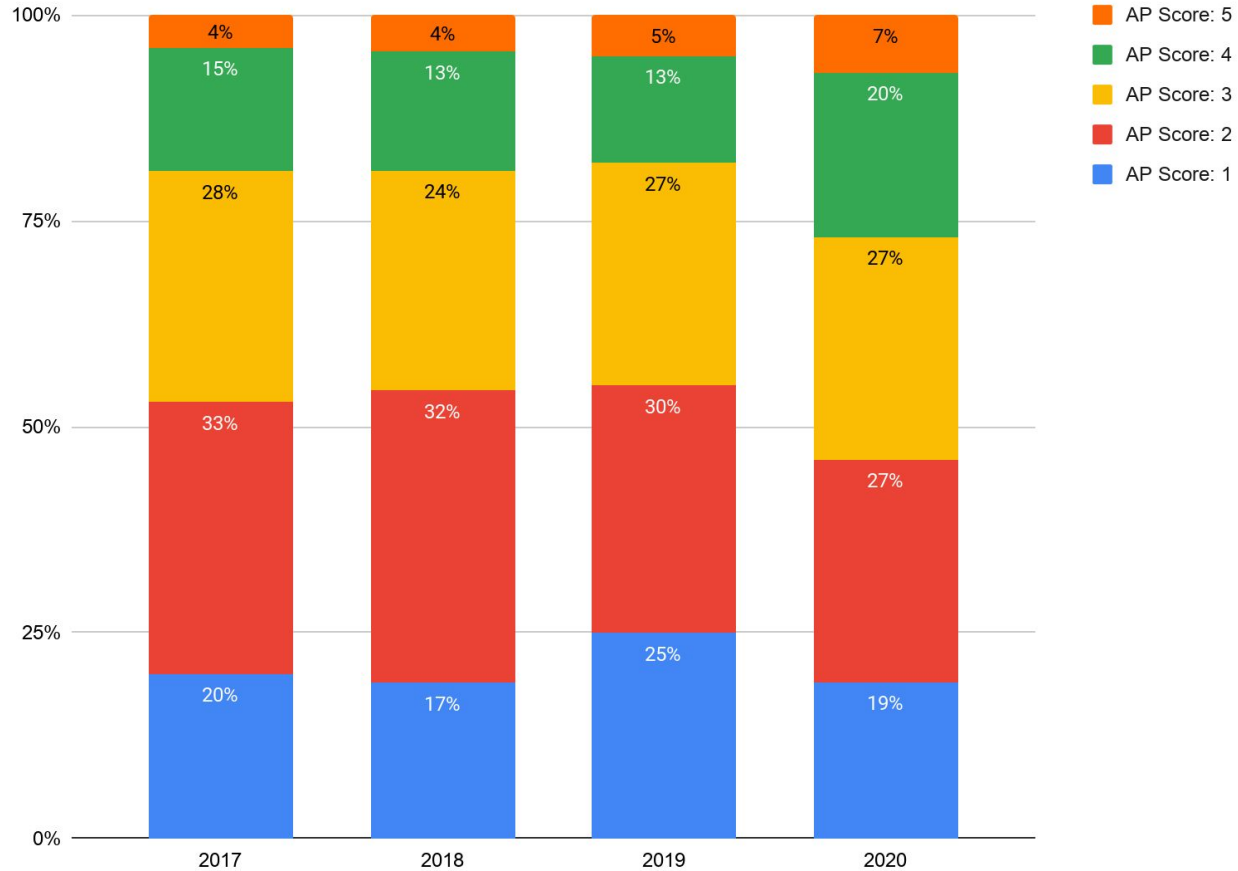
ISIP Early Reading - Skill Growth by Tier - Overall Reading



District Istation Demographic-Race from Dec. 2020



Secondary District AP Data



Secondary District Data - Future 2021 Presentations

Assessment	Grade Level Assessed District Wide	Testing Date
PSAT 8/9	8th Grade 9th Grade	01/26/2021 11/18/2020
TSI	10th Grade	Spring 2021
PSAT/NMSQT	11th Grade	10/14/2020 01/26/2021* Make-up
SAT	11th Grade 12th Grade (20-21 School Year due to COVID)	03/03/2021 09/23/2020

**District-wide nationally-normed screener being researched in 2021.



Secondary Data Needs

- ❑ Leading data points for grades 6-12 are found to be area of need in MISD
 - ❑ Researching options for screeners and monitoring tools
 - ❑ Seeking timely data collection tools that can have an immediate impact on student gaps in learning
 - ❑ National normed comparison is desired
- ❑ Currently researching viable options aligned to high performing districts and national research findings
- ❑ Consulting with the following groups on high quality data tools:
 - ❑ Future Ready Superintendent districts
 - ❑ Region 10 Education Service Center
 - ❑ Curriculum Director's Roundtable (regional and state representation)
- ❑ Anticipate a recommendation and plan in the coming weeks

Now What?

- ❑ Research and obtain a district-wide universal screener to identify students' gaps in learning and target these gaps through interventions
- ❑ Support campus administrators in developing targeted interventions to meet the needs of student populations this semester
- ❑ Train teachers on how to use the data to inform instruction
- ❑ Design an intensive summer school program to target learning gaps for students that are not meeting grade level skills or not demonstrating mastery of course concepts
- ❑ Receive feedback from administrative and instructional staff regarding formative assessments (PIs) to plan for 21-22 school year:
 - ❑ Devise a process for input to be provided by staff regarding assessment development, content assessed, and validity
 - ❑ Target critical standards to ensure students are prepared for content in next course content area
 - ❑ Expand test bank questions with new questions developed and vetted by assessment designers
 - ❑ Professional development plan to assist teachers in using data to inform instruction





Department of Learning Transition Plan

January - March 2021

Leadership Transition Plan

30 Days

Observe and Listen to All Stakeholders

Efforts will be dedicated to listening to input from a variety of **stakeholders** on needs from the DOL and evaluation of organizational structures

- Listen & Observe!
- Foster opportunities for reflection and feedback.
- Collect feedback from campus leaders, iCoaches , DOL team members AND students.
- Conduct ThoughtExchange with teacher groups at all levels
- Evaluate department needs and redefine roles
- Research alternatives to assessment tools and data for all levels

60 Days

Refocus and Design Action Plans

Refocus on our why...the **learner experience**. Recommend changes based on **feedback** shared from all stakeholder meetings and ThoughtExchange experiences.

- Recommend assessment tool for consistent, reliable data collection grades PK - high school
- Analyze 2021-22 budgetary needs
- Evaluate stakeholder responses with DOL team members and design action plans to respond
- Refocus on Learner Experience and interventions needed to fill gaps in unfinished learning

90 Days

Respond and Support

Set plans in motion based on knowledge gained during first 60 days. Revisit **district framework** to determine where emphasis needs to be placed for training in **21-22 school year**.

- Adjust team responsibilities and iCoaching model to best support campuses
- Define summer school program
- Plan summer training
- Finalize 20 21-22 professional development plan
- Begin training and implementation on new assessment tool





Midlothian I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	COVID Update: Additional Staff Compensation	
Supporting Document(s):	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Background Information:	As part of the ongoing Board and administration discussion regarding COVID-19 additional compensation for employees, this workshop will review options for Board discussion.	
Fiscal Impact/Budget Function Code:	N/A	
Policy:	N/A	
District Goal:	<p>Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication and a high-performing culture throughout the district.</p> <p>Goal 5: Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning environments.</p>	
Administration Recommended Option:	Information Only	
Motion:	N/A	
Presenter:	Dr. Courtney Carpenter; Jim Norris, KayLynn Day, Karen Fitzgerald	

COVID Update: Additional Compensation

January 11, 2021

Our charge:

- Continue to research possible one-time supplemental pay for staff in spring 2021
- Meet with teachers to identify ways to support them or what is needed during COVID-19
- Identify areas to remove administrative tasks at the campus level during COVID-19



Teacher Input:

- 10.28.20: Hosted ThoughtExchange
- 12.08.20: Met with Teacher Ambassadors representing all campuses
- 12.09.20: Hosted ThoughtExchange with all teachers
- Oct-Dec: Lunch & Learns

3:30 [Link here to report](#)

4:15 [Link here to report](#)



THEMES - 3:30 STAFF MEETING: WAYS TO RECOGNIZE & SUPPORT

RESULTS

Recognition Themes



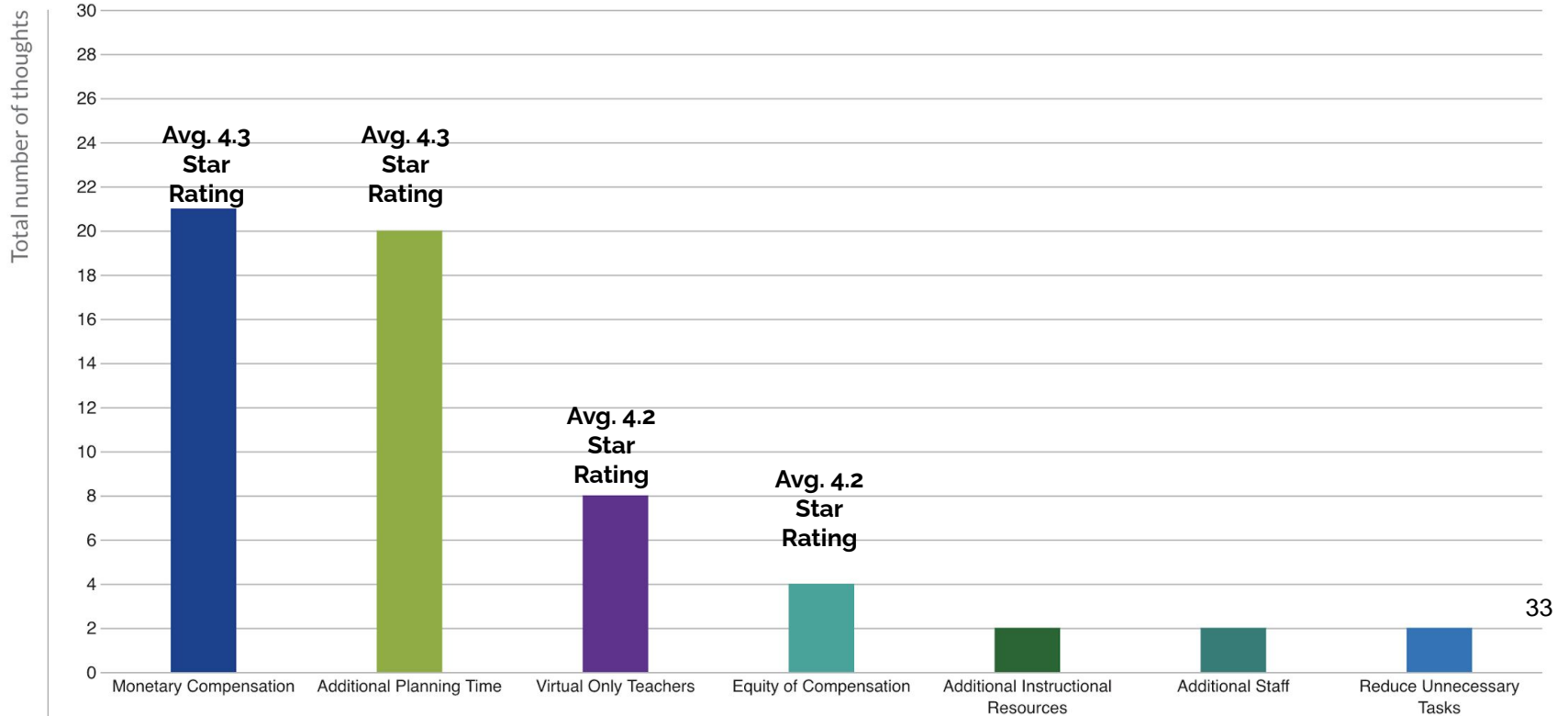
115
Participants



85
Thoughts



2,456
Ratings



THEMES - 4:15 STAFF MTG: RECOGNITION AND SUPPORT

RESULTS

Recognition Themes



67

Participants



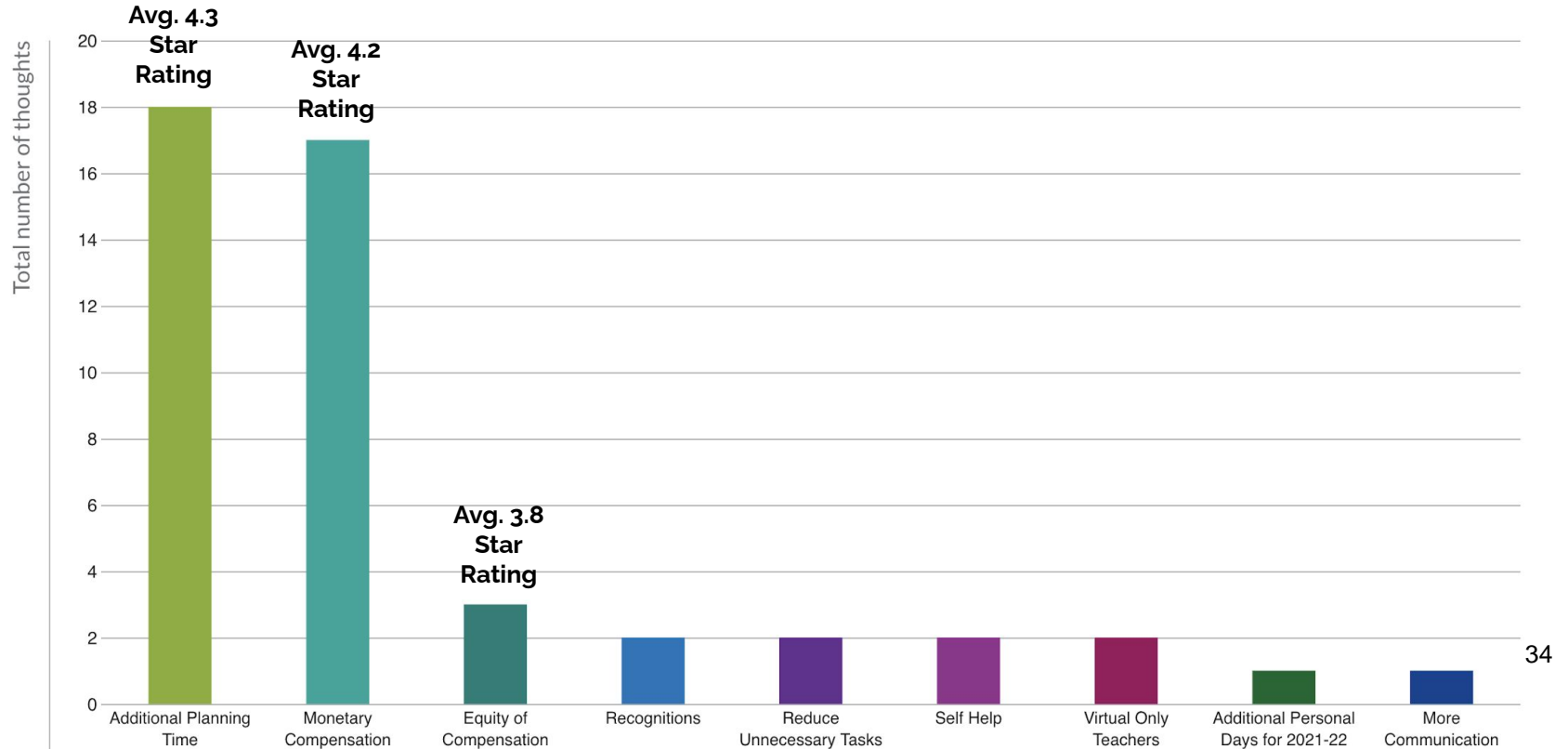
54

Thoughts



1,176

Ratings



Support to Date to Address “Time” & “Compensation”:

- **Teacher planning days:**
 - October 13, 2020 - Teacher planning day
 - January 4, 2021 - Teacher planning day
 - February 19, 2021 - Teacher planning day/asynchronous day for students
 - March 22, 2021 -Teacher planning day/asynchronous day for students
 - April 13, 2021 -Teacher planning day/asynchronous day for students
- **Supplemental pay:**
 - November 2020 - \$1,000 full-time; \$500 part-time
 - Spring 2021 - continuing to research options



Supplemental Pay Options:

- **Option 1:** Pay employees that are **required by law to have a 45 min planning** period (classroom teachers) individually when they cover during personal conference period - \$25 per period (most occurrences are at secondary)
 - ***Approximate Cost - \$475,000***
- **Option 2:** One time \$500/\$250 appreciation supplement for all employees in May (resolution and public hearing)
 - ***Approximate Cost - \$650,000***
- **Option 3:** Other compensation ideas? Other levels of compensation?
 - ***Approximate Cost - TBD***



Strengths & Challenges of Each Option

- **Option 1** - *limited to specific staffing groups*
 - Rewards selected group of teachers for covering during conference period
 - Limited to some, but not all secondary teachers
 - Elementary teachers not necessarily included
 - Creates extra work on campus personnel, accurate record keeping
 - Would be paid in June
- **Option 2** - *benefits all staffing groups*
 - Rewards all employees for going above and beyond every day
 - Includes maintenance, transportation, custodial, & paraprofessionals
 - Less record keeping - simple to compute and pay
 - Employees would be sure of a specified amount
 - Could be paid ½ in March and ½ June



Recommendation - *Modified Option 2:*

- All MISD employees would receive an additional ***“Staff Appreciation Supplement”***
 - \$1,000 for full-time staff; \$500 for part-time staff
 - Pay ½ on March 11 and ½ on May 31
 - Staff must be employed on January 4 for the March 11 pay and employed on March 22 for the May 31 pay



Board Discussion & Direction

1. **Process for Option 1:** Teacher Pay for Covering **During** Conf Period
 - a. Board Action
 - b. Create a process to track coverage for certified teachers
 - c. Identify a campus employee to be a validator on each campus to sign-off on coverage
 - d. Will require teachers to have additional documentation
 - e. Distribution June 2021
2. **Process for Option 2:** Appreciation Supplemental Pay
 - a. Public Hearing Required (February Regular Board Meeting)
 - b. Board Action on Amount
 - c. Distribution in March & May 2021





Midlothian I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	Consideration of Additional Projects from 2016 Bond Program	
Supporting Document(s):	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Background Information:	<p>In November 2016, MISD voters approved a \$268M bond program with a long list of important projects. Four years later, many of those projects are completed, two are in progress, one is in the planning stage, and only one is yet to be started.</p> <p>It is time once again to pause and reflect where we are and what else remains to be accomplished. With the completion and near-completion of projects, a clearer picture of total project costs and any possible funds for other projects becomes available each month.</p> <p>The Finance and Construction Teams have been working to evaluate where we are today and what resources will be needed to complete the bond program as well as additional projects as funds are available.</p> <p>They are also looking at projects on the replacement schedule which might be funded with bond funds.</p> <p><u>But it is absolutely imperative that all projects listed in the bond election be completed in a timely manner.</u></p> <p>All projects are always brought to the board for approval before work proceeds so this merely gives administration a framework to work within when planning future facility improvements.</p> <p>The project needing immediate attention is the roof at Baxter. The second item needing attention is the roof at The MILE/Jenkins.</p> <p>There are not enough funds available today to do all the five roofs that need attention in the near term as well as the other projects that are desired or needed. But the roofs are the major concern.</p> <p>An estimate of the costs of repairing/replacing all the five roofs in need of attention is attached. It would be wise to go ahead and prepare the designs and bid specs at the same time. The repairs could all be bid with the option of picking only the ones that could be done with available funds. Even if one or more of the roofs could</p>	

	<p>not be repaired now, the designs would be ready for when funds become available.</p> <p>All bids would be brought to the board for final consideration.</p> <p>A copy of the latest financial report for the 2016 Bond Program will also be reviewed at the meeting.</p>
Fiscal Impact/Budget Function Code:	Estimated to be \$6,353,061.50 if all roofs were to be replaced, but only \$120,985 to be committed at this time.
Policy:	CH (Local)
District Goal:	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.
Administration Recommended Option:	The administration recommends the Board approve the planning and design of the roof replacements at five campuses and to proceed with the bid process on getting the roofs repaired with the understanding that bids will be brought to the board at a future meeting for considering.
Motion:	If desired, a motion might be: “I make a motion to proceed with the design and planning for the roof replacements at Baxter Elementary, the MILE/Jenkin campus, the Hill Support Center, the Mills Administration Building, and Frank Seale Middle School at the approximate cost of \$120,975, and to instruct staff to solicit bids for this projects for the board’s consideration at a later meeting.”
Presenter:	Rola Fadel, Jim Norris

Midlothian ISD
 Bond Expenditures Update
 As of December 31, 2020

Bond Election	Project	Original Budget	Revised Budget	Expenditures	Committed	Earned Interest	Available Funds
Nov 2016							
Fund 694	HVAC Replacement						
	Longbranch Elementary	\$ 1,300,000	\$ 1,690,354	\$ 1,690,354	\$ -	\$ -	(0)
	Mt. Peak Elementary	\$ 1,300,000	\$ 1,737,819	\$ 1,737,819	\$ -	\$ -	0
	MISD Auxiliary Facility	\$ 400,000	\$ 443,981	\$ 443,982	\$ -	\$ -	(0)
	Vitovsky Elementary		\$ 2,467,871	\$ 2,461,609	\$ 6,262	\$ -	0
	Irvin Elementary Rebuild	\$ 28,000,000	\$ 24,002,023	\$ 23,953,827	\$ 48,196	\$ -	0.00
	Land Purchase		\$ 919,956	\$ 919,956		\$ -	-
	Technology Upgrades	\$ 18,000,000	\$ 18,000,000	\$ 13,781,897	\$ 808,664	\$ -	3,409,439
	Dieterich Middle School (MS #3)	\$ 67,000,000	\$ 59,685,080	\$ 57,648,197.58	\$ 1,856,380	\$ -	180,502
	Renovate MS Playing Fields						
	Frank Seale MS	\$ 2,000,000	\$ 1,904,176	\$ 1,904,176	\$ -	\$ -	(0)
	Walnut Grove MS	\$ 2,000,000	\$ 1,588,827	\$ 1,588,827	\$ -	\$ -	0
	MHS Baseball/Softball/Tennis/FH	\$ 6,000,000	\$ 12,614,393	\$ 12,614,393	\$ -	\$ -	-
	Land Purchase		\$ 919,956	\$ 919,956		\$ -	-
	Roesler Fieldhouse / Fields	\$ 25,000,000	\$ 15,009,673	\$ 14,998,748	\$ 10,925	\$ -	0.00
	Renovations to Existing Campuses	\$ 10,000,000	\$ -	\$ -	\$ -	\$ -	-
	Baxter Elementary		\$ 1,067,118	\$ 1,067,118	\$ -	\$ -	-
	Longbranch Elementary		\$ 772,039	\$ 772,039	\$ -	\$ -	-
	Mt. Peak Elementary		\$ 774,701	\$ 774,701	\$ -	\$ -	-
	Vitovsky Elementary		\$ 766,564	\$ 766,564	\$ -	\$ -	-
	Miller Elementary		\$ 747,959	\$ 747,959	\$ -	\$ -	0
	Frank Seale Middle School		\$ 1,177,790	\$ 1,177,790	\$ -	\$ -	-
	Walnut Grove Middle School		\$ 1,179,463	\$ 1,179,463	\$ -	\$ -	-
	Midlothian High School		\$ 2,428,346	\$ 2,428,346	\$ -	\$ -	0
	Heritage High School		\$ 11,880	\$ 11,880	\$ -	\$ -	-
	MHS Auditorium		\$ 939,502	\$ 850,858	\$ 88,644	\$ -	0
	Roof Replacement						
	Longbranch Elementary	\$ 500,000	\$ 350,031	\$ 350,031	\$ -	\$ -	-
	Mt. Peak Elementary	\$ 500,000	\$ 350,031	\$ 350,031	\$ -	\$ -	-
	Vitovsky Elementary	\$ -	\$ 349,902	\$ 349,902	\$ -	\$ -	-
	MILE & Jenkins (Irvin Renovations)	\$ 2,000,000	\$ 5,412,155	\$ 5,378,269	\$ 33,885	\$ -	0
	Randall Hill Support Center (Jenkins)	\$ 1,000,000	\$ 2,000,000	\$ 552,664	\$ 1,284,063	\$ -	163,273
	Elementary #8	\$ 32,000,000	\$ 30,000,000	\$ 625,281	\$ 769,093	\$ -	28,605,626
	Multi-Purpose Stadium	\$ 3,000,000	\$ 3,000,000	\$ -	\$ -	\$ -	3,000,000
	Heritage HS Additions	\$ 68,000,000	\$ 63,659,470	\$ 10,701,419	\$ 46,813,980	\$ -	6,144,071
	Land - School Sites	\$ -	\$ 327,861	\$ 327,861	\$ -	\$ -	(0)
	Special Projects/Paid by Interest						
	Longbranch Elementary Parking		\$ 787,119.97	\$ 787,120	\$ -	\$ -	-
	Mt. Peak Elementary Parking		\$ 525,366.93	\$ 525,367	\$ -	\$ -	0
	Baxter Video Marquee		\$ 34,064.34	\$ 34,064	\$ -	\$ -	-
	Vitovsky Video Marquee		\$ 35,264.34	\$ 35,264	\$ -	\$ -	-
	MISD Stadium Concessions		\$ 62,287.30	\$ 62,287	\$ -	\$ -	-
	FSMS Bus Drive		\$ 180,993.69	\$ 180,994	\$ -	\$ -	-
	Unallocated	\$ -	\$ 11,701,078	\$ -	\$ -	\$ -	11,701,078
	Earned Interest	\$ -	\$ (1,625,097)	\$ -	\$ -	\$ 4,682,430	3,057,333
	Total	\$ 268,000,000	\$ 268,000,000	\$ 164,701,015	\$ 51,720,093	\$ 4,682,430	\$ 56,261,322

Cash Recap	Sources	Expenditures	Earned Interest	Cash Balance	TexPool Balance
	2017-A Bonds	\$ 28,000,000			
	2017-B Bonds	\$ 40,000,000			
	2018 Bonds	\$ 80,000,000			
	2020 Bonds	\$ 120,000,000			
	Totals	\$ 268,000,000	\$ 164,701,015	\$ 4,682,429.91	\$ 107,981,415
					\$ 107,981,415

Midlothian I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	Consider a Resolution to Extended FFCRA	
Supporting Document(s):	Electronic: Yes No	Hard Copy: Yes No
Background Information:	<p>FFCRA expired on December 31, 2020. This flexible leave guidance has encouraged employees to seek medical attention and not come to work when they are potentially infected with COVID-19.</p> <p>In December the Board approved extending FFCRA guidance through January 5, 2021. To ensure the safety and health of our staff and students we are asking the Board to consider approving a Resolution that would extend FFCRA from January 4, 2021 -June 30, 2021. We believe this resolution encourages staff members to prioritize the health and safety of themselves and their students. In addition, it serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing.</p>	
Fiscal Impact/Budget Function Code:	N/A	
Policy:		
District Goal:	N/A	
Administration Recommended Option:	District Administration recommends approving a resolution extending FFCRA benefits from January 4, 2021 - June 30, 2021.	
Motion:	<p>A motion might read:</p> <p>“I move that the Board approve the resolution extending FFCRA guidelines from January 4, 2021 - June 30, 2021.”</p>	
Presenter:	Dr. Shorr Heathcote	

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

WHEREAS, the Board of Trustees (“Board”) of the Midlothian Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, the Board acknowledges that during a pandemic, District employees may require additional leave due to exposure or infection of themselves or family members; and

WHEREAS, the Board acknowledges the emergency paid sick leave and expanded family and medical leave provisions of the Families First Coronavirus Act, otherwise known as FFCRA, is set to expire on December 31, 2020;

WHEREAS, the Board acknowledges the pandemic is ongoing and employees may be infected, exposed, or required to care for family members infected or exposed to COVID-19 after the expiration of the emergency paid sick leave and expanded family and medical leave provisions of FFCRA; and

WHEREAS, the Board determines continuing the emergency paid sick leave and expanded family and medical leave provisions of FFCRA past December 31, 2020 serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that should the EPSL provisions of the FFCRA not be extended by the United States Congress beyond December 31, 2020, the District will continue to offer employees current protections of the EPSL for current qualifying events and circumstances authorized by the FFCRA, except that:

- a. Employees who have already exhausted leave under the FFCRA will not be eligible for any additional leave time; and
- b. This authorization expires no later than June 30, 2021, unless this authorization is revoked sooner, or extended by the Board of Trustees.

RESOLVED, the use of emergency paid sick leave and expanded family and medical shall be implemented in accordance with EPSL, except that paid leave shall be calculated using an employee’s current rate of pay, instead of averaging an employee’s regular rate of pay over the prior six months.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

RESOLVED, the authority granted by this resolution to continue the emergency paid sick leave and expanded family and medical leave to eligible employees is effective for a maximum duration of six (6) months unless the Board takes action to authorize continuation of such leave for a longer duration.

PASSED AND APPROVED this 11th day of January, 2021 by the Board of Trustees for the Midlothian Independent School District.

By: _____
Board President

Attest: _____
Board Secretary

Midlothian I.S.D. School Board Agenda Item Detail
L.A. Mills Administrative Complex Boardroom

Board Meeting Date:	January 11, 2021	
Item:	Consideration of the Purchase of Real Property	
Supporting Document(s):	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Background Information:	<p>Over the past many months, administration has worked with Jamie Wickliffe to locate and review potential school sites for future facilities. With the district’s residential developments continuing to grow at a rapid pace, securing future sites is a necessary action.</p> <p>In order to negotiate with the owners in order to make an offer resulting in a contract, it is necessary to grant authorization to the Interim Superintendent to move forward with contract negotiations.</p> <p>The School Board will always have the final approval of real estate purchases or sales. The item will be brought to the School Board for appropriate action at a later meeting.</p>	
Fiscal Impact/Budget Function Code:	2016 School Bonds; To be decided	
Policy:	N/A	
District Goal:	Facilitate budget process and building designs through allocated district resources that foster flexible and innovate learning spaces.	
Administration Recommended Option:	It is the administration’s recommendation to authorize the Interim Superintendent to negotiate the purchase of real properties as discussed in closed session.	
Motion:	A motion might be, “I move to authorize the Interim Superintendent to negotiate for the purchase of the _____ properties as discussed in closed session.”	
Presenter:	Jim Norris	