

Agenda of Regular Meeting

The Board of Trustees Anahuac Independent School District

A Regular Meeting of the Board of Trustees of Anahuac Independent School District will be held July 26, 2021, beginning at 6:00 PM in the Administration Building, 804 Mikhael Ricks Drive, Anahuac, Texas 77514.

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.

- I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation
- II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)
- III. Present 2020 STAAR Data
- IV. MONTHLY REPORTS
 - A) Superintendent's Report
 - B) Presentation of Monthly Financial Reports, Investment Reports, and Budget Update
- V. NEW ITEMS
 - A) Consider Bus Transportation Resolution in Accordance with CNA Local: Transportation Management-Student Transportation
 - B) Consider Budget Transfers
 - C) Consider Adopting Proposed Tax Rate for Inclusion in "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate" Hearing and Set Date for the Public Hearing
 - D) Consider TASB Hiring Schedule, Salaries, and Stipend Schedule for the 2021-2022 School Year
 - E) Consider 2021-2022 Board Goals
 - F) Consider TASB Policy Update 117, Affecting (LOCAL) Policies (See attached list of codes)
 - G) Consider 2021-2022 Student Code of Conduct
 - H) Consider Minutes of June 19, 2021 Team Building and Goal Setting Workshop, June 21, 2021 Regular Meeting, and July 5, 2021 Special Meeting
- VI. CLOSED SESSION
 - A) Discussion/Evaluation of Personnel: Texas Government Code 551.074
 - B) Consultation with Board Attorney Regarding All Matters As Authorized By Law: Texas Government Code Section 551.071
- VII. RECONVENE INTO OPEN SESSION

- VIII. TAKE ACTION ON ITEM(S) DISCUSSED IN CLOSED SESSION
- IX. Consider Hiring Diagnostician
- X. 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. 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
_____.

ANAHUAC INDEPENDENT SCHOOL DISTRICT
GENERAL FUNDS INVESTMENT LOG

6/30/2021

EOM Bank

MONTHLY

Balance	CD #	Purchased	Matures	Rate	INVESTED	Current	Interest
	FIRST PUBLIC	9/30/2020		0.0866	\$ 2,287.55		15.96
	FIRST PUBLIC	9/30/2020		0.2158	\$ 11,853,554.83		1,835.33
\$180,540.74	TEXAS CLASS	9/30/2020		0.2510	\$ 51,231.76		10.53
	FIRST PUBLIC	10/31/2020		0.0817	\$ 1,272,096.27		24.88
	FIRST PUBLIC	10/31/2020		0.2004	\$ 10,715,452.68		1,897.85
\$122,837.91	TEXAS CLASS	10/31/2020		0.1771	\$ 51,239.47		7.71
	FIRST PUBLIC	11/30/2020		0.0778	\$ 832,222.53		18.28
	FIRST PUBLIC	11/30/2020		0.1700	\$ 10,661,993.11		1,540.43
\$357,424.11	TEXAS CLASS	11/30/2020		0.1486	\$ 51,245.72		6.25
	FIRST PUBLIC	12/31/2020		0.0666	\$ 152,139.26		4.39
	FIRST PUBLIC	12/31/2020		0.1621	\$ 10,698,483.37		1,490.26
\$365,576.16	TEXAS CLASS	12/31/2020		0.1398	\$ 51,251.77		6.05
	FIRST PUBLIC	1/31/2021		0.0666	\$ 89,427.72		2.52
	FIRST PUBLIC	1/31/2021		0.1621	\$ 10,609,382.27		1,332.90
\$1,556,568.02	TEXAS CLASS	1/31/2021		0.1316	\$ 51,257.51		5.74
	FIRST PUBLIC	2/28/2021		0.0266	\$ 75,152.91		1.32
	FIRST PUBLIC	2/28/2021		0.1267	\$ 10,910,428.38		1,046.11
\$2,400,502.59	TEXAS CLASS	2/28/2021		0.1090	\$ 51,261.84		4.33
	FIRST PUBLIC	3/31/2021		0.0135	\$ 173,634.89		1.24
	FIRST PUBLIC	3/31/2021		0.1251	\$ 11,051,595.66		1,167.28
\$1,395,696.84	TEXAS CLASS	3/31/2021		0.1051	\$ 51,266.45		4.61
	FIRST PUBLIC	4/30/2021		0.0058	\$ 669,484.84		1.33
	FIRST PUBLIC	4/30/2021		0.1218	\$ 11,307,715.92		1,120.26
\$1,109,759.70	TEXAS CLASS	4/30/2021		0.0840	\$ 51,269.98		3.53
	FIRST PUBLIC	5/31/2021		0.0051	\$ 6,766.14		0.89
	FIRST PUBLIC	5/31/2021		0.1129	\$ 12,708,870.98		1,155.95
\$356,463.57	TEXAS CLASS	5/31/2021		0.0784	\$ 51,273.39		3.41
	FIRST PUBLIC	6/30/2021		0.0051	\$ 907,679.51	\$ 907,679.51	0.80
	FIRST PUBLIC	6/30/2021		0.0988	\$ 11,929,866.01	\$ 11,929,866.01	995.03
\$112,905.34	TEXAS CLASS	6/30/2021		0.0611	\$ 51,275.97	\$ 51,275.97	2.58
TOTAL						\$ 12,888,821.49	\$ 13,707.75

Rosie Womack

7-1-21

SIGNATURE

DATE

ANAHUAC INDEPENDENT SCHOOL DISTRICT
 GENERAL CAPITAL PROJECTS INVESTMENT LOG
 AS OF 6/30/2021

MONTHLY						
CD #	Purchased	Matures	Rate	INVESTED	Current	Interest
FIRST PUBLIC	9/30/2020		0.2158	\$ 11,094.90		\$ 1.96
TEX CLASS	9/30/2020		0.2510	\$ 3,991.44		\$ 0.85
FIRST PUBLIC	10/31/2020		0.2004	\$ 11,096.78		\$ 1.88
TEX CLASS	10/31/2020		0.1771	\$ 3,992.04		\$ 0.60
FIRST PUBLIC	11/30/2020		0.1700	\$ 11,098.33		\$ 1.55
TEX CLASS	11/30/2020		0.1486	\$ 3,992.58		\$ 0.54
FIRST PUBLIC	12/31/2020		0.1621	\$ 11,099.85		\$ 1.52
TEX CLASS	12/31/2020		0.1398	\$ 3,993.07		\$ 0.49
FIRST PUBLIC	1/31/2021		0.1621	\$ 11,101.25		\$ 1.40
TEX CLASS	1/31/2021		0.1316	\$ 3,993.48		\$ 0.41
FIRST PUBLIC	2/28/2021		0.1267	\$ 11,102.33		\$ 1.08
TEX CLASS	2/28/2021		0.1090	\$ 3,993.78		\$ 0.30
FIRST PUBLIC	3/31/2021		0.1251	\$ 11,103.51		\$ 1.18
TEX CLASS	3/31/2021		0.1051	\$ 3,994.09		\$ 0.31
FIRST PUBLIC	4/30/2021		0.1218	\$ 11,104.62		\$ 1.11
TEX CLASS	4/30/2021		0.0840	\$ 3,994.39		\$ 0.30
FIRST PUBLIC	5/31/2021		0.1129	\$ 11,105.68		\$ 1.06
TEX CLASS	5/31/2021		0.0784	\$ 3,994.69		\$ 0.30
FIRST PUBLIC	6/30/2021		0.0988	\$ 11,105.68	\$ 11,105.68	\$ 0.90
TEX CLASS	6/30/2021		0.0611	\$ 3,994.95	\$ 3,994.95	\$ 0.26

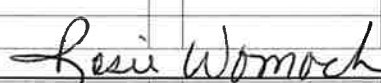
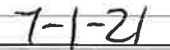
TOTAL \$ 15,100.63 \$ 18.00

Signature *Rocio Womack*

Date *7-1-21*

ANAHUAC INDEPENDENT SCHOOL DISTRICT
INTEREST AND SINKING INVESTMENT LOG

AS OF 6/30/2021

EOM BANK BALANCE	CD #	Purchased	Matures	Rate	CD AMT./POOL AMT	Current	Interest
	FIRST PUBLIC	9/30/2020		0.2158	\$ 555,652.37		\$98.27
\$26,669.43	Texas Class	9/30/2020		0.2510	\$ 27,634.44		\$5.69
	FIRST PUBLIC	10/31/2020		0.2004	\$ 555,746.69		\$94.32
\$36,305.38	Texas Class	10/31/2020		0.1771	\$ 27,638.59		\$4.15
	FIRST PUBLIC	11/30/2020		0.1700	\$ 555,824.12		\$77.43
\$123,144.74	Texas Class	11/30/2020		0.1486	\$ 27,641.96		\$3.37
	FIRST PUBLIC	12/31/2020		0.1621	\$ 555,900.43		\$76.31
\$336,244.89	Texas Class	12/31/2020		0.1398	\$ 27,645.22		\$3.26
	FIRST PUBLIC	1/31/2021		0.1621	\$ 626,411.93		\$77.50
\$1,245,410.50	Texas Class	1/31/2021		0.1316	\$ 27,648.27		\$3.05
	FIRST PUBLIC	2/28/2021		0.1267	\$ 626,472.80		\$60.87
\$562,436.09	Texas Class	2/28/2021		0.1090	\$ 27,650.57		\$2.30
	FIRST PUBLIC	3/31/2021		0.1251	\$ 626,539.39		\$66.59
\$625,623.86	Texas Class	3/31/2021		0.1051	\$ 27,653.05		\$2.48
	FIRST PUBLIC	4/30/2021		0.1218	\$ 626,602.13		\$62.74
\$651,659.15	Texas Class	4/30/2021		0.0840	\$ 27,654.92		\$1.87
	FIRST PUBLIC	5/31/2021		0.1129	\$ 626,662.19		\$60.06
\$671,669.74	Texas Class	5/31/2021		0.0784	\$ 27,656.76		\$1.87
	FIRST PUBLIC	6/30/2021		0.0988	\$ 626,713.09	\$ 626,713.09	\$50.90
\$711,228.57	Texas Class	6/30/2021		0.0611	\$ 27,658.17	\$ 27,658.17	\$1.41
					TOTAL	\$ 654,371.26	\$754.44
							
SIGNATURE						DATE	

Anahuac ISD
One Page expenditure summary - Fund 199 Only
6-30-2021

		2020-2021 Revised Budget	2020-21 Actual Expenditures	Remaining	% Exp			2020-2021 Revised Budget	2020-21 Actual Expenditures	Remaining	% Exp	
Funds:						Objects:						
199	General Fund	\$14,193,374	\$11,210,811	\$2,982,563	78.99%	6100	Payroll Costs					
211	Title I-A Improving Basic Progra	\$278,199	\$162,973	\$115,226	58.58%	6112	Salaries for Substitute Teachers	\$122,000	\$126,208	-\$4,208	103.45%	
224	IDEA Part B (Special Education)	\$325,139	\$235,929	\$89,210	72.56%	6119	Salaries, Teachers & Professionals	\$7,608,474	\$5,620,140	\$1,988,334	73.87%	
225	IDEA Part B (Pre-School)	\$16,534	\$13,284	\$3,250	80.34%	6121	Extra Duty Pay, Overtime Support P	\$85,850	\$62,206	\$23,644	72.46%	
240	Food Service	\$803,404	\$850,196	-\$46,792	105.82%	6129	Salaries, Paraprofessional & Suppor	\$1,706,701	\$1,243,936	\$462,765	72.89%	
244	Carl Perkins (Vocational)	\$15,414	\$15,414	\$0	100.00%	6141	Social Security / Medicare	\$712,786	\$519,214	\$193,572	72.84%	
255	Title II, Principal Teacher trainir	\$54,682	\$21,170	\$33,512	38.71%	6142	Group Health Insurance	\$402,504	\$282,272	\$120,232	70.13%	
263	Title III, LEP (Bilingual)	\$6,930	\$6,887	\$43	99.38%	6143	Workers Compensation	\$52,500	\$40,977	\$11,523	78.05%	
289	Title IV, Part A	\$34,367	\$25,155	\$9,212	73.19%	6144	TRS On-Behalf Payments	\$0	\$521,591	-\$521,591	0.00%	
289	Summer School LEP	\$0	\$0	\$0	0.00%	6145	Unemployment Compensation	\$8,000	\$13,096	-\$5,096	163.70%	
410	State Textbook Fund	\$0	\$0	\$0	0.00%	6146	Teacher Retirement / TRS Care	\$350,975	\$283,138	\$67,837	80.67%	
599	Debt Service	\$2,108,618	\$1,590,989	\$517,629	75.45%	6149	Employee Benefits (leave for pay)	\$27,000	\$195,323	-\$168,323	723.42%	
								\$11,076,790	\$8,908,100	\$2,168,690	80.42%	
Functions:						6200 Professional & Contracted Services						
11	Instruction	7,710,591	6,008,265	1,702,326	77.92%	6211	Legal Services	\$10,000	\$7,021	\$2,979	70.21%	
12	Library	82,415	60,009	22,406	72.81%	6212	Audit Services	\$51,700	\$38,000	\$13,700	73.50%	
13	Curriculum & Staff Developmer	172,213	125,008	47,205	72.59%	6213	Tax Appraisal and Collection	\$75,000	\$43,377	\$31,623	57.84%	
21	Instructional Leadership	321,622	267,004	54,618	83.02%	6219	Professional Services	\$236,151	\$199,860	\$36,291	84.63%	
23	Campus Leadership	982,043	837,782	144,261	85.31%	6222	Student Tuition - Public Schools	\$0	\$0	\$0	0.00%	
31	Counseling Services	317,307	264,543	52,764	83.37%	6223	Student Tuition - Other than Public	\$0	\$0	\$0	0.00%	
33	Health Services	159,231	121,862	37,369	76.53%	6239	Education Service Center Services	\$15,700	\$13,120	\$2,580	83.57%	
34	Student Transportation	524,975	414,757	110,218	79.01%	6249	Contracted Maintenance & Repair	\$308,636	\$198,315	\$110,321	64.26%	
35	Food Services	50,000	0	50,000	0.00%	6259	Utilities	\$504,000	\$382,265	\$121,735	75.85%	
36	Cocurricular/Extracurricular	844,931	639,434	205,497	75.68%	6269	Rentals - Operating Leases	\$94,700	\$69,749	\$24,951	73.65%	
41	General Administration	653,376	584,497	68,879	89.46%	6291	Consulting Services	\$68,200	\$51,325	\$16,875	75.26%	
51	Plant Maintenance & Operatio	1,884,808	1,521,671	363,137	80.73%	6299	Misc. Contracted Services	\$47,500	\$49,079	-\$1,579	103.32%	
52	Security & monitoring Services	8,300	12,720	-4,420	153.25%			\$1,411,587	\$1,052,111	\$359,476	74.53%	
53	Data Processing Services	386,562	303,124	83,438	78.42%	6300 Supplies & Materials						
61	Community Services	3,000	1,584	1,416	52.80%	6311	Gasoline & Other Fuels	\$35,000	\$30,035	\$4,965	85.81%	
81	Facilities, Acquisition, & Constr	0	0	0	0.00%	6319	Supplies for Maintenance and Ope	\$169,500	\$113,995	\$55,505	67.25%	
93	Payments to Fiscal Agent of SSA	17,000	5,173	11,827	30.43%	6321	Textbooks - Purchased Directly by A	\$3,220	\$3,120	\$100	96.89%	
99	Other Intergovernmental Charg	75,000	43,377	31,623	57.84%	6329	Reading Materials, Library Books, Su	\$2,950	\$1,013	\$1,937	34.33%	
		\$14,193,374	\$11,210,811	\$2,982,563	78.99%	6339	Testing Materials	\$17,700	\$8,976	\$8,724	50.71%	
						6341	Food	\$0	\$0	\$0		
						6342	Non Food	\$0	\$0	\$0		
						6344	USDA Commodities	\$0	\$0	\$0		
						6349	Food Service Supplies	\$0	\$0	\$0		
Organizations:						6399	Supplies, Equipment, General	\$507,868	\$391,328	\$116,540	77.05%	
001	Anahuac High School	\$4,268,441	\$3,378,911	\$889,530	79.16%			\$736,238	\$548,468	\$187,770	74.50%	
041	Anahuac Middle School	\$2,707,417	\$2,113,135	\$594,282	78.05%	6400 Other Operation Costs & Travel						
101	Anahuac Elementary	\$4,487,654	\$3,350,689	\$1,136,965	74.66%	6411	Travel - Staff	\$77,785	\$27,553	\$50,232	35.42%	
701	District Office	\$292,634	\$260,050	\$32,584	88.87%	6412	Travel - Students	\$53,161	\$36,460	\$16,701	68.58%	
702	School Board	\$23,000	\$28,005	-\$5,005	121.76%	6419	Travel - Non Employee	\$11,000	\$4,398	\$6,602	39.98%	
703	Tax Costs-Levying & Collecting	\$75,000	\$43,377	\$31,623	57.84%	6429	Insurance costs	\$472,000	\$381,468	\$90,532	80.82%	
750	Business Office	\$289,531	\$243,071	\$46,460	83.95%	6439	Election Costs	\$8,000	\$18,788	-\$10,788	234.84%	
934	Transportation	\$551,175	\$421,727	\$129,448	76.51%	6491	Statutorily Required Public Notices	\$500	\$74	\$426	14.88%	
951	Plant Maintenance & Operatio	\$105,800	\$151,256	-\$45,456	142.96%	6492	Payments to Fiscal Agent of SSA	\$17,000	\$5,173	\$11,827	30.43%	
999	District Wide	\$1,392,722	\$1,220,592	\$172,130	87.64%	6494	Reclassified Transportation	\$47,000	\$0	\$47,000	0.00%	
		\$14,193,374	\$11,210,811	\$2,982,563	78.99%	6495	Memberships & Dues	\$29,000	\$30,443	-\$1,443	104.98%	
						6499	Misc. Expenses: Awards, etc.	\$112,413	\$44,097	\$68,316	39.23%	
								\$827,859	\$548,455	\$279,404	66.25%	
Program Intent Codes:						6600 Capital Outlay & Equipment						
11	Basic Education	\$5,189,727	\$4,062,947	\$1,126,780	78.29%	6629	Facilities & Construction	\$0	\$0	\$0	0.00%	
21	Gifted & Talented	\$45,420	\$24,489	\$20,931	53.92%	6631	Vehicles > \$5,000 per unit cost	\$140,000	\$102,877	\$37,123	73.48%	
22	Career & Technology	\$730,772	\$586,445	\$144,327	80.25%	6639	Assets > \$5,000/unit (tagged & depl	\$0	\$50,800	-\$50,800	0.00%	
23	Special Education	\$1,041,868	\$784,615	\$257,253	75.31%	6649	Assets< \$5,000 (tagged & inventorie	\$0	\$0	\$0	0.00%	
24	Accelerated Education	\$209,511	\$116,386	\$93,125	55.55%			\$140,000	\$153,677	-\$13,677	109.77%	
25	Bilingual education	\$33,473	\$25,085	\$8,388	74.94%							
28	DAEP Basic Services	\$99,962	\$83,089	\$16,873	83.12%							
30	State Compensatory	\$242,854	\$237,448	\$5,406	97.77%							
31	High School Allotment	\$0	\$0	\$0	0.00%			\$14,192,474	\$11,210,811	\$2,981,663	78.99%	
32	Prekindergarten	\$125,643	\$97,426	\$28,217	77.54%	Revenue:						
33	Prekindergarten Special Ed	\$120,837	\$55,590	\$65,247	46.00%	5700	Local	\$6,112,500	\$6,195,537	-\$83,037	101.36%	
36	Early Education Allotment	\$293,271	\$239,679	\$53,592	81.73%	5800	State	\$7,002,000	\$6,556,897	\$445,103	93.64%	
37	Dyslexia	\$67,100	\$58,680	\$8,420	87.45%	5900	Federal	\$358,000	\$539,122	-\$181,122	150.59%	
38	CCMR Readiness	\$24,000	\$15,183	\$8,817	63.26%			Total Revenues	\$13,472,500	\$13,291,555	\$180,945	98.66%
91	Athletics	\$657,771	\$560,443	\$97,328	85.20%			Total Expenditures	\$14,193,374	\$11,210,811	\$2,982,563	78.99%
99	Misc. / Undistributed	\$5,311,165	\$4,263,306	\$1,047,859	80.27%			Operation Transfers Out	\$0	\$0		
		\$14,193,374	\$11,210,811	\$2,982,563	78.99%			Revenue Over (under) Exp	-\$720,874	\$2,080,745		

RESOLUTION OF THE BOARD REGARDING HAZARDOUS TRAFFIC CONDITIONS

WHEREAS, Education Code 42.155(d) allows the Board of Trustees of Anahuac School District to obtain supplemental state funding for transporting regular, otherwise ineligible students who live within two miles of their school but who would be subject to hazardous traffic conditions if they walked to school;

WHEREAS, the TEA handbook on School Transportation Allotments requires the Board to adopt language providing the definition of hazardous traffic conditions applicable to the District and identifying the specific hazardous areas for which such funding is requested;

WHEREAS, the Board acknowledges the Education Code 42.155(d) provisions stating that a hazardous condition exists where no walkway is provided and students must walk along or cross a freeway or expressway, an underpass, an overpass or a bridge, an uncontrolled major traffic artery, an industrial or commercial area, or another comparable condition;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Anahuac School District has determined that a hazardous condition exists because there is no walkway where students can walk along. Students must cross bridges, uncontrolled major traffic arteries, highway FM 61, and highway FM 563.

And the Board of Trustees of Anahuac School District has identified the following specific hazardous areas in which such conditions exist:

1. The blocks bounded by FM 563, Texas Hwy 61, South Main Street, and Belton Lane.

Adopted this 26th day of July, 2021 by the Board of Trustees.

Board President

Secretary

Memo

To: Board Members
From: Rosie Womack
CC: Mr. Wagner
Date **July 15, 2021**
Re: Proposed Tax Rate

Each year the school board votes on a proposed tax rate that will be published in the “notice for the public meeting” on August 18, 2021.

It is our recommendation that the proposed M&O rate in the notice be .9734 cents and the proposed I&S rate be .41cents.

The total proposed tax rate would be \$1.3834.

(LOCAL) Policy Action List

ANAHUAC ISD(036901) - Update / LDU 117

CH(LOCAL): PURCHASING AND ACQUISITION

CV(LOCAL): FACILITIES CONSTRUCTION

DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

**State / Local Leave
Proration**

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal / local leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than three consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Request for Leave

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed five consecutive workdays.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

Local Leave	<p>Each employee shall earn five, six, or seven paid local leave days per school year based on the number of months of service required by the position in accordance with administrative regulations.</p> <p>Local leave shall accumulate to a maximum of 120 leave days.</p> <p>Local leave shall be used according to the terms and conditions of use of nondiscretionary state personal leave. [See State Personal Leave, above]</p>
Family and Medical Leave	<p>FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.</p> <hr/> <p>Note: See DECA(LEGAL) for provisions addressing FMLA.</p> <hr/>
Twelve-Month Period	<p>For purposes of an employee's entitlement to FMLA leave, the 12-month period shall begin July 1 - June 30. on the first duty day of the school year.</p>
Combined Leave for Spouses	<p>When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.</p>
Intermittent or Reduced Schedule Leave	<p>The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.</p>
Certification of Leave	<p>When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.</p>
Fitness-for-Duty Certification	<p>In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.</p>
Leave at the End of Semester	<p>When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.</p>
Temporary Disability Leave	<p>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p>

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

Noncertified
Employees

A noncertified employee shall be granted up to 90 days of unpaid temporary disability leave. A noncertified employee may be reinstated following temporary disability leave if:

1. The position is available; and
2. The employee reports to his or her supervising administrator within three days following release by the health-care provider and presents medical certification of fitness for duty.

If the employee's position is unavailable when he or she requests reinstatement, the employee may be placed on the substitute list for the position and may be considered for any subsequent vacancy for which the employee is qualified.

The District shall require a noncertified employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Payment for
Accumulated Leave
Upon Separation**

The following leave provisions shall apply to local leave accumulated beginning on the original effective date of this program.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

An employee who separates from employment with the District shall be eligible for payment for accumulated local leave under the following conditions:

1. The employee's separation from employment is voluntary, i.e., the employee is retiring or resigning and is not being discharged or nonrenewed.
2. The employee has at least five years of service with the District.

The employee shall receive payment for each day of accumulated local leave, to a maximum of 20 days, at his or her daily rate at the time of retirement or resignation.

~~An employee who has retired or resigned and returned to employment with the District shall not be eligible for this benefit.~~

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

**Minutes of Team Building and Goal Setting Workshop
The Board of Trustees
Anahuac Independent School District**

Saturday, June 19, 2021 8:30 AM
Chambers Health Bayside Clinic, 621 South Ross Sterling, Anahuac, TX 77514

Carlton Carrington: Present
Stacey Davis: Present
Tommy Henry: Present
Willie Lancon: Absent
Michael Morehead: Present
John Redman: Present
Kaley Smith: Present

I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation

Noting the presence of a quorum President Redman called the meeting to order, lead the pledges of allegiance to the United States and Texas flags, and lead the invocation.

II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)

There was no Public Comment.

III. Board Team Building Training

Marianne Kondo led the Superintendent and Board in a Team Building Training.

Presenter: Marianne Kondo

IV. Board Goal Setting Workshop

Presenter: Marianne Kondo

V. ADJOURNMENT

The meeting was adjourned at 11:30 a.m.

Board President

Secretary

**Minutes of Regular Meeting
The Board of Trustees
Anahuac Independent School District**

Monday, June 21, 2021 6:00 PM
Administration Building, 804 Mikhael Ricks Drive, Anahuac, Texas 77514

Carlton Carrington: Present
Stacey Davis: Present
Tommy Henry: Present
Willie Lancon: Absent
Michael Morehead: Present
John Redman: Present
Kaley Smith: Present

I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation

Noting the presence of a quorum, President Henry called the meeting to order, member Carrington gave the invocation, and President Henry led the pledges of allegiance to the United States and Texas flags.

II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)

There was no Public Comment.

III. Recognitions

Linda Tinnerman and Nour Chachate Gularte were recognized for their service to the Anahuac ISD Education Foundation.

IV. MONTHLY REPORTS

A) Superintendent's Report

1) Discuss 2021-2022 Student Handbook Changes

B) Presentation of Monthly Financial Reports, Investment Reports, and Budget Update

V. NEW ITEMS

A) Consider Budget Transfer

Action(s):

Move to approve budget transfer as presented.
This motion, made by Kaley Smith and seconded by John Redman, Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea
Voting Summary: Yea: 6, Nay: 0, Absent: 1

B) Consider Offer from James and Linda Whiteley for Land Cause Number CV29331 Parcel 12939

Action(s):

Move to approve Offer from James and Linda Whiteley in the amount of \$22,330.00 for Land Cause Number CV29331 Parcel 12939. This motion, made by Carlton Carrington and seconded by Michael Morehead, Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea
Voting Summary: Yea: 6, Nay: 0, Absent: 1

C) Consider Offer from Crystal Cusseaux for Land Cause Number 17DCV0363 Parcel 2758

Action(s):

Move to approve Offer from Crystal Cusseaux in the amount of \$2,815.53 for Land Cause Number 17DCV0363 Parcel 2758. This motion, made by Michael Morehead and seconded by Carlton Carrington, Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea
Voting Summary: Yea: 6, Nay: 0, Absent: 1

D) Consider Minutes of May 24, 2021 Regular Meeting

Action(s):

Move to approve the minutes of May 24, 2021 Regular Meeting. This motion, made by John Redman and seconded by Kaley Smith, Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Abstain (Without Conflict)
Tommy Henry: Yea

Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 1, Abstain
(Without Conflict): 1

E) Review Policy CDA Local - Other Revenues:
Investments

F) Review Policy FFG Legal - Student Welfare:
Child Abuse and Neglect

G) Discuss TASB Policy Update 117 Affecting
(LOCAL) Policies (see attached list of codes)

VI. CLOSED SESSION

The Board entered into Closed Session at 7:05
p.m.

A) Discussion/Evaluation of Personnel: Texas
Government Code 551.074

B) Consultation with Board Attorney Regarding All
Matters As Authorized By Law: Texas Government
Code Section 551.071

C) Deliberation Regarding Economic Development
Negotiations: Texas Government Code 551.087

VII. RECONVENE INTO OPEN SESSION

The Board reconvened into Open Session at 8:45
p.m.

**VIII. TAKE ACTION ON ITEM(S) DISCUSSED IN
CLOSED SESSION**

Action(s):

Move that the Board of Trustees authorize the
Superintendent of schools to submit a letter of
support to Kore Power regarding a possible new
project in Chambers County. This motion, made
by John Redman and seconded by Kaley Smith,
Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

ADJOURNMENT

Action(s):

Move to adjourn at 8:46 p.m. This motion, made
by Carlton Carrington and seconded by Michael
Morehead, Passed.

Voting Detail:

Carlton Carrington: Yea
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Absent
Michael Morehead: Yea
John Redman: Yea
Kaley Smith: Yea
Voting Summary: Yea: 6, Nay: 0, Absent: 1

Board President

Secretary

**Minutes of Special Meeting
The Board of Trustees
Anahuac Independent School District**

Monday, July 5, 2021 6:00 PM
Administration Building, 804 Mikhael Ricks Drive, Anahuac, Texas 77514

Carlton Carrington: Absent
Stacey Davis: Present
Tommy Henry: Present
Willie Lancon: Present
Michael Morehead: Absent
John Redman: Present
Kaley Smith: Present

I. Convene in a Quorum and Call to Order; United States and Texas Flags Pledges of Allegiance; Invocation

Noting the presence of a quorum, President Henry called the meeting to order, lead the pledges of allegiance to the United States and Texas flags, and lead the invocation.

II. PUBLIC COMMENTS/AUDIENCE PARTICIPATION (Please fill out the form provided at the meeting & present it to the President prior to the beginning of the meeting)

There was no Public Comment.

III. Consider Additional Elementary and Secondary School Emergency Relief (ESSER) Fund Positions and Consider Delegating Hiring Authority for (ESSER) Positions to Superintendent

Action(s):

Move to Approve Additional Elementary and Secondary School Emergency Relief Fund Positions (ESSER) of Student Success Coordinator, Elementary Reading Academy Cohort Leader, Middle School Reading Interventionist, High School Math Interventionist and Delegate Hiring Authority for all (ESSER) Positions to Superintendent. These positions will be for a term of one up to three years. This motion, made by Willie Lancon and seconded by John Redman, Passed.

Voting Detail:

Carlton Carrington: Absent
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Yea
Michael Morehead: Absent
John Redman: Yea

Kaley Smith: Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 2

IV. Consider Hiring Director of Special Programs

Action(s):

Move to approve hiring Carrie Istre as Director of Special Programs on a one year probationary contract. This motion, made by John Redman and seconded by Kaley Smith, Passed.

Voting Detail:

Carlton Carrington: Absent
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Yea
Michael Morehead: Absent
John Redman: Yea
Kaley Smith: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

V. CLOSED SESSION

There was no Closed Session.

VI. RECONVENE INTO OPEN SESSION

VII. TAKE ACTION ON ITEM(S) DISCUSSED IN CLOSED SESSION

VIII. ADJOURNMENT

Move to adjourn at 6:53 p.m. This motion, made by John Redman and seconded by Willie Lancon, Passed.

Voting Detail:

Carlton Carrington: Absent
Stacey Davis: Yea
Tommy Henry: Yea
Willie Lancon: Yea
Michael Morehead: Absent
John Redman: Yea
Kaley Smith: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

Board President

Secretary