



Agenda of Special Meeting

The Board of Trustees Belton Independent School District

A Special Meeting of the Board of Trustees of Belton Independent School District will be held August 10, 2021, beginning at 7:00 AM in the Pittenger Fine Arts Center, 400 N. Wall Street, Belton, TX 76513. One or more trustees may participate via video conference.

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.

1. **Call to Order**
2. **Public Comments**
3. **Consider, Discuss, and Take Appropriate Action Regarding the Employment of Administrative Employees** **2**
4. **Consider, Discuss, and Take Appropriate Action Regarding a Resolution Temporarily Amending Policy DEC(LOCAL) - Compensation & Benefits** **4**
5. **Closed Session (Texas Government Code, Subchapters D and E)**
 - A. Consultation with Attorney - Texas Government Code, Section 551.071
 - B. Personnel - Texas Government Code, Section 551.074
6. **Reconvene in Open Session**
7. **Adjourn**

Belton Independent School District
Board of Trustee Meeting Agenda Item

August 10, 2021

Item: Consider, Discuss, and Take Appropriate Action Regarding the Employment of Administrative Employees

Contact Person: Todd Schiller

Presented for: Action Report Only

Supporting Documents: None Attached Provided Later

District Goal or Objective Addressed:

Goal 3: Attract, retain, and support a world-class team of employees.

Background Information:

Administrative employees will be recommended for hiring.

Fiscal Implications:

The salary and benefits are included in the budget for 2021-2022.

Administrative Recommendation(s):

Approval of recommendation and addition of personnel as presented.

**BELTON INDEPENDENT SCHOOL DISTRICT
DEPARTMENT OF HUMAN RESOURCES**

P. O. Box 269
Belton, Texas 76513
Phone (254) 215-2015
Fax (254) 215-2016

**TO: Dr. Matt Smith
Superintendent**

**FROM: Todd Schiller
Assistant Superintendent of Human Resources**

DATE: August 10, 2021

RE: Administrator Recommendation(s) for August

RECOMMENDATION(S)

NAME	DEGREE	COLLEGE	PREVIOUS DISTRICT	YRS EXP	ASSIGNMENT	CAMPUS	COMMENT
Cassandra Spearman	B.S. Early Childhood Education M.A Curriculum and Instruction M.A. Administration and Leadership Ed.D Curriculum, Instruction and Assessment	Armstrong Atlantic University University of Phoenix University of Phoenix Waldon University	Killeen ISD	19	Executive Director of Student Services	Admin	New Position

Belton Independent School District
Board of Trustee Meeting Agenda Item

August 10, 2021

Item: Consider, Discuss, and Take Appropriate Action Regarding the Resolution Temporarily Amending Policy DEC(LOCAL) – Compensation & Benefits

Contact Person: Todd Schiller

Presented for: Action Report Only

Supporting Documents: None Attached Provided Later

District Goal or Objective Addressed:

Goal 3: Attract, retain, and support a world-class team of employees.

Background Information:

Due to the rapidly changing COVID situation we are recommending a temporary change to our leave policy. Up to 10 paid leave days would be provided per event for an employee who has a positive test for COVID and is unable to work or telework. Approval of the attached resolution will allow the District to offer additional leave.

Fiscal Implications:

Salaries for staff and any necessary substitutes needed to cover assignments are budgeted for the 2021-2022 school year.

Administrative Recommendation(s):

Approval of recommendation as presented.

**Belton Independent School District
Resolution Temporarily Amending Policy DEC(LOCAL)**

WHEREAS, the U.S. Government has declared a national emergency and the State of Texas has declared a statewide disaster regarding the ongoing COVID-19 pandemic, and;

WHEREAS, on July 30, 2021, the Texas Governor renewed the disaster proclamation for all counties in Texas, and;

WHEREAS, Texas Education Code 11.151 gives the Board of Trustees the exclusive power and duty to govern and oversee the management of the public schools of the District, and;

WHEREAS, the Families First Coronavirus Response Act (FFCRA) provided paid sick leave for employees affected by the COVID-19 pandemic, and;

WHEREAS, the FFCRA expired December 31, 2020, and;

WHEREAS, because the pandemic continues, Belton ISD believes some additional paid leave continues to be needed by its employees for the 2021-2022 school year;

WHEREAS, all district employees, contractual and at-will, contribute to the achievement of the educational mission of Belton ISD, and;

WHEREAS, paying employees for time missed for illness related to a COVID-19 positive test will enhance morale, reduce employee turnover, and reduce District exposure to unemployment or workers' compensation claims, and;

WHEREAS Belton ISD wants to encourage workers to maintain their health and safety;

BE IT RESOLVED:

That the Board of Trustees amends for the 2021-2022 school year Board Policy DEC(LOCAL), effective August 17, 2021, to provide as follows:

An employee who is unable to work or telework and has been diagnosed with COVID-19 is entitled to an entitlement of up to 10 days of paid leave per event.

The Board reserves the right to reconsider or amend this resolution as needed.

Adopted this 10th day of August, 2021, by the Board of Trustees.

Jeff Norwood, Board President

Manuel Alcozer, Board Secretary