

Agenda of Special Meeting

The Board of Trustees Southwest ISD

A Special Meeting of the Board of Trustees of Southwest ISD will be held Tuesday, November 14, 2023, beginning at 11:30 AM in the Central Office Building No. 400, 11914 Dragon Lane, San Antonio, TX 78252.

The public may access this meeting by clicking on the following link: http://youtube.com/channel/UC_bEJcktTOZtDm0hIYvWmQw/live

Members of the public who desire to address the board regarding general comments or an item on this agenda must sign up in person at least 10 minutes before meeting start time. The board president or designee will call for public comments at the beginning of the meeting. All other public comment rules will be followed. After the close of public comment, the Board will proceed with the rest of the agenda.

No formal action will be taken on subjects to be discussed.

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|-------|--|----|
| I. | Call meeting to order | |
| II. | Invocation and Pledges to Allegiance | |
| III. | Public comments related to posted agenda items | 3 |
| IV. | Consider award of RFP 2324-002 Construction Manager at Risk contract for the Bob Hope Elementary additions and renovation project. | 4 |
| V. | Consider award of change order #1 for the replacement fire alarm system for multiple campuses. | 5 |
| VI. | Consider approval of schematic design drawings for the Bob Hope Elementary additions and renovating project. | 6 |
| VII. | Consider approval of the Southwest ISD District of Innovation plan amendment. | 7 |
| VIII. | Items of Information | |
| | A. Review LOCAL POLICY CW - Naming Facilities | 13 |
| | B. Bob Hope Elementary additions and renovation project schematic design review. | 15 |
| | C. CAST Stem Update | 16 |
| IX. | Closed session | 17 |
| | As permitted by Sections, 551.001-551.146 of the Texas Government Code (the Open Meetings Law). | |
| | A. Pursuant to Texas Government Code 551.074, discussion on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals. | 18 |

X.	Convene in open session and take appropriate action on items discussed in closed session.	19
A.	Superintendent's recommendations on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals	20
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The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at the Central Office.

For the Board of Trustees

Public comments related to posted board agenda items.

Citizens wishing to address the Board will be heard at this time.

Consider award of RFP 2324-002
Construction Manager at Risk contract for the
Bob Hope Elementary additions and renovation project

1. Background:

District staff and O'Connell Robertson worked together in preparing an RFP for this CMAR contract. The proposing companies were to be evaluated on fee, project management ability, relevant experience, financial stability, and litigation history.

2. Process:

The District accepted bids for the CMAR contract on October 12, 2023 and 4 bids were submitted. Bids for pre-construction and construction phase costs ranged from \$735,000.00 to \$1,150,875.00. District Staff and O'Connell Robertson have reviewed and ranked the firms based on the information provided by the contractors using the published selection criteria.

After reviewing and checking references, the ranking is as follows:

Kencon Constructors, LLC
Jackson Construction
D. Wilson Construction Co.
Nunnelly General Contractor

(We will provide the final background and evaluation summary of all bids at the Board Meeting on November 14, 2023.)

Through this process, it shows _____ is the best value for the District as the Construction Manager at Risk on this project.

3. Fiscal Impact:

The Contractor's Manager at Risk project fees will be \$ _____ and will be funded by the 2023 Bond.

4. Recommendation:

It is recommended the Board approve _____, Inc. as the Construction Manager at Risk on the Bob Hope Elementary additions and renovation project with a contract in the amount of \$ _____.

5. Required:

Board action

Consider award of
change order #1 for the replacement fire alarm system for multiple campuses.

1. Background:

The Board of Trustees approved a contract to Fire Alarm Control Systems at the May 16, 2023 board meeting to replace obsolete fire alarm systems at Sky Harbour ES, Spicewood Park ES, Bob Hope ES, and SWHS Spring Sports Field House.

2. Process:

After this project was approved the City of San Antonio adopted a new code that is requiring carbon monoxide detectors be added to any new or replacement fire alarm system. These additional CO2 detectors were not included in the original quote from FACS. District staff has met with the City of San Antonio DSD code division and Fire Marshal to discuss this issue but they are still requiring the District to install them.

3. Fiscal Impact:

Fire Alarm Control Systems sent a proposal for Change Order #1 in the amount of \$64,745. The cost of this Change Order would be funded by budgeted funds.

4. Recommendation:

That the Board approve Change Order #1 to Fire Alarm Control Systems for the replacement fire alarm system project in the amount of \$64,745.

5. Required:

Board action.

Consider approval of
schematic design drawings for the
Bob Hope Elementary additions and renovation project

1. Background:

The SWISD Board of Trustees approved O'Connell Robertson to provide architectural services for the Bob Hope Elementary additions and renovation project.

2. Process:

District staff and O'Connell Robertson have worked together to identify the program and design needs of the Bob Hope Elementary additions and renovation project. O'Connell Robertson has prepared Schematic Design drawings for this project.

3. Fiscal Impact:

The budget for this project is approximately \$7,200,000. The cost of this project will be funded by 2023 Bond funds.

4. Recommendation:

That the Board approves the Schematic Design drawings that have been presented by O'Connell Robertson.

5. Required:

Board action.

Consider approval of the Southwest ISD District of Innovation plan amendment.

1. Background:

Southwest ISD's current innovation plan identifies requirements imposed by the Education Code from which it is seeking exemptions. An amendment to the current plan addresses teacher certification. Southwest ISD will continue to seek traditionally certified candidates for all teaching positions. However, for those vacancies in specific settings, including advanced academic and career and technical education (CTE) settings, librarians, hard-to-fill core content areas, dual credit courses, and campus administrators for which a traditionally certified and qualified candidate is not identified, the District will have the flexibility to hire the most qualified individuals who are experienced and knowledgeable in these areas. This amendment would not apply to courses or positions associated with bilingual education, special education, and pre-kindergarten. July 19, 2022, through June 30, 2027, will continue to be the effective dates for Southwest ISD's current innovation plan.

2. Process:

Southwest ISD followed steps outlined by the Texas Education Agency to develop, propose, and approve an amendment to the District of Innovation Plan.

3. Fiscal Impact:

NA.

4. Recommendation:

That the Board approve the Southwest ISD District of Innovation plan amendment regarding teacher certification.

5. Required:

Board action.



Southwest Independent School District
District of Innovation Amendment (Adopted)
District Committee Approved September 20, 2023
Board Approved October 17, 2023

Teacher Certification

Texas Education Code Section 21.003(a): A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B; 21.003(a). An employee’s probationary, continuing, or term contract under this chapter is void if the employee:

- a. Does not hold a valid certificate or permit issued by SBEC
- b. Fails to fulfill the requirements necessary to renew; fails to comply with any requirements under Chapter 22 if the failure results in suspension or revocation of the employee’s certificate

Texas Education Code 21.057: A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 20 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom. (Board Policy Ref: DBA Employment Requirements and Restrictions: Credentials and Records).

Proposed Exemption(s):

Southwest ISD will continue to seek traditionally certified candidates for all teaching positions. However, for those vacancies in specific settings, including advanced academic and career and technical education (CTE) settings, librarians, hard-to-fill core content areas, dual credit courses, and campus administrators for which a traditionally certified and qualified candidate is not identified, the District will follow the plans listed below.



SWISD considers the persons hired for these positions to be appropriately qualified and thus will not provide special notification to parents of students in their classes that state the instructor does not hold a traditional teaching certificate. Offering access, enrollment, and quality education in college/career readiness and core content areas with strong instructors is one of the key pieces of the District Strategic Plan.

Plan: Career and Technical Education:

- A. Flexible Hiring: Southwest ISD often struggles to find certified teachers for business and industry Career and Technical (CTE) courses and foresees continued difficulty in filling positions in this area. Through an exemption from existing teacher certification requirements set forth by state law for career and technical education, Southwest ISD will be granted the flexibility to hire non-certified industry professionals in specialized trades and vocations to teach CTE courses if certified teachers are not available. The qualification requirements to teach CTE courses will mirror the qualification requirements set forth by SBEC with the exception of completing an Educator Preparation Program. In lieu of a state teaching certificate, the Superintendent shall issue a local teaching certificate which states that CTE applicants must complete the district-level training in the areas of, but not limited to, Classroom Management and Sound Instructional Practices. They will also be assigned a mentor to mirror the same process as new hires for at least two school years. A statement of qualifications must be approved by the Career and Technical Education Department and the Human Resource Department prior to issuing the local teaching certificate. The district will continue to employ a teacher who taught one full year under an SBEC-approved certificate/permit under this DOI exemption and not require that SBEC certification be obtained. The district will continue to comply with any applicable federal certification requirements. Local policy will outline the specific positions that will not require certification.

- B. Flexible Scheduling: The campus principal may submit to the Superintendent a written request to allow a certified teacher or DOI approved to teach CTE courses out of their certified field. The principal must specify the reason for the request and document what credentials, work experience, or content knowledge the certified



teacher possesses which would qualify this individual to teach the courses specified. This plan will provide more flexibility in scheduling and more options for students will be made available in class offerings.

Plan: Dual Credit

The District will have the flexibility to hire credentialed community or university college instructors in specific content areas to afford more students the opportunity to take dual credit courses if certified teachers are not available to teach these courses. The District will have the flexibility to hire faculty with required higher education credentials to teach High School/ECHS dual credit courses in specific content areas to give more students the opportunity to take dual credit courses. This DOI will waive the requirement that dual-credit faculty be SBEC certified. Once faculty are approved as adjuncts for the institute of higher education (IHE) and recommended for employment by Southwest ISD, the Superintendent will issue a local teaching certificate. This plan allows the flexibility to hire recognized professional experts in their fields when certified teacher candidates are not available. This allows the district the flexibility to hire recognized professional experts in their fields when certified CTE teachers or dual credit candidates are not available. In addition, this will enable Southwest ISD high schools the opportunity to offer students a greater variety of CTE/ECHS/Dual Credit courses to our students.

Plan: Core and Elective Content Areas

The district is committed to require any teacher hired under this exemption without an existing Texas Teacher certification to enroll in an Educator Preparation Program. Certified teachers will be sought before locally certified personnel. However, when that is not reasonably possible, the district will have the flexibility to hire the most qualified individuals who are experienced and knowledgeable in the area and equipped to effectively perform the duties of the position in question with the exception of Special Education and Bilingual/ESL Education teachers. The individual will need to complete their certification requirements within three years of employment.

Flexible Hiring: Southwest ISD also struggles to find certified teachers in all core and elective content areas. An exemption from TEC Code 21.003 would allow our district to issue a district local teaching certificate to individuals who do not hold an SBEC



certificate but who the district deems qualified to teach based on a determined set of criteria. The district will continue to comply with any applicable federal certification requirements.

1. Ability to hire Core-Subject EC-6 instructors who are degreed and meet district DOI criteria for an eligibility period of three years. Instructors must complete certification requirements by the end of the third-year employment term. District of Innovation teachers must also show yearly progress with their Educator Preparation Program.
2. Ability to hire Secondary Mathematics, Science, Social Studies, English Language Arts (ELAR), and Elective (6-12) instructors who are degreed and meet district DOI criteria including teaching within their degree for eligibility of three years. Instructors must complete certification requirements by the end of the third-year employment term. District of Innovation teachers must also show yearly progress with their Educator Preparation Program.
3. Continue to employ a teacher who taught one full year under an SBEC-approved certificate/permit to complete their certification within the allotted time under the DOI exemptions. For example, 1 initial year + 2 (DOI) = 3 Years Total
4. Ability to hire Out-of-State Certified instructors who hold a Teaching Certificate from another state in the same content area of the teaching position. The qualifications to teach courses will mirror the requirements set forth by SBEC. The individual will be required to obtain a Texas Standard Teaching Certificate within the allotted time under the DOI exemptions.
5. Allow a certified teacher to teach within their content area outside of their grade level certification. Instructors must complete certification requirements for the content area and grade level by the end of the third-year assignment term. Any teacher under this exemption must show yearly progress. The following would be examples: a teacher-certified EC-4 will be allowed to teach 5th grade, a teacher-certified EC-6 would be allowed to teach 7th and 8th grade and/or a teacher-certified ELAR 4-8 will be allowed to teach high school ELAR 9-12.

Plan: Advanced Academic Teachers, Librarians, and Campus Administrators

For vacancies in these areas where a traditionally certified and qualified candidate is not



identified, the District will have the flexibility to hire the most qualified individuals who are experienced and knowledgeable in these areas and equipped to effectively perform the duties of the position in question.

This amendment would not apply to courses or positions associated with bilingual education, special education, and pre-kindergarten.

Strategic Plan

1.1 Ensure access to data-driven, research-based practices, and resources for student learning outcomes.

1.2 Continue to explore innovative experiences to equip students with universal and functional skills to thrive in a competitive global marketplace.

1.3 Cultivate the expertise of all stakeholders where all are valued, appreciated, and participate in meaningful professional development.

2.1 Ensure high-quality practices are utilized to recruit, retain, and build the capacity of all staff members and positions.

Items of Information
Local Policy CW – Naming Facilities

1. Background:

The SWISD Board of Trustees is governed by Board policy CW in regards to naming of District Facilities. District staff will give an overview of the policy.

2. Process:

N/A

3. Fiscal Impact:

N/A

4. Recommendation:

N/A.

5. Required:

N/A.

NAMING FACILITIES

CW
(LOCAL)

Criteria

The Board shall adhere to the following criteria when naming school buildings or other facilities:

1. A facility may be named for a person who has served the District or community, especially in service to children.
2. A facility may be named for a local, state, or national heroic figure.
3. Any person nominated for naming of a facility must have made a significant contribution to society or to public education, and his or her name must lend prestige to a facility.
4. A facility may be named for a local, residential, or geographic area of a state or national landmark.
5. A facility to be named shall be a separate structure or campus. An identifiable existing facility or campus shall not be fragmented by renaming portions of the structure or campus.

Recommendation Process

The Board may direct the Superintendent to solicit recommendations of names from staff, students, and the community.

The Superintendent may appoint a committee to solicit and review the submitted recommendations. A naming committee may include employee representatives from existing campuses as well as community residents who are not employees.

The committee shall submit to the Board, within the time frame established by the Board, recommended names for the campus or facility being named.

Board Decision

The Board retains final authority for naming all District facilities.

Items of Information

Bob Hope Elementary additions and renovation project schematic design review.

1. Background:

The SWISD Board of Trustees approved O'Connell Robertson to provide architectural services for the Bob Hope Elementary additions and renovation project.

2. Process:

District staff and O'Connell Robertson have worked together to identify the program and design needs of the Bob Hope Elementary additions and renovation project. O'Connell Robertson has prepared Schematic Design drawings for this project.

3. Fiscal Impact:

The budget for this project is approximately \$7,200,000. The cost of this project will be funded by 2023 Bond funds.

4. Recommendation:

N/A.

5. Required:

N/A.

Items of Information
CAST Stem Update

1. Background:
District staff will present an update on the CAST Stem move to Palo Alto College.

2. Process:
N/A

3. Fiscal Impact:
N/A

4. Recommendation:
N/A.

5. Required:
N/A.

Closed Session

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.

Pursuant to Texas Government Code §551.074, discussion on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals.

Any required action by the Board concerning matters considered in closed meeting will be taken in open session.

Convene in open session and take appropriate action on items discussed in closed session.

Consider approval of Superintendent's recommendation on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals.

Recommendations from closed session discussion.

Other business

Adjournment