



*Shemeka Millner-Williams
Interim Superintendent of Schools*

**Certified Notice of Posting and Agenda
of Lancaster ISD Board of Trustees**

*Virtual Meeting via Zoom
December 15, 2020 @ 6:00 PM*

1. Zoom Video Conference & Call-in Information

The public may access this meeting via Zoom video conference:

[Join Zoom Meeting](#), Meeting ID: [916 7174 2470](#), Passcode: [173569](#), by calling 1-346-248-7799 or by calling toll-free 1-833-302-1536.

2. District Goals

3. Call Meeting to Order

4. Citizens Communication on Posted Agenda Items

Should you wish to address the Board during public comment, please submit your name, address, and the agenda item you wish to address to info@lancasterisd.org by 5:00 p.m. on Monday, December 14, 2020. Please put the following in the subject line of the email: "Public Comment for December 15, 2020 Called Meeting."

5. Recess to Closed Session

As authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551 Tex. Gov't Code Sections: §551.071(Legal Advice from School attorney; Discussion of pending and/or anticipated litigation) and §551.074 (Personnel Issues).

- A. Legal advice from school attorney on personnel issues, and contract issues, regarding Dr. Elijah Granger, including possible action to rescind Voluntary Separation Agreement between Granger and Lancaster ISD.
- B. Discussion of proposed termination of Dr. Elijah Granger.
- C. Discussion of submission of report to Texas Education Agency, State Board for Educator Certification and/or Investigations, regarding Dr. Elijah Granger.
- D. Discussion regarding proposal for Interim Superintendent Search.
- E. Discussion on compensating Shemeka Millner for her additional duties as acting superintendent.
- F. Legal advice from school attorney and discussion regarding the scope and hiring process for a forensic auditor.

6. Reconvene in Open Session

Consider and take Possible Action on Items Discussed in Closed Session:

- A. Discussion and take possible action to revise board policy DC (LOCAL).

DC (LOCAL) REVISIONS

Language Prior to 11.23.20

Employment of Contractual Personnel

The Board delegates to the Superintendent final authority for all contractual personnel, including, but not limited to, District and campus administrators, teachers, school counselors, diagnosticians, librarians, coordinators, nurses, and any other contractual personnel.

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

Employment of District Graduates

The District may give priority employment opportunities to individuals who are graduates of the District and who meet the following criteria:

1. The individual was educated in District schools for at least two school years.
2. The individual received a bachelor's degree from an accredited college or university in the United States.
3. The individual is credentialed as a certified educator by the Texas State Board for Educator Certification (SBEC).
4. The individual has initially applied for employment with the District within one calendar year after first obtaining certification from SBEC.
5. The individual made an application for employment to the District on or before June 20 of the year for which the individual is seeking employment.
6. The individual meets all local and state requirements for the available position.
7. The individual receives good references.

Individuals meeting the criteria shall be offered employment as a teacher with the District beginning with the school year following the June 20 application deadline. Individuals meeting the criteria, but not the application deadline, shall be employed for any available job opening for which they qualify. In the event that the individual cannot be employed immediately, the individual shall be guaranteed employment in the District for the following school year.

Language as of 11.23.20:

Employment of Contractual Personnel

~~The Board delegates to the Superintendent final authority for all contractual personnel, including, but not limited to, District and campus administrators, teachers, school counselors, diagnosticians, librarians, coordinators, nurses, and any other contractual personnel.~~

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

The Board retains final authority for employment of contractual personnel. [See DCA, DCB, DCC, and DCE as appropriate]

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The District may give priority employment opportunities to individuals who are graduates of the District and who meet the following criteria:

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Individuals meeting the criteria shall be offered employment as a teacher with the District beginning with the school year following the June 20 application deadline. Individuals meeting the criteria, but not the application deadline, shall be employed for any available job opening for which they qualify. In the event that the individual cannot be employed immediately, the individual shall be guaranteed employment in the District for the following school year.

Proposed Language for 12.15.20:

Employment of Contractual Personnel

The Board delegates to the Superintendent ~~has sole final authority to make recommendations to the Board regarding the selection of~~ for all contractual personnel, including, but not limited to, campus administrators (with the exception of campus principals), teachers, school counselors, diagnosticians, librarians, coordinators, nurses, assistant directors, and any other contractual personnel.

The Board retains final authority ~~for employment of contractual personnel.~~ to hire campus principals, directors, executive directors, assistant superintendents, deputy superintendents, chiefs, and other positions equivalent to or above a campus principal.

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

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The District may give priority employment opportunities to individuals who are graduates of the District and who meet the following criteria:

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5. The individual made an application for employment to the District on or before June 20 of the year for which the individual is seeking employment.
6. The individual meets all local and state requirements for the available position.
7. The individual receives good references.
8. The individual has an acceptable criminal history.

Individuals meeting the criteria ~~shall~~ may be offered employment as a teacher with the District beginning with the school year following the June 20 application deadline. Individuals meeting the criteria, but not the application deadline, shall be employed for any available job opening for which they qualify. In the event that the individual cannot be employed immediately, the individual ~~shall be guaranteed~~ may be considered for employment in the District for the following school year.

Edits to be submitted to TASB:

Employment of Contractual Personnel

The Board delegates to the Superintendent final authority for all contractual personnel, including, but not limited to, ~~District and~~ campus administrators (with the exception of campus principals), teachers, school counselors, diagnosticians, librarians, coordinators, nurses, assistant directors, and any other contractual personnel.

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

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B. Discussion and take possible action to revise board policy BED (LOCAL).

7

**Limit on
Participation**

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Regular Meeting

At all Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meeting

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting. public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item on which they wish to address the Board.

Public comment shall occur at the beginning of the meeting.

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed two minutes~~one minute~~ per meeting.

Meeting
Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on non-agenda items continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

**Complaints and
Concerns**

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA

- Student or parent complaints: FNG
- Public complaints: GF

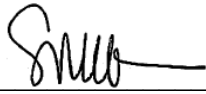
Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

- C. Discussion and take possible action to rescind the Voluntary Separation Agreement and Release between Dr. Elijah Grander and Lancaster ISD, executed on November 9, 2020.
- D. Discussion and take possible action on proposed termination of Dr. Elijah Granger.
- E. Discussion and take possible action regarding accepting O’Hanlon, Demerath and Castillo’s proposal to conduct an Interim Superintendent search on behalf of the District.
- F. Discussion and take possible action to compensate Shemeka Millner for her additional duties as acting superintendent.
- G. Discussion and possible action to authorize publication of an RFP for forensic audit services.

7. **Adjournment**

This notice was posted in compliance with the Texas Open Meetings Act on Saturday, December 12, 2020 at 8:00 a.m.



**Shemeka Millner-Williams,
Interim Superintendent of Schools**



**Marion F. Hamilton, MBA-MHA
Board President**