

**Official Agenda and Meeting Notice
of the Board of the
Beaumont Independent School District
in the Board Room of the Beaumont ISD Administration Building**

Tuesday, November 17, 2020

Regular Meeting

4:30 PM

The items on this agenda may be taken in any order.

As directed under the Texas Open Meetings Act, Texas Government Code, Chapter 551 (the "Act"), if during the course of the meeting covered by this Notice, the Board should determine that a closed session of the Board is required, then such closed session will be held by the 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 Board may conveniently meet in closed session concerning any and all purposes permitted by the Act.

4:30 PM - (CALL TO ORDER)

- I. INTRODUCTION
 - A. ROLL CALL
 - 1. CLOSED SESSION (CLOSED TO PUBLIC) - BOARD WILL CONVENE IN CLOSED SESSION UNDER CHAPTER 551 OF THE TEXAS GOVERNMENT CODE, SECTIONS 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084 AND/OR 551.087, TO DELIBERATE ON THE FOLLOWING:
 - a. LEGAL
 - 1. Pending or contemplated litigation matters and status report
 - 2. Matters on which the school district legal counsel's duties to the school district under the Texas Disciplinary Rules of Professional Conduct or the State Bar of Texas Clearly conflicts with the Texas Open Meetings Act
 - 3. Consider Approval of Mediated Settlement Agreement in T.T. bnf C.T. v Beaumont ISD, TEA Dkt. No. 159-SE-0120
 - b. PERSONNEL
 - 1. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, proposed terminations, terminations and suspensions, proposed nonrenewals, renewals, and resignation/retirements, discipline, and/or dismissal of a public officer or employee, including the superintendent, and/or hear complaints and grievances against public officers or employees
 - 2. Consider Recommendation of Board Designated Hearing Officer in Level 3 Public Complaint: Latoya Traylor
 - 3. Consider Annual Review of Superintendent's Evaluation Process
 - c. REAL ESTATE
 - 1. Deliberation regarding the purchase, exchange, lease or value of real property
 - d. ECONOMIC DEVELOPMENT
 - 1. Deliberation regarding an offer of a financial or other incentive to a business prospect related to economic development negotiations
- II. 6:00 p.m. - BOARD ROOM (REGULAR OPEN BOARD MEETING)
 - A. INTRODUCTION OF REGULAR MEETING
 - 1. United States and Texas Flags Pledges of Allegiance
 - 2. Recognitions
 - B. PUBLIC COMMENTS
 - C. STUDENT OUTCOMES
 - 1. Superintendent's Report
 - 2. Cabinet Report
 - a. Bilingual ESL 2019- 2020 Annual School District Report - Jenny Angelo, Executive Director Curriculum and Instruction
 - D. INFORMATION ITEMS



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.C.2.a.**

Agenda Item Title: Bilingual/ESL Department 2019 – 2020 Annual School District Report

Cabinet Level Presenter(s): Jenny Angelo, Executive Director of Curriculum & Instruction

Additional Presenter(s): Blanca Jones, Director of Bilingual, ESL, and Foreign Language;
Julie Smith and Maria McClelland, Bilingual/ESL Supervisors;
Alberto Iglesias, Title III Parent and Community Engagement Liaison

Executive Summary: The Bilingual/ESL Department will present an informational overview of the 2019 – 2020 Annual School District Report

Recommendation:

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm): N/A



Cabinet Level Presenter's Signature

November 11, 2020

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



2019- 2020 Annual School District Report

Educational Performance of English Learners in BISD



VISION

- The Beaumont ISD Bilingual and English as a Second Language (ESL) department supports the District's Vision, Mission, and Strategic Plan in assuring that all students receive an equitable education that addresses their affective, linguistic, and cognitive needs to acquire the necessary skills, values, and knowledge to compete successfully as productive citizens.



MISSION

- Our mission is to enable limited English proficient students to become competent in listening, speaking, reading, and writing in English, in both, academic and social settings according to federal regulations and Texas state policy.
- Our goal is to provide instruction in such a way that values each student's home language and ensures pride in the student's native culture.

BILINGUAL & ESL PROGRAMS



Bilingual Education Pre-K through 5th

- The Beaumont Independent School District Bilingual Education model encompasses the **Transitional Bilingual/Early Exit** for Spanish speaking students.
- This model is designed to service identified Limited English Proficient in both, English and another language and are prepared to meet reclassification criteria to be successful in English-only instruction not earlier than two or later than five years after the student enrolls in school.

PK: English Oracy & Literacy is introduced

Kinder: Math in English is introduced

1st: Science in English is introduced; math in English continues

2nd:
1st semester math and science in English continues

3rd, 4th, and 5th:
All instruction is provided in English

2nd semester all instruction is provided in English

BILINGUAL & ESL PROGRAMS



Bilingual Education Pre-K through 5th

- Instruction in this program is delivered by a teacher appropriately certified in bilingual education under TEC, §29.061(b)(1). The goal of early-exit transitional bilingual education is for program participants to use their primary language as a resource while acquiring full proficiency in English.

BISD CAMPUSES WITH BILINGUAL PROGRAM

Lucas PK

4 year- old

Caldwood
Elementary

K, 1st, 2nd, 3rd,
4th, 5th

Fletcher
Elementary

PK, K, 2nd, 4th,
5th

Pietzsch
MacArthur
Elementary

Pk, K, 1st, 2nd,
3rd, 4th

BILINGUAL & ESL PROGRAMS



English as a Second Language Model Pre-K through 12

- The Beaumont Independent School District's English as a Second Language model encompasses the ESL Pull-Out Program and ESL Content-Based Program which are integral parts of the required regular education program that address the affective, linguistic, and cognitive needs of ELLs designed to develop proficiency in listening, speaking, reading, and writing in the English language.
- Curriculum resources consist of state-adopted ESL language instructional materials and supplementary resources.
- ELLs participate with their English-speaking peers in regular classes such as art, music, and physical education and have a meaningful opportunity to participate with other students in all extracurricular activities.
- The LPAC designates the student's language proficiency and academic achievement in order to ensure that ELLs have an opportunity to master the TEKS of the required curriculum.

BISD CAMPUSES WITH ESL PROGRAM

ALL



STUDENT DEMOGRAPHICS

Limited English Proficient students 2018-2019: 2,267

5.33 %



Limited English Proficient students 2019-2020: 2,388

Monitors: 403

- First Year Monitored after exit from bilingual or ESL - 46
- Second Year Monitored after exit from bilingual or ESL - 134
- Third Year Monitored after exit from bilingual or ESL - 136
- Fourth Year Monitored after exit from bilingual or ESL - 87

English Learner Proficiency Levels (TELPAS):

2018-2019	2019-2020
259 advanced high	N/A Due to Covid-19
707 advanced	
847 intermediate	
207 beginner	
24 not rated	

IDENTIFICATION PROCEDURES



Within four calendar weeks of initial enrollment in a Texas public school the district must:

- Administer the identification assessment (pre-LAS or LAS Links) if the student's home language survey indicates a language other than English.
 - Convene an LPAC to determine English learner classification and recommend the appropriate program placement.
 - **NOTE:** Tac 89.1220 (J) Allows placing a student "temporarily" in a bilingual education or ESL program while identification and parental permission are pending.
-

RECLASSIFICATION PROCEDURES



Due to Covid-19, TEA allowed school districts to reclassify students through the following procedure:

The student was able to complete and score ADVANCED HIGH in all four domains of the 2019-2020 TELPAS


If the student was not able to complete all four domains of 2019-2020 TELPAS, and if the he or she has demonstrated a potential for reclassification (teacher recommendation/teacher subjective form), the district can administer the LAS Links Assessment with an extended testing window through the first 30 calendar days of the 2020-2021 school year (Grade 1: Listening and Speaking; Grades 2-12: Listening, Speaking, Reading, and Writing).

LPAC ACTIVITIES



- Identification and placement of Els - assessments, scheduling, meetings/collaboration with other programs to ensure students receive full access to special programs, communication with parents.
- Completion and distribution of Instructional Accommodations for each EL on his/her campus.
- Provide training for teachers receiving and utilizing Instructional Accommodations.
- Update and maintain data.
- At the end of every Nine Week Period, review finalized grades for all active, monitor, and denial students in or previously exited from the Bil./ESL program
- If an active, monitor, or denial student is failing one or more content area classes, an LPAC meeting should be held to discuss possible interventions or strategies for improvement.

LPAC ACTIVITIES

The logo for Bilingual/ESL is located in the top left corner. It features a dark green rectangular box with the text "Bilingual/ESL" in white. Above the text is a red circular graphic with a white outline, and below the text is a white circular graphic with a red outline. The background of the slide has a colorful, abstract design with orange, yellow, and green waves at the top and a light blue gradient below.

Bilingual/ESL

- In coordination with content-area teachers, ARD, 504, or other applicable committees, determine the appropriate assessment option for each EL (TELPAS, TELPAS ALT, STAAR, STAAR ALT).
 - Conduct LPAC meetings to review all ELs (active and denials) to determine if reclassification (exit) criteria has been met.
 - Provide the bilingual/ESL department with list of students to reclassify.
 - Inform parents of progress and reclassification/exit, as applicable.
-

STAFFING



At the end of the 2019-2020 School year we had the following (dedicated bilingual and ESL only) teachers:

Bilingual -18

ESL Pull-Out Elementary – 8

Secondary – 6 (MS) – 5 (HS)

Other ESL Certified Teachers serving LEP students **195**

RECRUITING



During 2019-2020 school year we hired two bilingual or ESL teachers (P. Mac and West Brook HS)

BISD partnered with OBT Orgain Bell & Tucker LLP, Attorneys at Law to develop a procedure to apply for H1-B visas to hire bilingual teachers from abroad (Mexico, Spain, etc.) As a result of this we were able to employ one teacher from México who started on October 16, 2020 and is currently teaching math at Pathways Alternative Center.

Currently, we have two teachers from Mexico and Argentina in process of hiring. We expect to have them ready to work starting in the very near future.

LEARNING & TESTING MATERIALS



Bilingual

HMH Arriba la Lectura
Estrellita (Intervention)

ESL Pull-Out Elementary

HMH ESL Intervention

Newcomers M.S. & H.S.

Inside the USA and Oxford
Picture Dictionary

**Middle School
High School**

Inside
Edge (ESOL I & II)

ALL English Learners Study Island (supplemental – software)

STAAR RESULTS 2019-2020



Bilingual students vs. regular students

	CALDWOOD	%	FLETCHER	%
3RD READING				
REGULAR	56.35		66.13	
BILINGUAL	56.48	0.23% ↑	55.83	15.57% ↓
3RD MATH				
REGULAR	55.48		63.6	
BILINGUAL	55.90		64.33	1.14% ↑
4TH READING				
REGULAR			93	
BILINGUAL			3	
4TH MATH				
REGULAR			54.74	
BILINGUAL			54.74	
4TH SCIENCE				
REGULAR			54.26	
BILINGUAL		27.75% ↑	54.26	
5TH READING				
REGULAR	60.48		68.05	
BILINGUAL	66.13	9.34% ↑	60.73	10.75% ↓
5TH MATH				
REGULAR	48.66		65.96	
BILINGUAL	65.42	34.44% ↑	74.82	13.43% ↑
5TH SCIENCE				
REGULAR	50.31		65.14	
BILINGUAL	61.94	23.11% ↑	64.80	0.52% ↓

N / A Due to Covid-19

NUMBER OF STUDENTS THAT EXITED BILINGUAL OR ESL PER CAMPUS

The logo features a red circular background with a green horizontal bar across the center. The text "Bilingual/ESL" is written in white on the green bar. Above and below the bar are faint, circular icons representing various educational or cultural symbols.

Bilingual/ESL

TOTAL
111

Previous year
216

- Amelia (2)
- Beaumont United (16)
- Caldwood (3)
- Curtis (4)
- Dishman (5)
- Early College (1)
- Fletcher (17)
- Guess (3)
- Homer (1)
- Jones-Clark (1)
- King (19)
- Martin (2)
- Marshall (5)
- Odom (10)
- Pietzsch-MacArthur (1)
- Regina-Howell (2)
- Smith (7)
- Vincent (6)
- WestBrook (6)

2019-2020 TEA TEACHER'S WAIVERS

The logo features a red circular background with a green horizontal bar across the center. The text "Bilingual/ESL" is written in white on the green bar. Above and below the bar, there are faint, circular icons representing a globe and a person, respectively.

Bilingual/ESL

Bilingual Certified Teachers serving bilingual students **17**

ESL Certified Teachers serving LEP students **215**

Non-Bilingual Certified Teachers serving bilingual students **4**

Non-ESL Certified Teachers serving LEP students **34**

Consecutive years since 1999-2000 District has applied for one

or more waivers **7**

2019-2020 PROFESSIONAL DEVELOPMENT

The logo for the Bilingual/ESL department. It features a red circular background with a green horizontal bar across the middle. The text "Bilingual/ESL" is written in white on the green bar. Above and below the bar, there are faint, circular icons representing various educational or cultural symbols.

Bilingual/ESL

Professional development was provided by the bilingual/ESL department throughout the year. The trainings focused on teacher certification, instructional strategies for English Learners, understanding and implementing the ELPS and academic content standards, alignment of the curriculum in a language instruction educational program, understanding and implementing state and federal guidelines for English Learners, and differentiated instruction and assessments. Training was provided to the following:

- 56 content area teachers
- 85 teachers of English Learners
 - 19 principals
- 29 administrators other than principals
- 6 non administrative school personnel
- Computer and English classes to 48 parents of bilingual and ESL students
 - 3 Trainings for parents – total participants 34

2019-2020 PROFESSIONAL DEVELOPMENT



Bilingual/ESL

ESL Test Prep Trainings:

Jun 28 & 29, 2019 (40 participants)

Dec 2 & 3, 2019 (39 participants)

Jan 28 & 29, 2020 (45 participants)

**TEACHERS WHO GOT CERTIFIED
DURING 2019-2020**

10

*Testing Centers Closed due
to Covid-19*

ACTION PLAN

- During 2020-2021 the Bil./ESL Department will provide more opportunities for teachers to get their certification.

1st Training delivered: July 29, 30, 31, 2020

2nd Training delivered: Sept 16, 17, 21, 2020

- Additional stipend for ELAR teachers that get certified during this 2020-2021 school year.

2019-2020 ACTION PLAN


The logo features a red circular background with a green horizontal bar across the center. The text "Bilingual/ESL" is written in white on the green bar. Below the bar, there are faint, circular icons representing a globe and other symbols.

Bilingual/ESL

On going

- Ensure program consistency across all schools (new curriculum for elementary schools / updated curriculum for middle and high schools, translated assessments and instructional materials, etc.)
- Clear communication of expectations (bilingual framework, ESL pull-out scheduling guidelines, etc.)
- Coaching teachers and substitute teachers of ELs
- Collaboration with core subjects to ensure the adopted EL curriculum and assessments are used by teachers
- Ensure usage of Study Island (online program) for all ELs in the district
- Creation of teachers' committees (ESL and Foreign Languages) to improve procedures and train other teachers in the district
- Purchase of supplemental instructional materials including STAAR materials for elementary campuses.

2019-2020 ACTION PLAN

The logo for Bilingual/ESL is located in the upper left corner. It consists of a red circular graphic with a white horizontal bar across its center. Inside the bar, the text "Bilingual/ESL" is written in a white, serif font. Behind the text, there are faint, overlapping circular patterns in shades of green and blue.

Bilingual/ESL

On going

- Progress monitoring of over 2,600 Bilingual/ESL/Denial/Monitored students every nine-week grading period.
- LPAC Clerks designated scheduling to assist schools with compliance
- Adoption of a new EL identification assessment program (LAS LINKS)
- All newly adopted PEIMS coding was entered to ensure appropriate funding.
- Training and monitoring of coding to ensure proper services to our ELs
- District-wide LPAC binder audits
- Professional development
 - Bilingual Conferences (for bilingual teachers)
 - ESL Sheltered Instruction (for ESL pull-out teachers)
 - ESL Test Preparation Training (for all non-ESL certified teachers)
 - TELPAS (LPAC coordinators and administrators 22+ schools)

2019-2020 ACTION PLAN


The logo features a red circular background with a green horizontal bar across the center. The text "Bilingual/ESL" is written in white on the green bar. Above and below the bar, there are faint, circular icons representing a globe and a person, respectively.

Bilingual/ESL

In process of implementation

- Parent resources (meetings to provide strategies for parents each grading period)
- Resources for ESL teachers (trainings and instructional materials to provide strategies to teachers of ELs each grading period)
- Newcomer center (collaboration with BISD business partners to support newcomers' families)
- Sheltered Instruction Academy (District-wide)
- BISD First Annual Multicultural Night (Spring 2021)
- Latino Literacy Program (training for parents on how to teach their students – Spring 2021)
- Parent Book Study

2019-2020 ACTION PLAN

The logo features a red circular background with a green horizontal bar across the middle. The text "Bilingual/ESL" is written in white on the green bar. Behind the text, there are faint, overlapping circular patterns in shades of green and yellow.

Bilingual/ESL

On going

- Parents helping Parents (program to empower parents in their students' education)
- Parent's Nights
- English classes for adults
- Computing classes for adults
- Community outreach (Monthly Classes for Hispanic Families)
- Creation of the Hispanic Parents Advisory Committee

2019-2020 ACTION PLAN

Bilingual/ESL

Virtual Bilingual Parent Resource Night

Challenges with Virtual Technology

Presented by:

Dr. Alberto Marquez, PE

Associate Professor,

Dept. of Industrial and Systems Engineering

Graduate Advisor-M.E.M

Thursday, November 19, 2020

1:30 - 4:00 p.m. – Drive-thru

6:00 - 7:00 p.m. – Virtual Presentation

- * *The General Consulate of Mexico will be providing information about the services provided by their organization (via Zoom)*
- * *Parents and students will be able to take home bilingual materials and resources via a drive-thru process at the Annex Building Parking Lot (4315 Concord Rd. next to Smith Middle School)*
- * **Special prizes every 5 cars!**
- * *Additionally, BISD Business Partners will be giving away free gifts.*

An event you don't want to miss!



Beaumont ISD

Preparing Our Next Generation



CLICK LINK FOR ZOOM MEETING

<https://us02web.zoom.us/join/register/tZ0qdyyurj4sHNB5MkY7WjfGwqTN61AqMWwj>



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.D.1**

Agenda Item Title: Update on Personnel Activities

Cabinet Level Presenter(s): Derwin Samuels, Jr., Executive Director of Human Resources

Additional Presenter(s): N/A

Executive Summary: Attached is a listing of newly hired and separated employees for October 2020

Recommendation: Informational Item Only

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Cabinet Level Presenter's Signature

Date

*CFO Signature (required if there is a budget impact)

Date

New Employee Assignment Report
Hiring Date Range: 10-01-2020 through 10-31-2020

Campus/Department	Assignment	Employee Name	Start Date
ELEMENTARY SCHOOLS			
Amelia Elementary School	Nurse	Gayla Walker	10/26/2020
Amelia Elementary School	Teacher Elementary School	Christy Van horn	10/12/2020
Bingman Pre K	Head Start Aide	Juanita Hill	10/28/2020
Bingman Pre K	Head Start Aide	Tamesha Mitchell	10/19/2020
Bingman Pre K	Head Start Aide	Tora Simpson	10/5/2020
Bingman Pre K	Special Education Aide	Diana Kirkmon	10/5/2020
Bingman Pre K	Teacher Elementary School	Christy Gray	10/7/2020
Bingman Pre K	Title I Aide	Heaven Gulley	10/19/2020
Caldwood Elementary School	English as a Second Language Aide	Cherry Cabrera	10/26/2020
Caldwood Elementary School	Special Education Aide	Angelica Keys	10/19/2020
Charlton-Pollard Elementary	Nurse	Joyce Freeman	10/12/2020
Regina Elementary	District Aide	Dusty Semien	10/5/2020

Campus/Department	Assignment	Employee Name	Start Date
MIDDLE SCHOOL			
Marshall Middle School	Teacher Middle School	Margaret Golias	10/12/2020
Odom Middle School Academy	Teacher Middle School	Elizabeth Linchan	10/30/2020
Smith Middle School	Campus PEIMS Data Clerk	Brianna Roy	10/19/2020
Smith Middle School	Teacher Middle School	Jason Smith	10/1/2020
Vincent Middle School	District Aide	Narda H Herrate Aguilar	10/12/2020
Vincent Middle School	Special Education Aide	Shafinie Thomas	10/5/2020

Campus/Department	Assignment	Employee Name	Start Date
HIGH SCHOOL			
Beaumont ISD Early College HS	Computer Lab Aide	Brenda Woolridge	10/26/2020
Beaumont United High School	English as a Second Language Aide	Gabriella Merchant	10/19/2020
Beaumont United High School	Special Education Aide	Edward Johnson	10/8/2020
Beaumont United High School	Special Education Aide	Caleb McGruder	10/12/2020
Beaumont United High School	Teacher High School	Brandon Lawrence Ennis	10/12/2020
Beaumont United High School	Teacher High School	Monet Randolph	10/26/2020

Beaumont United High School	Teacher High School	Kristan Wade	10/8/2020
Brown Alternative Center	Teacher High School	Miyoshi Chaisson	10/1/2020
Pathways	Teacher High School	Arturo Ortiz Tapia	10/16/2020
West Brook High School	Part Time Coach	Phillip Hemmings	10/9/2020
West Brook High School	Special Education Aide	Christopher Bertling	10/5/2020
West Brook High School	Teacher High School	Madison Bonsall	10/5/2020

Campus/Department	Assignment	Employee Name	Start Date
TRANSPORTATION			
Bus Driver	Transportation Bus Driver	Rykindra Charles	10/23/2020
Bus Driver	Transportation Bus Driver	Ryneadra Lastrape	10/27/2020
Bus Driver	Transportation Bus Driver	Dinah White	10/19/2020
Transportation	Assistant Director Transportation	Tremaine Reed	10/26/2020

Campus/Department	Assignment	Employee Name	Start Date
MAINTENANCE			
Custodial Services	Custodian	JaJuana Gold	10/19/2020
Custodial Services	Custodian	Laura Gonzalez	10/8/2020
Custodial Services	Custodian	Desmonda Grant	10/26/2020
Custodial Services	Custodian - 200 Days	Janice Artmore	10/5/2020
Custodial Services	Custodian - 200 Days	Linda Dunlap	10/12/2020
Custodial Services	Custodian - 200 Days	Tiya Henton	10/26/2020
Custodial Services	Head Assistant Custodian - 226	John Faulk	10/26/2020
Custodial Services	Custodian - 200 Days	Rudolph Taylor	10/20/2020
Custodial Services	Custodian - 200 Days	Patricia Whittington	10/27/2020

Campus/Department	Assignment	Employee Name	Start Date
CURRICULUM & INSTRUCTION			
Curriculum & Instruction	Special Programs Coordinator	Elizabeth Miller	10/26/2020

Campus/Department	Assignment	Employee Name	Start Date
BUSINESS OFFICE			
Payroll	Payroll-Specialist	Wendlyn Brisendine	10/6/2020
Purchasing	Coordinator Purchasing	Beau Carroll	10/29/2020

Campus/Department	Assignment	Employee Name	Start Date
POLICE DEPARTMENT			
Police Department	Public Safety Officer	Ben Allen	10/19/2020
Police Department	Public Safety Officer	Felicia Sublett	10/19/2020
Police Department	Public Safety Officer	Patience Williams	10/19/2020
Police Department	Public Safety Officer (Full-Time)	Derwin Carroll	10/29/2020

**EMPLOYEE SEPARATION
REPORT****Separation Date Range: 10-01-2020 through 10-31-2020**

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
ELEMENTARY SCHOOL				
Amelia Elementary School – 101	Physical Education Aide	10/2/2020	Jones, Ashley Nicole	Resign
Bingman Pre K – 132	Head Start Aide	10/16/2020	Arteaga, Esveiri	Resign
Caldwood Elementary School - 104	Nurse	10/29/2020	Coleman, Michelle	Resign
Charlton-Pollard Elementary – 130	Nurse	10/1/2020	Ross-Stewart, Rekeisha	Resign
Dishman Elementary School - 126	Special Education Aide	10/27/2020	Hyman, Brianna Kay	Resign
Fehl-Price Elementary School – 126	Contracted Instructional Staff – Responsive	10/2/2020	Harris, Frenzelle M	Resign
Pietzsch Elementary School – 125	Special Education	10/16/2020	Zhang, Annie Miaolan	Resign
Regina Elementary School – 118	Special Education Aide	10/22/2020	Sparrow, Nicole Sanco	Resign
Regina Elementary School – 118	Teacher Elementary School	10/16/2020	Bunn, Carey A	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
MIDDLE SCHOOL				
Marshall Middle School – 046	Teacher Middle School	10/2/2020	Holt, Caron Lee	Resign
Marshall Middle School – 046	Teacher Middle School	10/16/2020	F Walker Hollimon , F	Resign
Smith Middle School – 042	Campus PEIMS Data Clerk	10/5/2020	Gilmore, Brandii J	Resign
Vincent Middle School – 048	Special Education Aide	10/2/2020	Wilson, Sandra Rayna	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
HIGH SCHOOL				
Beaumont United High School – 014	Teacher High School	10/1/2020	Prevost, Rashawn P	Retire
West Brook High School – 008	Teacher High School	10/30/2020	Adams, Peter N	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
TRANSPORTATION				
Bus Driver – 531	Transportation Bus Driver	10/16/2020	Sames, Krystin Shenea	Resign
Bus Driver – 531	Transportation Bus Driver	10/23/2020	Donsereaux, Brian K	Resign
Bus Driver – 531	Transportation Bus Driver	10/23/2020	Johnson, Lakisha M	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
BUSINESS OFFICE				
Chief Financial Officer – 726	Professional Part Time	10/29/2020	Lemoine, Charles A	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
MAINTENANCE				
Custodial Services – 513	Custodian	10/1/2020	Adams, Jaylon R	Resign
Custodial Services – 513	Custodian	10/2/2020	Stoker, Janice J	Resign
Custodial Services – 513	Custodian – 200 Days	10/2/2020	Thomas, Carol Faye	Resign
Custodial Services – 513	Custodian – 200 Days	10/2/2020	Wilson, John D	Resign
Custodial Services – 513	Custodian – 200 Days	10/5/2020	Foxall, Taitana M	Termination
Custodial Services – 513	Custodian – 200 Days	10/7/2020	Roberson, Cadredra S	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
POLICE DEPARTMENT				
Police Department	School Crossing Guard	10/29/2020	Spivey, William M	Termination

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
SPECIAL EDUCATION				
Special Education – 814	Diagnostician	10/30/2020	Soler, Eloise Ida	Resign
Special Education – 814	Professional Part Time	10/30/2020	Langley II, Laigh P	Resign
Special Education – 814	Senior Director Special Education	10/16/2020	Langley II, Laigh P	Resign

Campus/Department	Assignment	Last Work Day	Employee Name	Sep Type
TEXTBOOKS				
Textbooks – 711	Textbook Helper	10/28/2020	Parfait, Leon Scott	Resign



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.D.2.**

Agenda Item Title: Report – Tax Collections

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: N/A

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Cheryl Hernandez
Cabinet Level Presenter's Signature

11/9/2020
Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

Tax Collection Report
October 31, 2020

	Taxes Collected			
	10/31/20		10/31/19	
	M & O	I & S	M & O	I & S
Current	2,020,725.22	138,312.02	15,129.13	3,695.47
Delinquent	531,213.74	35,120.12	215,620.35	54,835.81
Penalties & Interest	59,770.71	14,618.52	114,043.46	28,646.06
Totals	2,611,709.67	188,050.66	344,792.94	87,177.34

	Current Taxes			Collected Percentage
	Tax Levy	Collections for 10/31/2020	YTD Current Collections	
	136,313,290.74	2,159,037.24	2,159,037.24	1.58%

Two Year Comparison	
Current Year as of 10/31/2020	Prior Year as of 10/31/2019
1.58%	1.74%

AGENDA:
November 17, 2020

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
 Budget vs. Expenditures
 October 31, 2020

	Amended Budget	Month To Date	Year to Date Transactions	Outstanding Encumbrances	Balances
REVENUES					
Property Tax Collection (including delinquencies)	99,421,746	2,218,808	3,271,087	-	96,150,659
Sources of Misc Income (Foreign Trade Zone, Athletics...)	7,731,906	84,080	266,535	-	7,465,371
State Program Revenues	59,797,548	9,868,489	32,809,163	-	26,988,385
Federal Program Revenues	3,655,285	486	1,333,454	-	2,321,831
Other Financing Sources	25,000	-	93,646	-	(68,646)
Total Revenues	170,631,485	12,171,864	37,773,885	-	132,857,600
EXPENDITURES					
11 Classroom	93,205,438	8,101,618	26,314,024	1,999,756	64,891,657
12 Library	1,740,264	145,980	640,239	28,957	1,071,068
13 Staff Development	675,812	11,798	122,452	60,473	492,887
21 Asst Sups, Directors, Supervisors, Curriculum Coordinators	3,962,548	330,876	1,216,775	56,252	2,689,521
23 Principal, Asst. Principals, Office Clerical	11,275,357	955,921	3,164,879	27,349	8,083,129
31 Counselors	5,728,255	525,146	1,826,679	165,138	3,736,438
32 Social Workers	405,917	25,500	92,223	-	313,694
33 Nurses	2,037,456	181,366	530,634	11,269	1,495,553
34 Transportation	6,498,595	702,339	1,651,238	585,194	4,262,162
36 After School Activites	5,633,465	409,911	1,343,999	293,042	3,996,424
41 Administration	7,370,818	641,912	2,165,347	211,281	4,994,190
51 Maintenance and Utilites	30,720,176	1,754,906	7,741,137	5,162,295	17,816,744
52 Police and Monitoring Services	3,286,422	271,649	771,374	47,225	2,467,823
53 Data Processing Personnel	3,734,406	158,065	1,533,029	284,106	1,917,271
61 Parent involment Liaisons, Day Car Workers	173,245	621	2,666	-	170,579
71 Debt Service	1,114,965	-	1,114,964	-	1
81 Facilities Acquisition & Construction	1,746,930	22,736	1,127,420	597,849	21,661
93 Fiscal Agent - Shared Service for Deaf Program	339,300	-	-	-	339,300
95 Juvenile Justice Alternative Ed Program	150,000	150,000	150,000	-	-
99 Tax Appraisal & Collections	1,500,000	-	42,985	-	1,457,015
Total Expenditures	181,299,369	14,390,343	51,552,066	9,530,187	120,217,116
Net increase (decrease)	(10,667,884)				12,640,484



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.D.4.**

Agenda Item Title: Report – Campus Activity Funds and Donations

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: N/A

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Cheryl Hernandez
Cabinet Level Presenter's Signature

11/9/2020
Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

**CAMPUS ACTIVITY FUND
EXPLANATION OF AMENDMENTS
OCTOBER 2020**

West Brook High School	\$ 20,897.00
Explanation: Car Registrations, Textbook Fines, Program Ads	
Beaumont United High School	\$ 1,461.00
Explanation: Textbook Fines, Car Registrations	
Smith Middle School	\$ 146.00
Explanation: Vendor Refund	
King Middle School	\$ 4,770.00
Explanation: Dormant Account Transfers	
Marshall Middle School	\$ 4,733.00
Explanation: Yearbooks, Commissions/Vending Machines, Gym Suits	
Odom Academy	\$ 5,125.00
Explanation: Textbook Fines, Fundraiser Proceeds, Vendor Refund	
Vincent Middle School	\$ 97.00
Explanation: Student IDs	
Amelia Elementary	\$ 80.00
Explanation: Chromebook Fees	
Caldwood Elementary	\$ -
Explanation:	
Curtis Elementary	\$ 240.00
Explanation: Chromebook Fees	
Fletcher Elementary	\$ 83.00
Explanation: Commissions/Vending Machines	
Guess Elementary	\$ 107.00
Explanation: Commissions/Vending Machines	
Regina Howell Elementary	\$ 69.00
Explanation: Commissions/Vending Machines	
Homer Drive Elementary	\$ 252.00
Explanation: Commissions/Vending Machines	
Pietzsch Elementary	\$ 452.00
Explanation: Commissions/Vending Machines	
Dishman Elementary	\$ -
Explanation:	
Blanchette Elementary	\$ 465.00
Explanation: Vendor Refund	
Martin Elementary	\$ 80.00
Explanation: Vendor Refund	

**CAMPUS ACTIVITY FUND
EXPLANATION OF AMENDMENTS, CONTINUED
OCTOBER 2020**

Jones-Clark Elementary	\$ 1,075.00
Explanation: Commissions/Vending Machines	
Charlton-Pollard Elementary	\$ -
Explanation:	
Fehl Price Elementary	\$ -
Explanation:	
Bingman Pre-K Center	\$ -
Explanation:	
Lucas Pre-K Center	\$ -
Explanation:	
Pathways Learning Center	\$ -
Explanation:	
Taylor Career Center	\$ -
Explanation:	
Brown Center	\$ 600.00
Explanation: Chromebook Replacement Fees	
Transportation Dept	\$ 18.00
Explanation: Commissions/Vending Machines	
Maintenance Dept	\$ -
Explanation:	
Administration/Annex Building	\$ -
Explanation:	
Police Dept.	\$ -
Explanation:	
Early College H.S.	\$ 738.00
Explanation: Donations	
School for the Deaf (Deaf Ed.)	\$ 1,000.00
Explanation: Donations	

DONATION REPORT - OCTOBER 2020

MONETARY DONATIONS

<u>Donor Name/Organization</u>	<u>Recipient</u>	<u>Account Number</u>	<u>Amount Given</u>
Greater Houston Community Foundation	Early College High School - Library	491.00.5749.00.013.00.000	50
Greater Houston Community Foundation	Early College High School - Library	491.00.5749.00.013.00.000	168
Campus Box Media LLC	Beaumont United High School - General Student	865.00.2190.00.014.00.S32	109
Regina Howell Elementary PTA	Regina Howell Elementary - General Campus	491.23.6499.00.013.99.C47	2,233

Total Amount Donated 2,560

DONATION REPORT - OCTOBER 2020

RECORD OF DONATED ITEMS

<u>Donor Name/Organization</u>	<u>SAF Club/Department</u>	<u>Description of Items</u>	<u>Estimated Value</u>
D & D Ventures Inc.	Office of Leadership Development & Student Discipline	Pizzas (6)	30
Jason's Deli	Beaumont United High School - Student Council	Bottled Water	30
Some Other Place Polly Walton	Charlton-Pollard Elementary - Staff and Students	Wal-Mart Gift Cards (90)	2,250
Some Other Place Polly Walton	Blanchette Elementary - General Campus	Wal-Mart Gift Cards (90)	2,250
Some Other Place Polly Walton	Blanchette Elementary - General Campus	School Supplies	400
Some Other Place Polly Walton	Homer Drive Elementary - General Campus	Wal-Mart Gift Cards (50)	1,250



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.D.5.**

Agenda Item Title: Report – Quarterly Investment Report

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary: Section 2256.023 of the Public Funds Investment Act requires the investment officer to prepare and submit to the governing body of the entity, not less than quarterly, a written report of investment transactions for all funds covered by the Act for the preceding quarter.

Recommendation: N/A

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

**QUARTERLY INVESTMENT REPORT
FOR THE QUARTER ENDED AUGUST 31, 2020**

Investment Program

The legal requirements and local authority for investment of District funds are detailed in Board Policy CDA (Legal) and CDA (Local) as adopted by the Board of Managers. The investments utilized by Beaumont ISD for the Quarter Ended August 31, 2020 included TexPool and Lone Star and Investment Pools.

Investment Position at August 31, 2020

<u>Investment</u>	<u>Book Value</u>	<u>Market Value</u>
Lone Star Investment Pool	\$ 73,537,059.87	\$ 73,537,059.87
TexPool	4,076,961.06	4,076,961.06
Total	<u>\$ 77,614,020.93</u>	<u>\$ 77,614,020.93</u>

Investment Activity

A summary of activity is listed below:

Schedule of Transactions by Fund Group

Investments in Lone Star Investment Pool

Quarter Ended August 31, 2020

<u>Investment</u>	<u>Carrying Amount 06/01/2020</u>	<u>Additions 06/01/2020- 08/31/2020</u>	<u>Deductions 06/01/2020- 08/31/2020</u>	<u>Carrying Amount 08/31/2020</u>
General Fund - Corporate Overnight Plus Fund	\$ 71,473,825.84	16,530,546.41	24,386,960.27	\$ 63,617,411.98
General Fund - Corporate Overnight Fund	2,823,091.10	2,848.92	-	2,825,940.02
General Fund - Government Overnight Fund	22,050,830.34	2,997,359.91	24,462,579.63	585,610.62
Total General Fund	<u>\$ 96,347,747.28</u>	<u>\$ 19,530,755.24</u>	<u>\$ 48,849,539.90</u>	<u>\$ 67,028,962.62</u>
Debt Service - Corporate Overnight Plus Fund	\$ 2,527,496.64	2,945.34	-	\$ 2,530,441.98
Debt Service - Corporate Overnight Fund	592,817.22	598.25	-	593,415.47
Debt Service - Government Overnight Fund	8,961,420.14	467,305.38	6,044,485.72	3,384,239.80
Total Debt Service Fund	<u>\$ 12,081,734.00</u>	<u>\$ 470,848.97</u>	<u>\$ 6,044,485.72</u>	<u>\$ 6,508,097.25</u>
Total Lone Star Investments	<u>\$ 108,429,481.28</u>	<u>\$ 20,001,604.21</u>	<u>\$ 54,894,025.62</u>	<u>\$ 73,537,059.87</u>

Schedule of Transactions by Fund Group

Investments in Texpool

Quarter Ended August 31, 2020

<u>Type</u>	<u>Carrying Amount 06/01/2020</u>	<u>Additions 06/01/2020- 08/31/2020</u>	<u>Deductions 06/01/2020- 08/31/2020</u>	<u>Carrying Amount 08/31/2020</u>
General Fund	\$ 3,929,577.68	\$ 1,984.25	\$ -	\$ 3,931,561.93
Debt Service Fund	145,325.76	73.37	-	145,399.13
Total Investments	<u>\$ 4,074,903.44</u>	<u>\$ 2,057.62</u>	<u>\$ -</u>	<u>\$ 4,076,961.06</u>


Cheryl Hernandez, CFO


Stacey Fitch, Comptroller

**OFFICIAL MINUTES OF THE BOARD OF THE
BEAUMONT INDEPENDENT SCHOOL DISTRICT
IN THE BOARD ROOM OF THE BEAUMONT ISD ADMINISTRATION BUILDING
3395 HARRISON AVENUE BEAUMONT, TEXAS**

OCTOBER 15, 2020

*Regular Meeting Minutes as Directed Under the Provisions of the Texas Open Meetings Act,
Texas Government Code, Chapter 551*

The Board Members of the Beaumont Independent School District met in regular meeting on Thursday, October 15, 2020, in the Board Room of the Administration Building located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order at 4:15 p.m. by Thomas Sigeo, Presiding Officer.

CALL TO ORDER

President, Thomas Sigeo established a quorum.

ROLL CALL

PRESENT: Thomas P. Sigeo, Sr., Trustee & President
Denise Wallace-Spooner, Trustee & Vice President
Robert Dunn, Sr., Trustee & Secretary
Darrell Antwine, Sr., Trustee
Zenobia Randall Bush, Trustee
Tillie Hickman, Trustee
Kevin W. Reece, Trustee

Dr. Shannon Allen, Superintendent

ABSENT: NONE.

At 4:16 p.m., the board went in to closed session.

1. CLOSED SESSION (CLOSED TO PUBLIC) - BOARD WILL CONVENE IN CLOSED SESSION UNDER CHAPTER 551 OF THE TEXAS GOVERNMENT CODE, SECTIONS 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084 AND/OR 551.087, TO DELIBERATE ON THE FOLLOWING:
 - a. LEGAL
 1. Pending or contemplated litigation matters and status report
 2. Matters on which the school district legal counsel's duties to the school district under the Texas Disciplinary Rules of Professional Conduct or the State Bar of Texas Clearly conflicts with the Texas Open Meetings Act

3. Discussion of TASB Policy DEC (LOCAL)

NO ACTION.

- b. PERSONNEL

1. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, proposed terminations, terminations and suspensions, proposed nonrenewals, renewals, and resignation/retirements, discipline, and/or dismissal of a public officer or employee, including the superintendent, and/or hear complaints and grievances against public officers or employees

1. Consider Recommendation for Designation of Hearing Officer in Level 3 Employee Grievance: Bridget Y. Smith (Class Action)

It was moved by Tillie Hickman, and seconded by Denise Spooner, the Board designated Randall Maxwell as the hearing officer to hear the Level 3 grievance in accordance with Board Policy DGBA (Local).

It was further moved that written notice be provided to the parties that they will be given an opportunity to respond to the hearing officer's recommendation in writing to be considered by the Board at the next regularly scheduled board meeting following receipt of the hearing officer's recommendation.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: Kevin Reece

MOTION PASSED: 6-1

2. Consider Recommendation for Designation of Hearing Officer in Level 3 Employee Grievance: Andrea Jackson

It was moved by Tillie Hickman, and seconded by Denise Spooner, the Board designated Randall Maxwell as the hearing officer to hear the Level 3 grievance in accordance with Board Policy DGBA (Local).

I further move that written notice be provided to the parties that they will be given an opportunity to respond to the hearing officer's recommendation in writing to be considered by the Board at the next regularly scheduled board meeting following receipt of the hearing

officer's recommendation.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn,
Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: Kevin Reece

MOTION PASSED: 6-1

3. Draft Superintendent Goal Review

NO ACTION.

4. Superintendent Evaluation Timeline 2020-2021

NO ACTION.

c. REAL ESTATE

1. Deliberation regarding the purchase, exchange, lease or value of real property

d. ECONOMIC DEVELOPMENT

1. Deliberation regarding an offer of a financial or other incentive to a business prospect related to economic development negotiations

II. 6:00 p.m. - BOARD ROOM (REGULAR OPEN BOARD MEETING)

1. United States and Texas Flags Pledges of Allegiance-The West Brook NJROTC posted the Colors and the pledges to the US and Texas flags was led by Pietzsch-MacArthur sixth-grader Christian Malveaux.

2. Recognitions

- a. District Recognitions – Denise McClean, Director presented the following recognitions:

- Child Nutrition Employees

Dr. Shannon Allen, Superintendent of Schools recognized the Principals for National Principal's Month

Debbie Bridgeman, Community Relations Specialist, presented certificates to the following Principals:

OFFICIAL AGENDA AND MEETING NOTICE

October 15, 2020

Valencia Greenwood, Charlton-Pollard ES
Michael Shelton, Taylor Career and Technology Center

Denise McClean, Director of Community and Media Relations, showed an appreciation presentation for the Principal for their service.

B. PUBLIC COMMENTS

2½ Minutes

1. **Adam Silvernail**, 7770 Summer Wind Dr. Signed up to address the board regarding Virtual Learning, School Closures, Academic Calendar and COVID-19 Response.
2. **Bridget Smith**. Signed up to address the Board regarding the Grievance Procedure.

1 ½ Minutes

1. **Sebastian Delgado**. 10108 Morris Hall, Lamar University. Signed up to address the Board regarding Establishing an Academic Decathlon Program in a Beaumont ISD High School.
2. **Alejandra Flores-Velazquez**, 5335 Dewberry Lane. Signed up to address the board regarding attendance.

C. STUDENT OUTCOMES

1. Superintendent's Report – Dr. Shannon Allen, Superintendent of Schools, presented the following information to the Board:
 - Vision and Mission Statement
 - Academic Achievement Initiatives
 - COVID Response
 - Hurricane Delta Recovery
 - Employee Compensation
2. Cabinet Report
 - a. House Bill 3 and SGS Board Goals, Guardrails and Theory of Action - Dr. Anita Frank, Assistant Superintendent for Elementary Administration, presented the following information to the board:
 - Objectives
 - What is Strategic Planning?
 - Strategic Plan Process
 - Goal Development Process
 - Early Literacy Board Outcome Goals
 - Early Math Board Outcome Goal

OFFICIAL AGENDA AND MEETING NOTICE

October 15, 2020

- CCMR Board Outcome Goal
- Net Promoter Survey
- Guardrails
- Theory of Action

D. INFORMATION ITEMS

1. Update on Personnel Activities—Derwin Samuels, Executive Director for Human Resources, updated the Board on the newly hired employees and separations report during the month of September.
2. Report for August 2020 Tax Collections—Cheryl Hernandez, CFO, presented a report for the month of September for the M&O and the Debt Service.
3. Report for General Fund Revenue and Expenditures—Cheryl Hernandez, CFO, presented a report on the general fund revenue and expenditures for the month of September 2020.
4. Report for Campus Activity Funds—Cheryl Hernandez, CFO, presented a report on the month of September 2020 Campus Activity Funds.
5. Report from Facilities Subcommittee – Darrell Antwine, Sr., Chair
 - No Report
6. Update from TASB Delegate, Denise Wallace Spooner, Board Vice President, updated the Board on the 2020 TASB Delegate Assembly

E. CONSENT AGENDA

1. Minutes of September 17, 2020, Regular Meeting and September 17, 2020, Special Meeting.
2. Approve Personnel Recommendations
 - a. Approve Hiring Chapter 21 and Director Employees
 - b. Consider Approval of an Additional Position for Bingman Head Start for the 2020-2021 School Year

It was moved by Zenobia Bush, and seconded by Robert Dunn, to approve the Consent Agenda.

President Thomas Sigee called for a vote on the motion:

YAYS: Thomas Sigee, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

OFFICIAL AGENDA AND MEETING NOTICE

October 15, 2020

MOTION PASSED: 7-0

F. ACTION ITEMS

1. Action, if any, on items discussed in closed session.
2. Approve Budget Amendments

It was moved by Robert Dunn, and seconded by Darrell Antwine, to approve the Budget Amendments.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

3. Approve Purchases of \$50K or More

It was moved by Zenobia Bush, and seconded by Darrell Antwine, to approve the Purchases of \$50K or More.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

4. Consider Adoption of Resolution Approving the 2020 Tax Roll

It was moved by Robert Dunn, and seconded by Zenobia Bush, to approve the 2020 Tax Roll.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

5. Consider revision of Board Policy FD (LOCAL)

It was moved by Darrell Antwine, and seconded by Robert Dunn, to

OFFICIAL AGENDA AND MEETING NOTICE

October 15, 2020

approve the Revision of Board Policy FD (LOCAL).

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: None

ABSTENTION: Kevin Reece

MOTION PASSED: 6-0 with 1 Abstention

- 6. Consider Approval of an Extra Duty Stipend for High School ROTC Instructors

It was moved by Robert Dunn, and seconded by Darrell Antwine, to approve an Extra Duty Stipend for High School ROTC Instructors.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

- 7. Approve the Beaumont ISD Asynchronous Learning Plan for the 2020-2021 School Year

It was moved by Zenobia Bush, and seconded by Darrell Antwine, to approve the Beaumont ISD Asynchronous Learning Plan for the 2020-2021 School Year.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

- 8. Consider approval of Resolution of the Board regarding Wage Payments During Emergency School Closing

It was moved by Robert Dunn, and seconded by Zenobia Bush, to approve the Resolution of the Board regarding Wage Payments during

OFFICIAL AGENDA AND MEETING NOTICE
Emergency School Closing.

October 15, 2020

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

9. Consider Approval of Amended Interlocal Agreement between City of Beaumont and Beaumont Independent School District

It was moved by Darrell Antwine, and seconded by Robert Dunn, to approve the Amended Interlocal Agreement between City of Beaumont and Beaumont Independent School District.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: Kevin Reece

MOTION PASSED: 6-1

10. Approve the Additional 2020-2021 T-TESS Certified Appraiser

It was moved by Darrell Antwine, and seconded by Robert Dunn, to approve the Additional 2020-2021 T-TESS Certified Appraiser.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

11. Approve the 2020-2021 District Improvement Plan

It was moved by Zenobia Bush, and seconded by Darrell Antwine, to approve the 2020-2021 District Improvement Plan.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush, Tillie Hickman, and Kevin Reece

NAYS: None

MOTION PASSED: 7-0

12. Approve the 2020-2021 Campus Improvement Plans

It was moved by Robert Dunn, and seconded by Darrell Antwine, to approve the 2020-2021 Campus Improvement Plans.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: Kevin Reece

MOTION PASSED: 6-1

13. Consider Adoption of House Bill 3 and SGS Board Goals, Guardrails and Theory of Action

It was moved by Darrell Antwine, and seconded by Denise Spooner, to approve the Adoption of House Bill 3 and SGS Board Goals, Guardrails and Theory of Action.

President Thomas Sigeo called for a vote on the motion:

YAYS: Thomas Sigeo, Denise Spooner, Robert Dunn, Darrell Antwine, Zenobia Bush and Tillie Hickman

NAYS: Kevin Reece

MOTION PASSED: 6-1

III. **ADJOURNMENT**

It was moved and seconded to adjourn the meeting, the meeting adjourned at 7:58 p.m.

**OFFICIAL MINUTES OF THE BOARD OF THE
BEAUMONT INDEPENDENT SCHOOL DISTRICT
IN THE BOARD ROOM OF THE BEAUMONT ISD ADMINISTRATION BUILDING
3395 HARRISON AVENUE BEAUMONT, TEXAS**

OCTOBER 17, 2020

Regular Meeting Minutes as Directed Under the Provisions of the Texas Open Meetings Act, Texas Government Code, Chapter 551

The Board Members of the Beaumont Independent School District met in regular meeting on Saturday, October 17, 2020, in the Board Room of the Administration Building located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order at 9:20 a.m. by Thomas Sigeo, Presiding Officer.

CALL TO ORDER

President, Thomas Sigeo established a quorum.

ROLL CALL

PRESENT: Thomas P. Sigeo, Sr., Trustee & President
Denise Wallace-Spooner, Trustee & Vice President
Robert Dunn, Sr., Trustee & Secretary
Darrell Antwine, Sr., Trustee
Zenobia Randall Bush, Trustee
Tillie Hickman, Trustee
Kevin W. Reece, Trustee

Dr. Shannon Allen, Superintendent

ABSENT: NONE.

TRAINING SESSION

A. Team Building

- Dr. Danny Lovett, Executive Director for Region 5 presented the following information to the Board:
 - **Best Practices for the Team of 8**
 - The Context – **Role of School Board of Trustee Members; Consistent behavior** by board members and a clear focus by the board team are perhaps the most significant tools for providing a degree of clarity.
 - Board of Trustees – An independent school district is governed by a board of trustees who, as a body corporate, shall oversee the management of the district.
 - What is the difference between Oversight and

Management?

- Overview
 - The big picture
 - Serving as a member of a team
 - Who works for who
 - Common areas of conflict
 - Preparing for professional and successful meetings
- The big picture! Vision and Goals
 - Required Vision Statement
 - HB 2563 passed into law by the 80th Texas legislative Sessions: Sec 3 amends TEC 11.1511
 - The Board of Trustees shall adopt a vision statement comprehensive goals for the district and the superintendent and shall monitor progress toward those goals.
- Will it Make a Difference?
 - Is adopting a Board vision statement a necessary leadership role?
 - Individual members often have a vision
 - TEAM vision is the requirement
 - The TEAM's Vision GUIDES the Superintendent, who in turn, guides the District
- Goal Setting
 - Goals must be clear. (HB 3 and student outcome goals)
 - Must be Measurable
 - Should allow for Evidence of attainment
 - Should include a reasonable timeline for completion
- Serving as a Member of a Team
 - What's so Hard About Teamwork?
- Elected Officials and Teamwork
 - Trustees campaign on issues that are important to YOU as an individual and you are elected based on YOUR personal views or platform
 - Trustees serve as a member of a team. Individual issues are brought before the team for debate and decision in an OPEN meeting.
 - You honor the promises you made while campaigning through professional open debate in an open meeting, and by voting your conscience.
- Cohesive Teams
 - are committed to group decisions
 - TASB Code of Ethics for Board Members – Honor in Conduct.... "I will respect the majority decision as the decision of the Board". This goes for everyone, including the Superintendent
- Who Works for Who?

- **Board-Superintendent-Staff**
 - Understanding management vs oversight
 - Handling complaints from employees or community members to individual board members
 - The proper place for athletics and non-academic priorities
 - Board Operating Guidelines (Review annually)
- Oversight via the Superintendent
 - Begins with crafting valid goals with strong, mutually agreed upon evidence of attainment
 - This tells the superintendent the will of the Board
 - EOA (Evidence of Attainment)
 - Staying focused on the Big Picture (Academics)
 - All members being sensitive to other's individual passions, pressures, and working together.
- Evaluating the Superintendent
 - The superintendent must be evaluated only on the stated goals set forth by the Board/Superintendent Team in conjunction with a student performance criteria (TAPR)
- Common Causes of Conflict
 - History of Conflict
 - Personal Agendas
 - Politics
 - Money/Funding
- Addressing Conflict Proactively
 - New board member orientation
 - Operating Guidelines
 - Behavior/Communication during Board Meetings
 - Strong, Neutral Board President
 - Goal Setting
- Sequence of Resolution
 - Individual board member desire/issue/reported complaint from citizen or employee
 - Ask the superintendent for information/action/resolution
 - Issue enters the grievance process or becomes a requested agenda item
 - Bring the issue to the board president for agenda or advice
 - Issue goes before the Team as an agenda item
 - Team votes on the issue as appropriate

- Board decision is rendered and all members support the resolution
- Do Your Homework
 - Review your packet and ask questions beforehand. On each agenda item, there are common considerations:
 - What is the end result desired?
 - How much does it cost?
 - How will we measure success? (What data is needed?)
 - What is the burden on staff and is training needed
 - Should we stop doing something else
 - Do we spend 50% of our time in meetings on student academic outcomes?
- Every Board Meeting is an opportunity to earn Public Trust
 - This begins with professional, ethical behavior and mutual respect
 - Even though you are elected by a segment of your community you are expected to do what is right for all students
 - Challenges of serving in a non at-large position
 - Why should we ask questions in an open meeting when we already know the answer?
 - Why does everyone vote on every issue?
- Moving Forward
 - Understanding what is most important
 - Recognizing a problem and address the cause as a TEAM
 - Strong board president and great meetings with open dialogue
 - Great new Board member orientation
- **Board Operating Procedures** – Sierra Fisher, General Counsel, discussed the following items with the Board:
 - Board Meetings (Closed Session time changed to 4:30 p.m.)
 - Developing board meeting agendas (timeline)
 - Preparation for Board Meetings
 - Order of Business - Rules followed during Board Meetings
 - Members' conduct during board meetings
 - Public Comment – Script for President
 - Complaints and Concerns
 - Closed Meetings
 - Certified Agenda or Tape Recording of Closed

- Session
- Conflict of Interest
- Media Relations
- Lone Star Governance

ADJOURNMENT

The meeting adjourned at :11:47 p.m.



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.E.2.**

Agenda Item Title: Approve Hiring Chapter 21 and Director Employees

Cabinet Level Presenter(s): Derwin Samuels, Executive Director of Human Resources

Additional Presenter(s): N/A

Executive Summary: Listed below are Chapter 21 recently hired within the District

Recommendation: Approve Administration's Hiring Recommendation of:

- Arturo Ortiz Tapia
- Brandon Lawrence Ennis
- Christy Gray
- Christy Van horn
- Elizabeth Linehan
- Elizabeth Miller
- Gayla Walker
- Jason Smith
- Joyce Freeman
- Kristan Wade
- Madison Bonsall
- Margaret Golias
- Miyoshi Chaission
- Monet Randolph
- Tremaine Reed



Budget Impact*(if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):

Kevin S. Smith Sr.

Cabinet Level Presenter's Signature

11/9/2020

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.E.3.**

Agenda Item Title: Approve Revised Board Operating Procedures

Cabinet Level Presenter(s): Dr. Shannon Allen

Additional Presenter(s):

Executive Summary: The Board participated in Team of Eight training in October and reviewed Board Operating Procedures with notation for revisions. The revised Board Operating Procedures reflect the result of the discussion and direction provided.

Recommendation: Approve revised Board Operating Procedures as presented.

Budget Impact* (if applicable):

Funding Source (if applicable):

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation):

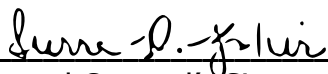
Legal Review (if necessary, list attorney and firm):

Cabinet Level Presenter's Signature

Date

*CFO Signature (required if there is a budget impact)

Date



General Counsel's Signature

11-11-20

Date

Board Operating Procedures



Beaumont ISD
Preparing Our Next Generation

It is the policy of the Beaumont Independent School District not to discriminate on the basis of race, color, national origin, gender, handicapping condition, or age in its programs, services, activities, or employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended. The Beaumont Independent School District is committed to providing a free and appropriate public education for all students.

Table of Contents

<i>Motto</i>	4
<i>Vision</i>	4
<i>Mission</i>	4
<i>Core Beliefs</i>	4
<i>Lone Star Governance</i>	4
<i>Student Outcome Goals and Goal Progress Measures</i>	5
<i>Ethics for School Board Members BBF (Local)</i>	6
<i>Board Operating Procedures</i>	7
The Texas Open Meetings Act defines “meeting” as:.....	7
Open Meetings Requirement	7
Meeting Schedule.....	7
Placing Items on the Agenda.....	8
Preparing for Board Meetings	8
Order of Business.....	8
Rules Followed during Board Meetings.....	8
Conduct of Members during Board Meetings.....	8
Disruption of Board Meetings	9
Voting.....	9
Public Participation at Board Meetings (BED Legal and Local)	9
Speaker Protocol	10
Video and Tape-Recording Open Meetings	10
Closed Meetings.....	10
Procedure for Closed Meetings	11
Certified Agenda or Tape Recording of Closed Sessions	11
Public Access to Certified Agenda/Tape Recordings.....	11
Prohibitions	11
<i>Board Policies</i>	12
<i>Planning and Decision-Making</i>	13
<i>Board Member Rights/Responsibilities</i>	14
Access to Records.....	14

Request for Reports/Information	14
Conflict of Interest.....	14
Media Relations	14
Evaluation of the Superintendent	14
Referring Complaints	14
Visits to Schools	15
<i>Role of the Internal Audit Department</i>	<i>16</i>

Motto

Preparing Our Next Generation

Vision

In collaboration with the entire community, we will create an inclusive environment of academic excellence that supports the diverse needs of all learners.

Mission

We will inspire and prepare all students for lifelong success by providing an exemplary education in a safe learning environment.

Core Beliefs

We believe:

I. All children can and will learn.

Beaumont ISD will prioritize effective, engaging instruction aligned with a challenging curriculum for all students.

II. We can achieve higher levels of performance within every facet of our organization.

Beaumont ISD will promote high expectations for all students and staff members, clearly defined district goals and strategically aligned resources.

III. Every classroom should have an effective teacher and every school should have an effective principal.

Beaumont ISD will recruit, develop and retain highly effective teachers and administrators.

IV. All school and-work environments should be safe, secure and supportive.

Beaumont ISD will ensure that learning and work environments are safe, secure and supportive in order for all students and staff to achieve high levels of performance.

V. In order to prepare our next generation to become responsible citizens, we should work collaboratively with our families and community partners.

Beaumont ISD will actively collaborate with families and community partners to maximize opportunities for the success of our students.

VI. We should be fiscally responsible and accountable to the public.

Beaumont ISD will implement financial procedures and internal controls to ensure fiscal responsibility.

Lone Star Governance

The Board subscribes to Lone Star Governance, which is a continuous improvement framework for governing teams (Boards in collaboration with their Superintendents) that choose to commit to intensively focus on one primary objective: Improving Student Outcomes. Lone Star Governance accomplishes this intense focus through tailored execution of the five points of the Texas Framework for School Board Development: 1) vision, 2) accountability, 3) structure, 4) advocacy, and 5) unity. In addition to Lone Star's singular focus on improving student outcomes, it provides a system for governing the secondary, but vital, legal and fiscal responsibilities of the Board.

Student Outcome Goals

1. The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 25% to 55% by June 2024.
2. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 22% to 50% by June 2024.
3. The percentage of graduates that meet the criteria for CCMR will increase from 45.3% to 70% by August 2024.
4. Beaumont ISD will improve its perception in the community as indicated on an annual *net promoter* survey score.
5. Beaumont ISD will double the number of students enrolling/entering some form of higher education. Higher education being defined as military service, industry- based certification, two-year community college, or four-year university.
6. The district will increase the number of A or B-rated schools across the district from 2 to 8 by 2024.

Ethics for School Board Members BBF (Local)

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Equity in attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in stewardship

- I will be accountable to the public by representing District policies, programs, priorities and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

Honor in conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Integrity of character

- I will refuse to surrender judgment to any individual or group at the expense of the district as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

Commitment to service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-centered focus

- I will be continuously guided by what is best for all students of the District.

Board Operating Procedures

In effective school systems, the Superintendent and the Board function as a “TEAM OF EIGHT.” A structured approach to developing a vision for the district and setting goals is enhanced by first developing a system of standard operating procedures. The School Board is the corporate policy making body for the district and the Superintendent and staff provide the leadership to cause Board policies to be implemented. Therefore, the Beaumont ISD Board of Trustees and Superintendent function as a “TEAM OF EIGHT” to provide open communication to the staff and patrons of the district.

The Beaumont ISD Board of Trustees adopts these guidelines as Standard Operating Procedures to effectively communicate with staff, the public, and each other in the conduct of school business.

The Texas Open Meetings Act defines “meeting” as:

A deliberation among a quorum of the Board, or between a quorum of the Board and another person, during which public business or public policy over which the Board has supervision or control is discussed or considered, or during which the Board takes formal action. (BE)

“Meeting” also means a gathering: (Government Code 551.001(4) and BE)

1. That is conducted by the Board or for which the Board is responsible
2. At which a quorum of members of the Board is present;
3. That has been called by the Board; and
4. At which Board members receive information from, give information to, ask questions of or receive questions from any third person, including an employee of the District, about the public business or public policy over which the Board has supervision or control.

The term “meeting” does not include the gathering of a quorum of the Board at a social function unrelated to public business that is conducted by the Board, or the attendance by a quorum of the Board at a regional, state, or national convention or workshop, ceremonial event or press conference, if formal action is not taken and any discussion of public business is incidental to the social function, convention, workshop, ceremonial event or press conference. (Government Code 551.001(4) and BE)

Open Meetings Requirement

All Board members are expected to conduct themselves in accordance with the requirements of Government Code, Chapter 551. Board members will restrict discussions regarding school business to a Board meeting for which proper notice has been given of the topics to be discussed. All regular, special or called meetings of the Board are open to the public, except as provided by law. It should be remembered, however, that Board meetings are business meetings held in the public. (BE) Board meetings are business meetings held in the public. They are not public meetings.

Meeting Schedule

Regular meetings of the Beaumont ISD Board of Trustees are generally held on the third Thursday of each month at 4:30 p.m. At least three days prior to the regular meeting, an Agenda Review workshop will be posted and held for the purpose of discussion only. The Board will provide written notice of the date, hour, place and subject(s) of each meeting it holds at the administration building entrance and on the District website. (Government Code 551.041) When determined necessary and for the convenience of the Trustees, the Board President may change the date or time of a regular meeting. The notice for that meeting will reflect the changed date and time. (BE)

Placing Items on the Agenda

Agendas for Board meetings in Beaumont ISD are prepared by the Superintendent with consultation from the Board President. Two Trustees may request that an item be placed on the agenda. The Superintendent will include all Trustee-requested topics that have been submitted by noon of the seventh calendar day before regular meetings and noon on the third calendar day before special meetings.

Action items will be presented to the Board President at the Agenda Review meeting before the regular scheduled Board meeting. Matters which do not appear on the agenda will not come up for action of the Board except in emergency situations. (BE) The Superintendent may pull agenda items at any time.

Preparing for Board Meetings

A complete review of agenda items and materials is a necessary step to informed decision making. All Board members are encouraged to review all agenda items and materials thoroughly prior to a scheduled meeting. If, as a result of the review of agenda items, a Trustee has questions regarding the agenda that require information from an administrator, the Trustee should contact the Superintendent at least 48 hours prior to the meeting. The Superintendent or designee will contact the appropriate administrator to prepare a written response that will be shared with all members of the Board.

Order of Business

The order of business for regular Board meetings is set out in the agenda. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members. The Board does have the ability to adjust the agenda or table items, but the Board cannot add or discuss topics that are not on the agenda that was posted prior to the meeting. (BE)

Rules Followed during Board Meetings

State law does not require the Board to use a specific set of rules. Beaumont ISD has selected *Robert's Rules of Order, Newly Revised* as its framework for parliamentary procedures, except as otherwise provided in Board procedural rules or by law. (BE)

Conduct of Members during Board Meetings

The Board of Trustees, working in concert with the Superintendent, should strive to create and maintain a meeting atmosphere that allows the District's "Team of Eight" to work together in harmony for the benefit of the District as a whole. In order to do this, individual Board members must put aside personal preferences in favor of decisions that best represent the community at large. All questions, concerns and discussion regarding business currently under deliberation should be addressed to the Board President. Even if a Trustee wants to respond to a question or comment, made by another Board member, the Trustee should address the President and wait to be acknowledged. The Board President shall halt discussion that does not apply to the business before the Board. Differences of opinion are both unavoidable and beneficial at times. Board members are expected to treat each other with courtesy and respect, despite their differences. Adherence to established Board operating procedures should allow differences of opinion to be expressed in a professional and appropriate manner.

Board members should, in every way, strive to make Board meetings effective, efficient and professional. During Board meetings, Trustees should remember to do all of the following: (BE)

- Act and dress professionally.
- Handle all interactions with each other, the Superintendent, staff, and public with respect.
- Refrain from responding to speaker comments or addressing the audience.

- Discuss only business currently under deliberation.
- Preside with fairness and provide members with equal time.

During regular board meetings, the Board President will limit each Board member to five minutes to ask questions regarding the topic at hand. The Board President will decide whether additional questions will be allowed. While full consensus on action items should always be a goal, it is not always possible to attain.

Disruption of Board Meetings

The disruption of a Board meeting is a violation of law. If an individual, in attendance at a Board meeting, attempts to create a disturbance, the Board President will:

1. Attempt to call the meeting to order using a verbal warning, and
2. Warn the individual that disruption of the meeting will not be tolerated.

If the disruption continues, the Board President may:

1. Inform the individual that disruption of a Board meeting is a violation of the law, and/or
2. Recess the meeting to call the Beaumont ISD Police Department. (BED)

It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance and thereby curtail the exercise of others’ First Amendment rights. (BED/Penal Code 42)

Voting

Voting will be by electronic vote, voice vote or show of hands and directed by the Board President. No member may abstain from a vote unless they have a legal reason to do so, such as nepotism or a conflict of interest and they must declare their reason for abstaining. A member's vote or failure to vote shall be recorded upon that member's request. (BE)

Furthermore, we believe that if a Board member has a conflict of interest regarding an agenda item, they should recuse themselves from discussion of the item whether in open or closed session. When the discussions are ended and the votes are counted, all trustees should support the decision and function as a unified Board.

Public Participation at Board Meetings (BED Legal and Local)

At regular Board meetings the Board shall allot 30 minutes to hear persons who desire to make comments to the Board. Persons who wish to participate in this portion of the meeting shall sign up with the Superintendent or presiding officer or designee before the meeting begins and shall indicate the topic about which they wish to speak.

Speakers shall be required to fill out a speaker participation form prior to speaking. The speaker shall be allotted two and one-half minutes if the speaker has filled out the form by the submission deadline of 4:30 p.m. on the day before the Board meeting. The time allotted to a speaker who fills out a form after 4:30 p.m. the day before the Board meeting, but before the start of the Board meeting will be allotted one and one-half minutes.

Speakers addressing the Board on items not listed on the agenda must sign up to speak prior to the beginning of the Board meeting.

Delegations of more than five persons on a topic may be required by the presiding officer to appoint one person to present their views before the Board.

At special meetings or Board workshops, audience participation shall be limited to addressing only topics on the agenda and shall be limited to one minute per speaker.

Speaker Protocol

The guidelines for speaker protocol shall be as follows:

1. Speakers shall be acknowledged by the Board President before speaking and must state their first and last name and their address.
2. Speakers shall refrain from direct questions to Board members, the Superintendent, District staff, or members of the audience while speaking. The Board will not answer questions from speakers during the communications portion of the meeting.
3. Speakers may not accrue minutes from other speakers.
4. Speakers shall not use profane or vulgar language.
5. Speakers shall refrain from making personal attacks against any person.
6. Speakers shall remain in the designated area for public comment.
7. The Board President shall reserve the right to conclude a speaker's privileges to address the Board if any of these provisions are violated.

Members of the audience shall not present matters involving District personnel during the public comment portion of the meeting. When a complaint about District personnel reaches the Board, it shall be heard in closed meeting, and the employee who is the subject of the complaint shall be invited to attend the meeting and respond to the complaint.

Video and Tape-Recording Open Meetings

Any person in attendance at a Board meeting may record any or all of the open meeting by use of a tape recorder, video camera or any other means of aural or visual reproduction. Individuals recording may be required to sit in a designated area of the Board room. The Board does have the authority to establish reasonable rules to maintain order.

Closed Meetings

The Board may conduct a closed meeting as permitted by Section 552 of the Government Code:

- Private consultation with the District's attorney.
- Deliberation regarding the purchase, exchange, lease, or value of real property.
- Deliberation of negotiation contract for prospective gift or donation to the District.
- Deliberation pertaining to the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee.
- Deliberation in a case in which a complaint or charge is brought against a District employee by another employee.
- Deliberation of a case involving discipline of a public-school child.
- Deliberation of a matter regarding a student if personally identifiable information about the student will be revealed.
- Deliberation of a public insurance, health, or retirement plan regarding the medical or psychiatric records of an individual applicant for a benefit from a plan.
- Deliberation of the deployment (or specific occasions for implementation) of security personnel or

devices or regarding a security audit.

- Discussion or adoption of individual assessment instruments or assessment instrument terms.
- Deliberation of information considered confidential under Government Code Sections 418.175-418.182 relating to Homeland Security.
- Deliberation regarding commercial or financial information received from a business prospect that the Board seeks to have locate, stay or expand in or near the District and with which the Board is conducting economic development negotiations or the offer of a financial or other incentive to such a business prospect.

Procedure for Closed Meetings

Before going to a closed meeting, at least a quorum of the Board must convene in an open meeting for which proper notice must be given. The Board must reconvene in an open meeting at the conclusion of a closed meeting prior to adjournment. (BE)

A final action, decision, or vote on a matter deliberated in a closed meeting will be made only in an open meeting for which proper notice has been given. (BE)

Certified Agenda or Tape Recording of Closed Sessions

The Board will either keep a certified agenda or make a tape recording of the proceedings of each closed meeting, except for private consultation with the District's attorney in accordance with Board Policy BE.

Closed meetings may not be recorded by an individual trustee against the wishes of a majority of the Board. No Board member shall participate in a closed meeting knowing that neither a certified agenda nor tape recording of the closed meeting is being made. (BEC) No individual, corporation or partnership shall, without lawful authority, disclose to a member of the public the certified agenda or tape recording of a meeting that was lawfully closed to the public. Certified agendas or tape recordings of closed meetings will be retained for at least two years after the date of the meeting or until the conclusion of litigation.

Public Access to Certified Agenda/Tape Recordings

A certified agenda or tape recording of a closed meeting is available for public inspection and copying only under a court order issued as a result of litigation involving an alleged violation of the Open Meetings Act. (BEC)

Prohibitions

No Board member shall knowingly call or aid in calling or organizing a closed meeting, close a regular meeting, or participate in a closed meeting that is not permitted under the Open Meetings Act. (BEC)

Board Policies

Beaumont ISD is guided by Board-approved and adopted policies that are easily accessible to district employees, parents, students, and community residents. The Texas Association of School Boards (TASB) Board Policy Service recommends local policy updates for the Board's consideration.

Legally referenced policies require the Board's approval only. Proposed local policies or amendments introduced and recommended to the Board at the Agenda Review workshop may be adopted at the next regularly scheduled Board meeting. Emergency adoption may occur in one meeting if special circumstances demand an immediate response.

Local policies become effective upon Board adoption or at a future date designated by the Board at the time of adoption.

Planning and Decision-Making

The Board must ensure that a District Improvement Plan and Campus Improvement Plans are developed, reviewed and revised annually for the purpose of improving the performance of all students. The Board shall annually approve District and campus performance objectives and shall ensure that the District and campus plans:

1. Are mutually supportive to accomplish the identified objectives; and
2. At a minimum, support the state goals and objectives under Education Code Chapter 4.

Beaumont ISD must have a District Improvement Plan that is developed, evaluated and revised annually, in accordance with District policy.

The purpose of the District Improvement Plan is to guide District and campus staff in the improvement of student performance for all student groups in order to attain or exceed state standards in respect to student achievement indicators.

Evaluation

At least every two years, the District must evaluate the effectiveness of the District's decision-making and planning policies, procedures, and staff development activities related to District- and campus-level decision-making and planning to ensure that they are effectively structured to positively impact student performance.

Planning and Decision-Making Process

The Board is required to adopt a policy to establish a District-and campus-level and decision-making process that will involve the professional staff of the District, parents and community members in establishing and reviewing the District's and campus' educational plans, goals, performance objectives and major classroom instructional programs.

Board Member Rights/Responsibilities

Access to Records

Individual Beaumont ISD Board members, acting in their official capacity, have access to any records pertaining to District fiscal affairs, business transactions, governance, and personnel, including existing reports and internal correspondence that properly may be withheld from members of the general public in accordance with Texas Public Information Act. (BBE)

Individual Board members have access to personally identifiable student records that properly may be withheld from members of all the general public only in accordance with Board Policy FL.

Individual Board members are encouraged to seek access to or copies of records through the Superintendent or designee. The designee is required to inform the Superintendent of the records provided. (BBE)

Board members, who do request and gain access to confidential records, have a responsibility to maintain confidentiality.

Request for Reports/Information

Individual Board members shall not direct or require District employees to prepare reports derived from an analysis of information in existing records or to create a new report compiled from information in existing records.

Board members must go through the Board President to request reports or information that may not be readily available. At least three Board members, one to include the Board President, must agree that the report or information will have significant value in their ability to make informed decisions. No report or information will be requested without this level of support from the Board as a whole.

Conflict of Interest

Board Policy BBFA provides guidance to Board members in areas that may be construed as being a conflict of interest and when disclosure statements are necessary. It is critical that every member of the Board of Trustees be familiar with their legal requirements.

Media Relations

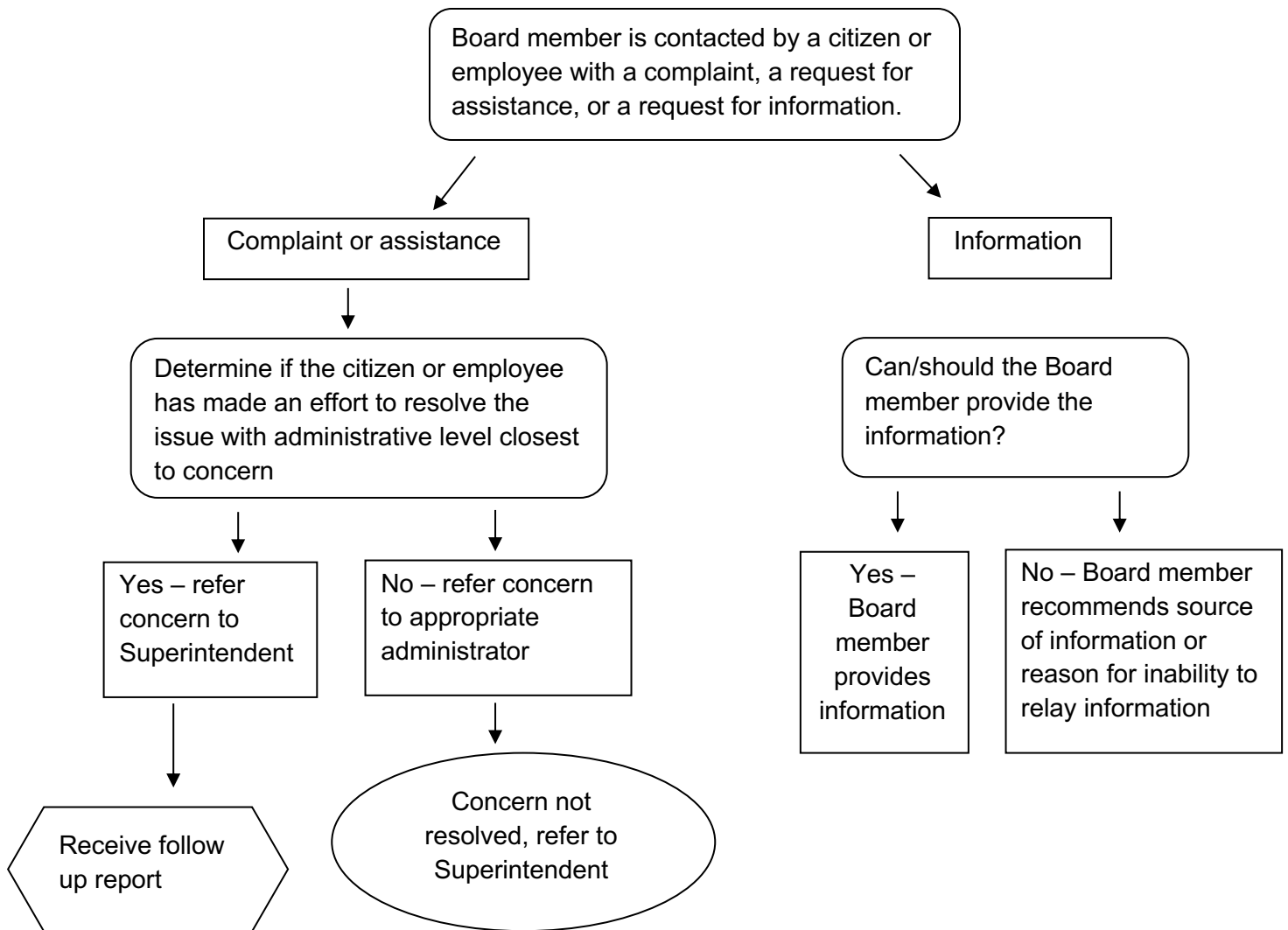
The Board President and/or Superintendent will represent the district with the media. The Board President may designate other Board members to meet with the media for particular issues. The Superintendent may designate other Cabinet members to meet with the media for particular issues.

Evaluation of the Superintendent

The Board will appraise the Superintendent annually using either the Commissioner's recommended appraisal process (available through Region 5) or a process and criteria developed by the District (See also BJA)

Referring Complaints

If citizens bring concerns or complaints to an individual Board member, he or she should refer them to appropriate District personnel for resolution. The Board member should inform the patron that procedures are in place for dealing with complaints of all types. In general, campus- level complaints should be addressed first with the teacher (if the problem pertains to a classroom situation) and then with ***the appropriate campus administrator. See diagram below.***



The Board of Trustees encourages input; however, anonymous communications will not receive Board attention (unless it is a matter of student/school safety). Signed letters regarding a concern or complaint, received by a member of the Board, should be forwarded to the Superintendent's office for appropriate follow-up and/or response as soon as possible. ***For more detailed information regarding complaint procedures, refer to the appropriate Board Policy as follows:***

Open Meetings: BE Complaints against peace officers: CKE Employee complaints: DGBA
 Instructional materials: EFA Student/parent complaints: FNG Public complaints: GF

Visits to Schools

Individual Board members interested in visiting schools or classrooms shall inform the Superintendent or principal of such visits and make arrangements for visitations through the principals of various schools. Such visits shall be regarded as informal expression of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members shall be made only under Board authorization and with the full knowledge of staff, including the Superintendent, principals, and other administrators. Board members having children enrolled in the District's schools and classrooms shall be entitled to the same rights, privileges and courtesies as all other parents or guardians.

Role of the Internal Audit Department

The purpose of the internal audit department is to provide the Board and superintendent with independent, objective analysis to improve organizational effectiveness.

The Board and superintendent will work collaboratively with the director of internal audit to develop an annual internal audit plan that is not covered under the administration's scheduled activities. The primary focus of the internal audit plan will be to analyze risk management and evaluate internal controls on behalf of the Board to avoid impropriety of governance, in order to protect and improve the district.



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.F.2.**

Agenda Item Title: Approve Budget Amendments

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s):

Executive Summary:

Recommendation: Approve budget amendment GF-5 and accept amendments SR-13, SR-14 and SR-15.

Budget Impact* (if applicable):

Funding Source (if applicable):

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements):

Policy Reference (if applicable, list policy/regulation):

Legal Review (if necessary, list attorney and firm):



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date

Explanations of November Budget Amendments

General Fund GF-5

- Transfer \$5,000 from staff development travel to school leadership travel – Beaumont United HS (014).
- Transfer \$500 from staff development travel to instructional general supplies – Charlton-Pollard ES (130).
- Transfer \$2,422 from instructional general supplies to school leadership fixed assets – Martin ES (128).
- Transfer \$150,000 from maintenance furniture & equipment to facility acquisition & construction building improvements – Maintenance Dept (819).
- Transfer \$21,000 from guidance & counseling non exempt salaries to school leadership salaries for repurposing PCN – Odom Academy (047).
- Transfer a total of \$98,100 from instructional exempt salaries to instructional leadership salaries for repurposing (2) PCNs – Curriculum Dept (801).

SF-13

- Fund 263 Reclass line items to cover Travel For Bilingual ESL Department.

SF-14

- Fund 211 Reclass line items to cover Extra Duty Assignments.& also Reclass FA line items.

SF-15

- Fund 224 Reclass line items to cover expenses for FA purchases.

2020-2021 BUDGET AMENDMENT NUMBER GF- 5

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
199.13.6411.01.014.11.000	7,500	(5,000)	2,500
199.23.6411.01.014.99.000	-	5,000	5,000
199.13.6411.01.130.99.000	1,022	(500)	522
199.11.6399.01.130.11.811	150	500	650
199.11.6395.04.128.30.000	19,000	(2,422)	16,578
199.23.6395.01.128.99.000	-	2,422	2,422
199.51.6639.80.819.99.000	348,975	(150,000)	198,975
199.81.6629.80.819.99.608	403,719	150,000	553,719
199.31.6129.90.047.99.000	43,812	(21,000)	22,812
199.23.6129.90.047.99.000	50,915	21,000	71,915
199.11.6119.90.008.11.000	3,825,680	(49,600)	3,776,080
199.11.6119.90.014.11.000	4,195,307	(48,500)	4,146,807
199.21.6119.90.801.99.000	907,314	98,100	1,005,414
 Total Expenditures		<u>-</u>	
 Net Change in the General Fund Budget		<u>-</u>	
<hr/> <hr/>			
2020-2021 BUDGET CHANGE			
Total Revenues/Other Sources	170,631,485		170,631,485
Total Expenditures	<u>181,299,369</u>		<u>181,299,369</u>
 2020-2021 Adjusted	(10,667,884)	-	(10,667,884)

2020-2021 BUDGET AMENDMENT NUMBER SR -13

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
<u>Curriculum Development</u>			
263.13.6411.00.809.25.000	5,000	(2,000)	3,000
<u>Instructional Administration</u>			
263.21.6411.00.809.25.000	-	2,000	2,000
 Total Expenditures		<u>-</u>	
 Net (Increase) Title III Part A LEP		-	

2020-2021 BUDGET CHANGE

Total Revenues/Other Sources	260,009		260,009
Total Expenditures	<u>260,009</u>		<u>260,009</u>
 2020-2021 Adjusted	-	-	-

2020-2021 BUDGET AMENDMENT NUMBER SR -14

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
Instruction			
211.11.6117.00.125.30.301	-	16,480	16,480
211.11.6141.00.125.30.301		276	
211.11.6143.00.125.30.301		277	
211.11.6146.00.125.30.301		1,967	
211.11.6126.00.014.30.000	35,000	(27,000)	
Instructional Administration			
211.21.6119.00.125.30.000	45,812	(19,000)	26,812
211.23.6395.00.014.30.000		27,000	
Total Expenditures		<u>-</u>	
Net (Increase) Titl I Part A		-	

2020-2021 BUDGET CHANGE

Total Revenues/Other Sources	8,676,801		8,676,801
Total Expenditures	<u>8,676,801</u>		8,676,801
2020-2021 Adjusted	-	-	-

2020-2021 BUDGET AMENDMENT NUMBER SR -15

	<u>Current Budget</u>	<u>Change</u>	<u>Amended Budget</u>
<u>Expenditures</u>			
	<u>Instruction</u>		
224.11.6395.00.814.23.000	-	(10,000)	(10,000)
	<u>Instructional Administration</u>		
224.21.6395.00.814.23.000	-	10,000	10,000
Total Expenditures		<u>-</u>	
<hr/>			
Net (Increase) IDEA B FORMULA		-	
<hr/>			
2020-2021 BUDGET CHANGE			
Total Revenues/Other Sources	3,661,314		3,661,314
Total Expenditures	<u>3,661,314</u>		<u>3,661,314</u>
2020-2021 Adjusted	-	-	-



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.F.3**

Agenda Item Title: Approve Purchases over \$50,000

Cabinet Level Presenter(s): Cheryl Hernandez

Additional Presenter(s): Tony Aguilar

Executive Summary: The attached list reflects the purchases over \$50,000.

Recommendation: Approve purchases in the amounts shown on attached list.

Budget Impact* (if applicable): General Fund - \$ 145,360.00

Funding Source (if applicable): General Fund

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): Ch. 44.031

Policy Reference (if applicable, list policy/regulation): CH (LOCAL)

Legal Review (if necessary, list attorney and firm): N/A



Cabinet Level Presenter's Signature



Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



General Fund

Vendor	Department	Description/Justification of Purchase	Contract #	Cost
Associated Mechanical Services Inc.	Maintenance	Replace 280 Ton Chiller	Region V #20202002	\$145,360.00
Total				\$145,360.00

QUOTE ANALYSIS FORM

Form version 7.23.2019



INSTRUCTIONS FOR COMPLETION:

- 1) Vendor quotes must be in writing (i.e. Vendor Quotation form; Vendor email; Internet Quote, etc.).
- 2) All awards should be made to the vendor whose proposal offers the "best value" to Beaumont ISD.
- 3) Awards based on "best value" may consider various factors, including but not limited to:
 - (a) Price / Total Cost of Ownership, (b) Quality, (c) Availability, (d) Vendor/Product Reputation, (e) Vendor's Ability to Meet District Needs, (f) Client References, (g) Past Experience with Beaumont ISD, and/or (h) any other relevant factor that ensures best value to the District.
- 4) Upon consideration of all factors, if all quotes meet District needs, the award should be made to the lowest bidder.

Quote Analysis Summary			
All awards should be made based on "Best Value" to the District. Please write a short summary below of why the vendor was chosen or denied.			
Vendor Name:	Associated Mechanical Services, Inc	Quote Total: \$ 145,360.00	
Summary: Demo and remove (1) 280 ton chiller that is dilapidated and replace with a new chiller at South Park campus.			
Vendor Name:	Mechanical Specialty Systems, LLC	Quote Total: \$ 158,000.00	
Summary: Demo and remove (1) 280 ton chiller that is dilapidated and replace with a new chiller at South Park campus.			
Vendor Name:	Air Services Unlimited	Quote Total: \$ 163,765.00	
Summary: Demo and remove (1) 280 ton chiller that is dilapidated and replace with a new chiller at South Park campus.			

Vendor Selected: Associated Mechanical Services, Inc.

Selection Justification: The vendor is able to supply the equipment and labor at a lower cost than the other 2 vendors. The vendor is a local company with great professionalism and craftsmanship. They have a very good working relationship with the District.

Name of Person Completing this Form: Tony Aguilar, Jr

Signature:

NOTE: THE COMPLETED & SIGNED TABULATION FORM AND COPIES OF ALL QUOTES MUST BE ATTACHED TO THE REQUISITION.



November 3, 2020

Beaumont ISD
3395 Harrison
Beaumont, Texas

Region 5# 20202002

Attn: Mark McClelland

Re: South Park Chiller Replacement

Dear Mark,
Associated Mechanical Services, Inc. is pleased to quote the following,

A. Provide labor and materials to replace (1) 280 ton chiller with new chiller

\$145,360.00

****Chiller has 11-12 week delivery****

Thanks for the opportunity to work with you on this project. If you should have any questions please feel free to contact me at any time.

Sincerely,
John P. Weber
President
Operations Manager

Houston • Austin • Nederland

P.O. Box 1818 • NEDERLAND, TEXAS 77627-1818 • OFFICE: (409) 721-5050 • FAX: (409) 721-5055
Regulated by the Texas Department of Licensing and Regulation • P.O. Box 12157 • Austin, TX 78711 • (800) 803-9202



Board Exhibit Cover Sheet

Meeting Date: November 17, 2020

Agenda Item/Exhibit Number: **II.F.4.**

Agenda Item Title: Adopt House Bill 3 Yearly Targets, Closing the Gap Student Group Yearly Targets, Performance Objectives, and Monitoring Calendar

Cabinet Level Presenter(s): Dr. Anita Frank

Additional Presenter(s):

Executive Summary: House Bill 3 requires school boards to work collaboratively with the superintendent to set five-year district goals on STAAR for 3rd grade math and reading and CCMR for graduates. These five-year district goals must contain yearly targets and targets for each student group identified under the closing the gaps domain. Progress measures that are predictive of the district's goals must also be developed. A monitoring calendar is also created that outlines when each progress measure and goal result will be reported to the board.

Recommendation: The recommendation is that the Board adopts the House Bill 3 Yearly Targets, Closing the Gap Student Group Yearly Targets, Performance Objectives, and Monitoring Calendar.

Budget Impact* (if applicable): N/A

Funding Source (if applicable): N/A

Compliance with Purchasing Guidelines (list applicable guidelines, including grant requirements): N/A

Policy Reference (if applicable, list policy/regulation): N/A

Legal Review (if necessary, list attorney and firm): N/A

Anita Frank

Cabinet Level Presenter's Signature

11/11/2020

Date

*CFO Signature (required if there is a budget impact)

Date

General Counsel's Signature

Date



**Beaumont Independent School District
Strategic Plan 2020 - 2024
Goals and Performance Objectives**

Early Literacy Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 25% to 55% by June 2024.

Early Childhood Literacy Board Outcome Goal													
The percent of 3 rd grade students that score meets grade level or above on STAAR Reading will increase from 25% to 55% by June 2024.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
25%	30%			37%			46%			55%			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian N/A	Asian	Pacific Islander N/A	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	17%	31%	53%	*	56%	*	23%	25%	21%	10%	27%	26%	24%
2021	20%	36%	58%	*	61%	*	28%	30%	26%	15%	35%	31%	29%
2022	27%	43%	65%	*	68%	*	35%	37%	33%	22%	42%	38%	36%
2023	36%	52%	74%	*	76%	*	44%	46%	42%	31%	49%	47%	45%
2024	45%	61%	83%	*	85%	*	53%	55%	51%	40%	57%	56%	54%

Early Literacy Performance Objectives:

- **Performance Objective 1:** The percent of PreK students meeting grade level criterion on the CIRCLE assessment in Reading will increase from 55% in October 2020 to 73% by May 2024.
- **Performance Objective 2:** The percent of K students meeting grade level criterion on the mCLASS assessment in Reading will increase from XX% in January 2021 to XX% by May 2024. *(This assessment is new and will not be given until January 2021)*
- **Performance Objective 3:** The percent of 1st grade students meeting grade level criterion on the mCLASS assessment will increase from 22% in October 2020 to 40% by May 2024.
- **Performance Objective 4 :** The percent of 2nd grade students meeting grade level criterion on the mCLASS assessment will increase from 35% in October 2020 to 53% by May 2024

Early Math Goal: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 22% to 50% by June 2024.

Early Childhood Math Board Outcome Goal													
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 22% to 50% by June 2024.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
22%	27%			34%			42%			50%			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian N/A	Asian	Pacific Islander N/A	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	15%	26%	44%	*	62%	*	13%	25%	19%	14%	24%	22%	21%
2021	20%	31%	49%	*	67%	*	18%	30%	24%	19%	29%	27%	26%
2022	27%	38%	56%	*	74%	*	25%	37%	31%	26%	36%	34%	33%
2023	35%	46%	64%	*	82%	*	33%	45%	39%	34%	44%	42%	41%
2024	43%	54%	72%	*	90%	*	41%	53%	47%	42%	52%	50%	49%

Early Math Performance Objectives:

- Performance Objective 1: The percent of PreK students meeting grade level criterion on the CIRCLE assessment in math will increase from 74% in October 2020 to 92% by June 2024.
- Performance Objective 2: The percent of K students meeting grade level criterion on the district Math assessment will increase from 51% in September 2020 to 69% by May 2024.
- Performance Objective 3: The percent of 1st grade students meeting grade level criterion on the district Math assessment will increase from 30% in September 2020 to 48% by May 2024.
- Performance Objective 4: The percent of 2nd grade students meeting grade level criterion on the district Math assessment will increase from 32% in September 2020 to 50% by May 2024.

College, Career, and Military Readiness Goal: The percentage of graduates that meet the criteria for CCMR will increase from 45.3% to 70% by August 2024.

CCMR Board Outcome Goal													
The percentage of graduates that meet the criteria for CCMR will increase from 45.3% to 70% by August 2024.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
45%	48%			54%			60%			70%			
Data Collection Year = 2019	Data Collection Year = 2020			Data Collection Year = 2021			Data Collection Year = 2022			Data Collection Year = 2023			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	38%	48%	58%	*	77%	*	60%	31%	40%	*	36%	*	*
2021	41%	51%	61%	*	80%	*	63%	34%	43%	*	39%	*	*
2022	47%	57%	67%	*	86%	*	69%	40%	49%	*	45%	*	*
2023	53%	63%	73%	*	92%	*	75%	46%	55%	*	51%	*	*
2024	63%	73%	83%	*	100%	*	85%	56%	65%	*	61%	*	*

College, Career, and Military Readiness Performance Objectives:

- Performance Objective 1: The percent of CCMR students that meet TSI criteria for Math and English Language Arts will increase from 25% to 35% by August 2024.
- Performance Objective 2: The percent of CCMR students that complete dual credit classes will increase from 12% to 20% by August 2024.
- Performance Objective 3: The percent of CCMR students that complete an industry-based certification will increase from 0% to 20% by August 2024.

School Board Monitoring Calendar

Month	Goal / Progress Measure
August	EL Goal, EM Goal, CCMR Goal, SGS Goals (STAAR Data, TAPR, TSDS Summer Submission)
September	CCMR Goal - GPM 2 & 3 (Dual Credit, Industry Based Certification)
October	
November	EL Goal - GPM 1, 3, 4 (mCLASS); EM Goal - GPM 1, 2, 3, 4 (district assessment, CIRCLE) CCMR Goal - GPM 1 & 3 (TSI, Industry Based Certification) SGS Goal - (9 week assessment data)
December	
January	EM Goal - GPM 1, 2, 3, 4 (district assessment, CIRCLE)
February	EL Goal - GPM 1, 2, 3, 4 (mCLASS) CCMR Goal - GPM 1 & 3 (Dual Credit, Industry Based Certification)
March	
April	EM Goal - GPM 2, 3, 4 (district assessment) SGS Goal
May	
June	EL Goal - GPM 1, 2, 3, 4 (mCLASS); EM Goal - GPM 1, 2, 3, 4 (district assessment, CIRCLE)
July	