

**Era ISD**  
*Home of the Hornets*

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**Agenda ~ Regular Board Meeting**  
**Monday, September 20, 2021 ~ 6:00 PM**  
**EISD Board Room, 108 Hargrove Street, Era, TX 76238**

*The subjects to be discussed or considered, or upon which any formal action may be taken, are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.*

*If during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board would conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Gov't Code, Chapter 551, Subchapters D and E, or Government Code 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)].*

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**I. Call to Order / Roll Call**

**II. Opening Ceremony**

**III. Public Forum / Comments to the Board**

A. Concerning items not on the Agenda

B. Concerning items on the Agenda

**IV. Closed Session Pursuant to Texas Government Code Section:**

Pursuant to §551.0821 Personally identifiable information about public school student.

A. Conduct Level 3 Grievance Hearing.

**V. Reconvene to Open Session.**

A. Consider and take action on the Level 3 grievance.

**VI. Public Hearing**

**VII. Consent Agenda**

A. Approve minutes of previous meetings

3

B. Approve Financial Reports

1. Cash Flow & Investment Reports

7

2. Check Register

3. Fund financial statements

4. Consider acceptance of donations

**VIII. New Business**

A. Superintendent's Report

1. District Construction/Maintenance Issues

2. Superintendent and Board Training

B. Consider Approval of Revision to Era ISD Strategic Plan 2021-2026

8

C. Era ISD Balanced Scorecard Goal Progress Monitoring: Pillar III: Stakeholder Engagement and Satisfaction

9

D. Consider Budget Amendments

E. Consider Authorized District representatives for all financial accounts at District Depositories

F. Student Issues

G. Personnel

1. Resignations / New Employment

1

**IX. Closed Session Pursuant to Sections 551.074 through 551.084 of the Texas Government Code**  
**X. Adjourn**

The notice for this meeting was posted in compliance with the Texas Open Meetings Act at the Era ISD Administration Office and on the web at [www.eraisd.net](http://www.eraisd.net) on Friday, September 17, 2021 at 4:00 pm.

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Dr. Shannon Luis, Superintendent



ERA ISD  
BOARD OF TRUSTEES ~ REGULAR MEETING  
MONDAY, AUGUST 16, 2021  
MINUTES

**I. Call to Order / Roll Call**

Members Present: Adrian Anderle, K.D. Weaver, Chad Greer, Jennifer Hunter, Todd Reiter, Jeff Brown, James Eaton  
Administrative staff present: Dr. Shannon Luis, Superintendent, Suzette Henderson, Courtney Stevens, Matt Brennan

**II. Opening Ceremony**

A. Introduction of new EISD Staff for 2021-2022

**III. Public Forum / Comments to the Board**

- A. Concerning items not on the Agenda
- B. Concerning items on the Agenda

**IV. Public Hearing**

A. Discuss Proposed 2021-2022 M&O and I&S Tax Rates

**V. Consent Agenda**

I move that the Board approve the items in the consent agenda as presented. This motion, made by K.D. Weaver and seconded by James Eaton, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

A. Approve minutes of previous meetings

B. Approve Financial Reports

- 1. Cash Flow & Investment Reports
- 2. Check Register
- 3. Fund financial statements
- 4. Consider acceptance of donations

**VI. New Business**

A. Superintendent's Report

- 1. District Construction/Maintenance Update
- 2. Superintendent and Board Training

B. Consider Era ISD Strategic Plan Balanced Scorecard 2021-2026

I move that the Board approve the Era ISD Strategic Plan Balanced Scorecard 2021-2026, as presented. This motion, made by James Eaton and seconded by Chad Greer, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

C. Consider revisions to Board policy AE(LOCAL)

I move that the Board approve the revised policy AE(LOCAL), as presented. This motion, made by Chad Greer and seconded by Todd Reiter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea



D. Consider approval of the 2021-2022 Texas Teachers Evaluation and Support System T-TESS) Appraisers

I move that the Board approve the list of 2021-2022 Era ISD T-TESS appraisers, as presented. This motion, made by Todd Reiter and seconded by Jennifer Hunter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

E. Era Education Foundation Formation Agreement Proposal - Informational Only

F. Consider Memorandum Of Understanding between Era ISD and National Institute for Excellence in Teaching (NIET)

I move that the Board approve the MOU with NIET, as presented. This motion, made by Jennifer Hunter and seconded by Adrian Anderle, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

G. 2021-2022 Employee Handbook

H. 2021-2022 Student Handbook

I. Consider Interlocal Agreement for the Provision of Pediatric and Adolescent Behavioral Health Services

I move that the Board approve the Interlocal Agreement for the Provision of Pediatric and Adolescent Behavioral Health Services, as presented. This motion, made by Adrian Anderle and seconded by K.D. Weaver, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

J. Consider Ordinance to set the M&O Tax Rate for 2021-2022

Motion to adopt a tax rate of \$0.8720 for maintenance and operations for 2021-2022 according to Ordinance 081621-1. This motion, made by K.D. Weaver and seconded by James Eaton, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

K. Consider Ordinance to set the I&S Tax Rate for 2021-2022

Motion to adopt a tax rate of \$0.17 for interest and sinking for 2021-2022 according to Ordinance 081621-2. This motion, made by James Eaton and seconded by Chad Greer, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

L. Discussion regarding ESSER II funding as a one-time windfall through the 2022-2023 school year

M. Report: District Utility Usage Summary

N. Consider 2021-22 school breakfast and lunch prices

I move that the Board approve the school breakfast and lunch prices for 2021-22 as presented. This motion, made by Chad Greer and seconded by Todd Reiter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea



O. Consider TASB Policy Update 117 affecting the following (LOCAL) Policies (*Second Reading*):

I move that the Board add, revise, or delete (LOCAL) policies as recommended by TASB Policy Service for Policy Manual Update 117, as presented. This motion, made by Todd Reiter and seconded by Jennifer Hunter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

1. CH(LOCAL): PURCHASING AND ACQUISITION
2. CV(LOCAL): FACILITIES CONSTRUCTION
3. DEC(LOCAL): COMPENSATION AND BENEFITS - LEAVES AND ABSENCES

P. Consider Resolution #081621-1 regarding the Annual Review of the District's Investment Policy CDA(LOCAL) and Strategies

Motion to approve Resolution #081621-1 regarding the Annual Review of the District's Investment Policy CDA(LOCAL) and Strategies, as presented. This motion, made by Jennifer Hunter and seconded by Adrian Anderle, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

Q. Consider Resolution for Extracurricular Status of Cooke County Texas 4-H Organization

I move that the Board approve the Resolution for Extracurricular Status of Cooke County Texas 4-H Organization, as presented. This motion, made by Adrian Anderle and seconded by K.D. Weaver, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

R. Consider Adjunct Faculty Request for the Cooke County Texas 4-H Organization

I move that the Board approve the Adjunct Faculty Request for the Cooke County Texas 4-H Organization, as presented. This motion, made by K.D. Weaver and seconded by James Eaton, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

S. Consider Student Code of Conduct for 2021-2022

Motion to approve the 2021-2022 Student Code of Conduct, as presented. This motion, made by James Eaton and seconded by Chad Greer, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

T. Consider endorsement of candidacy for the Region 11, Position D Director on the TASB Board of Directors.

Motion to endorse the candidacy of \_\_Corinne French\_\_, nominated to fill a position on the TASB Board of Directors for Region 11. This motion, made by James Eaton and seconded by Chad Greer, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

U. 2021-22 Era ISD Compensation Plans-stipend revision

Approve the revised stipend schedule for 2021-22 as presented. This motion, made by Todd Reiter and seconded by Jennifer Hunter, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea



V. Consider Budget Amendments

W. Student Issues

X. Personnel

1. Resignations / New Employment


I move that the Board approve a 10-month probationary contract for Carolyn Kasdorf as the Executive Director of Business Services. This motion, made by Jennifer Hunter and seconded by Adrian Anderle, Passed.

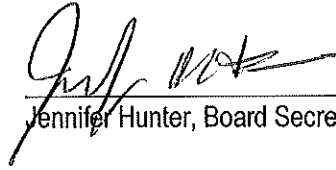
Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

VII. Adjourn

Motion to adjourn at 7:20 p.m. This motion, made by K.D. Weaver and seconded by James Eaton, Passed.

Adrian Anderle: Yea, Jeff Brown: Yea, James Eaton: Yea, Chad Greer: Yea, Jennifer Hunter: Yea, Todd Reiter: Yea, K.D. Weaver: Yea

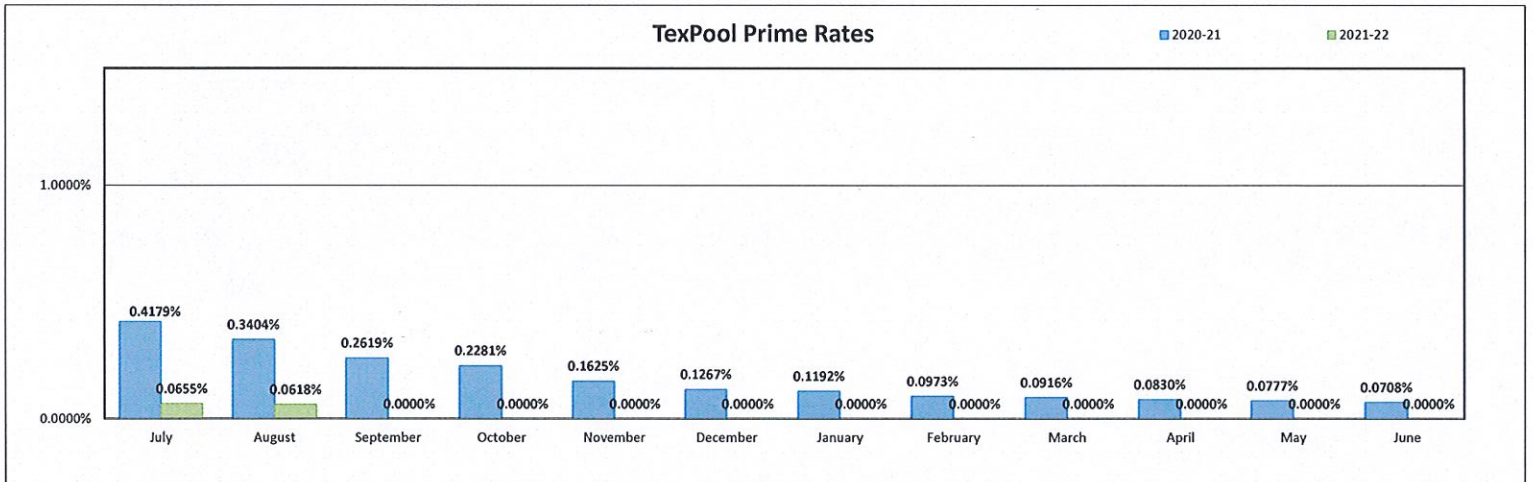
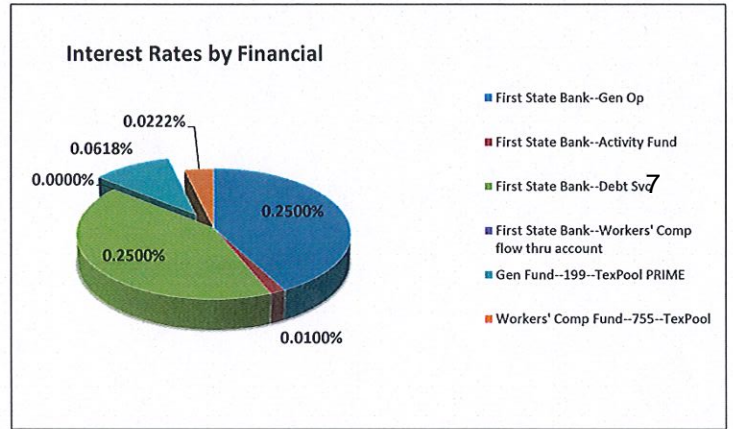
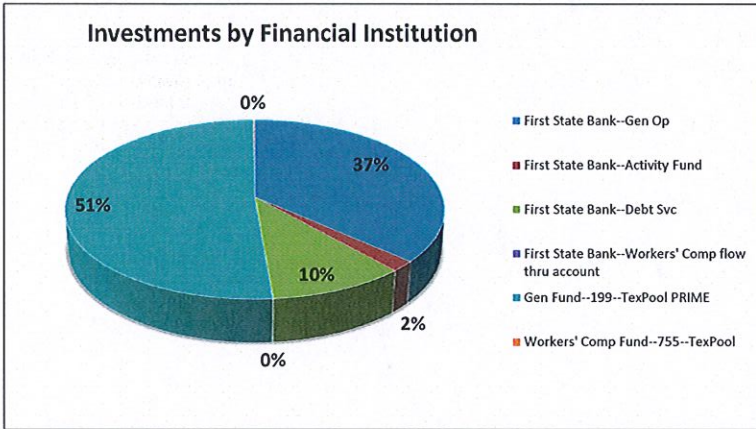
 \_\_\_\_\_ 9-20-21  
Jeff Brown, Board President                      Date

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Jennifer Hunter, Board Secretary                      Date

**ERA ISD  
GENERAL OPERATING & INVESTMENT REPORT**

August 31, 2021

	Beginning Balance 8-1-2021	Interest Rate	Investment Days	Investment Withdrawal	Investment Deposit	Interest Accrued for Period	Total Interest paid as of 8-31-2021	Investments as of 8-31-2021
<b>Daily Cash Accounts</b>								
First State Bank--Gen Op	671,225.39	0.2500%	31	457,072.33	641,214.39	124.26	251.18	855,491.71
First State Bank--Activity Fund	42,218.83	0.0100%	31	348.85	2,101.03	0.37	0.72	43,971.38
First State Bank--Debt Svc	238,219.38	0.2500%	31	-	1,324.58	50.79	122.56	239,594.75
First State Bank--Workers' Comp flow thru account	6.00	0.0000%	31	125.00	125.00	-	-	6.00
<b>Sub-Total</b>	<b>951,669.60</b>					<b>175.42</b>	<b>374.46</b>	<b>1,139,063.84</b>
<b>Investment Accounts</b>								
Workers' Comp Fund--755--TexPool	4,120.32	0.0222%	31	125.00	-	-	-	3,995.32
Gen Fund--199--TexPool PRIME	1,196,564.69	0.0618%	31	-	-	62.82	129.36	1,196,627.51
<b>Sub-Total</b>	<b>1,200,685.01</b>					<b>62.82</b>	<b>129.36</b>	<b>1,200,622.83</b>
<b>Totals</b>	<b>2,152,354.61</b>					<b>238.24</b>	<b>503.82</b>	<b>2,339,686.67</b>

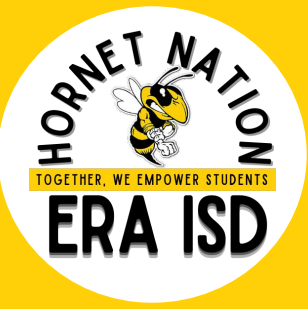


All investments have been made in compliance with board policy (CDA) and the Public Funds Investment Act.

  
 Executive Director of Business Services (Investment Officer) 9/3/2021  
 Date

  
 Superintendent of Schools 9-15-21  
 Date

# ERA ISD STRATEGIC PLAN 2021-2026



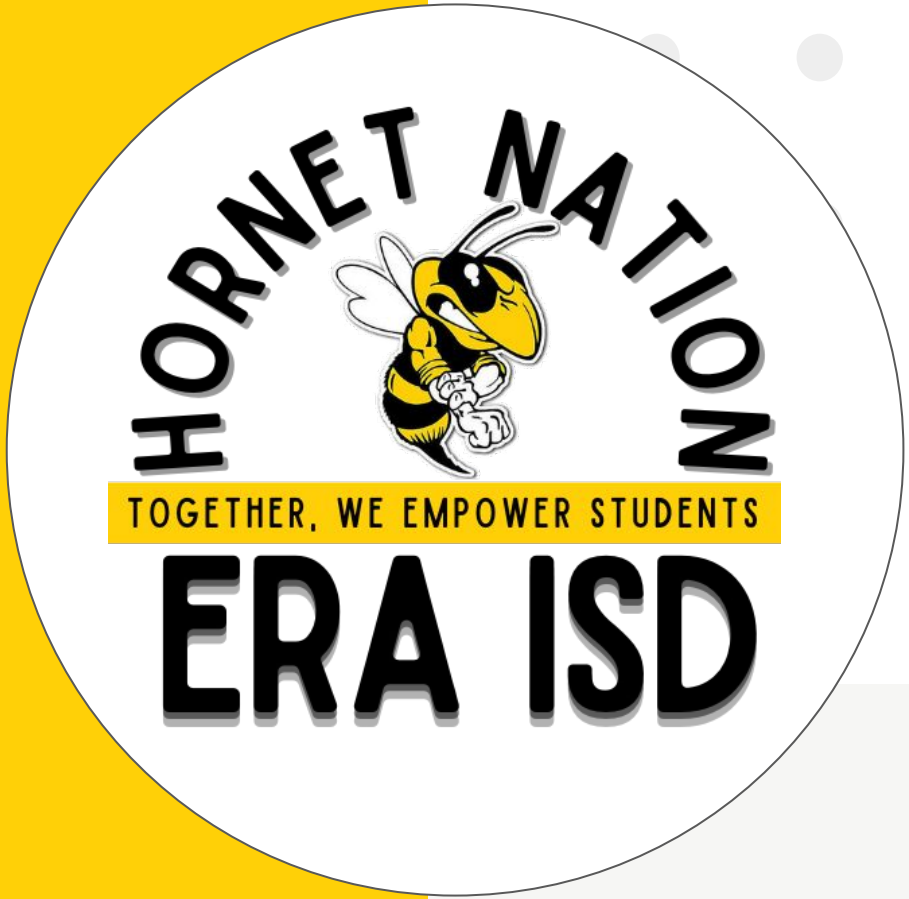
**VISION:**  
Together, We  
Empower  
Students

**MISSION:**  
A Community  
Dedicated to  
Equipping and  
Empowering  
Students for a  
Lifetime of  
Success

## In Era ISD We Believe...

- **Students** are at the center of our work and will be instructed in a way that maintains the flexibility to engage in a variety of programs, and with that freedom, the student shall accept the responsibility of maintaining the integrity of Era ISD.
- **Parents and Families** should be the greatest of advocates for their children, flexible, involved, encouraging, and seek to partner with, and support our teachers as an investment in the future success of our students.
- **Faculty and Staff** are respected role models in our community who challenge themselves and our students to be continual learners in a way that supports them in and out of the classroom to equip our children for success in life.
- **Campus Leaders** are trustworthy, committed and invested in our students and community, and hold themselves and others accountable in a way that inspires and empowers.
- **The Superintendent and Central Office Staff** are servant leaders who demonstrate integrity, transparency, and open communication in a way that values diversity and directs resources towards the overall mission while maintaining accountability to all stakeholders.
- **The School Board** members are trusted leaders with integrity who are actively involved in the community while providing checks and balances, adherence to the chain of command, strong financial stewardship and always acting in the best interest of Era ISD students.

<b>Pillar I:</b> Student Success	<b>1.1</b> Every Student Grows Every Year <b>1.2</b> Annually Increase the Percentage of Students Who Are College and/or Career and/or Military Ready <b>1.3</b> Increase Student Engagement and Performance in Extracurricular and Co-Curricular
<b>Pillar II:</b> Faculty and Staff Recruitment, Retention and Capacity-Building	<b>2.1</b> Annually increase faculty and staff satisfaction <b>2.2</b> Annually increase faculty and staff engagement <b>2.3</b> Professional development plans are developed and required for all categories of employees
<b>Pillar III:</b> Stakeholder Engagement and Satisfaction	<b>3.1</b> Annually increase student engagement and satisfaction <b>3.2</b> Annually increase parent engagement and satisfaction <b>3.3</b> Annually increase community engagement and satisfaction
<b>Pillar IV:</b> Effective and Efficient Operations	<b>4.1</b> Ensure strong financial stewardship and clear communication with all stakeholders <b>4.2</b> Development, deployment, and clear communication of coherent facility management process(es) <b>4.3</b> Ensure operational effectiveness and efficiency and clear communication with all stakeholders

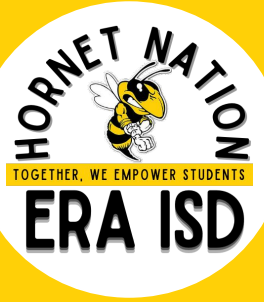


# STRATEGIC PLAN

9

**Balanced Scorecard**

ERA ISD 2021-2026



## VISION:

Together, We  
Empower  
Students

## MISSION:

A Community  
Dedicated to  
Equipping and  
Empowering  
Students for a  
Lifetime of  
Success

# IN ERA ISD WE BELIEVE...

- **Students** are at the center of our work and will be instructed in a way that maintains the flexibility to engage in a variety of programs, and with that freedom, the student shall accept the responsibility of maintaining the integrity of Era ISD.
- **Parents and Families** should be the greatest of advocates for their children, flexible, involved, encouraging, and seek to partner with, and support our teachers as an investment in the future success of our students.
- **Faculty and Staff** are respected role models in our community who challenge themselves and our students to be continual learners in a way that supports them in and out of the classroom to equip our children for success in life.
- **Campus Leaders** are trustworthy, committed and invested in our students and community, and hold themselves and others accountable in a way that inspires and empowers.
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- **The School Board** members are trusted leaders with integrity who are actively involved in the community while providing checks and balances, adherence to the chain of command, strong financial stewardship and always acting in the best interest of Era ISD students.

# GUIDING PILLARS



**STUDENT  
SUCCESS**



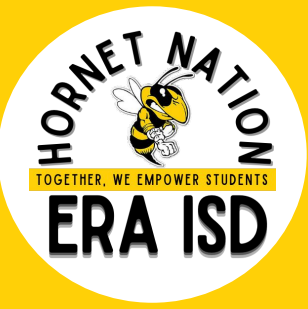
**FACULTY AND  
STAFF  
RECRUITMENT,  
RETENTION AND  
CAPACITY  
BUILDING**



**STAKEHOLDER  
ENGAGEMENT  
AND  
SATISFACTION**



**EFFECTIVE  
AND  
EFFICIENT  
OPERATIONS**



**VISION:**  
Together, We  
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## PILLAR III: STAKEHOLDER ENGAGEMENT AND SATISFACTION

PERFORMANCE OBJECTIVES	KEY STRATEGIC ACTIONS
3.1 Annually increase student engagement and satisfaction	3.1.A. Student engagement and satisfaction survey and follow-up actions
3.2 Annually increase parent engagement and satisfaction	3.2.A. Parent engagement and satisfaction survey and follow-up actions
3.3 Annually increase community engagement and satisfaction	3.3.A. Community engagement and satisfaction survey and follow-up actions

### Sept. 7-Sept. 17:

- In collaboration with Dr. Gibson, a survey was created and disseminated to students, staff, parents, and community members.
- Questions were designed to capture feedback on engagement and satisfaction from each stakeholder group.
- A QR code was created and posted at the football game on Sept. 10th with encouragement during the game to complete the survey.
- A link was sent via text message to all stakeholder groups and time was designated on each campus for students to complete the survey during the week of Sept. 13th.
- Over the next couple of weeks, the leadership team will be digging into the data to determine themes in the responses for what is going well and what we can do to improve.
- This will serve as our baseline set of data. The survey will be distributed again in the spring to provide a post-assessment of our progress in this area.
- As of today, we have 395 responses.