

Called Meeting
Monday, February 7, 2022 6:30 PM

Third Floor Training Room
285 Uptown Blvd.
Cedar Hill, Texas 75104

Agenda

1. CALL TO ORDER
FIRST ORDER OF BUSINESS - Announcement by the Board President whether a quorum is present, and that the notice of the meeting has been duly called, and posted in the time and manner required by the Texas Open Meetings Act, Texas Government Code Chapter 551.
2. CLOSED SESSION
Recess to Executive Session, pursuant to Texas Open Meetings Act, Texas Government Code Section:

551.071) Private consultation with the board's attorney,
551.074) To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee
551.082) Considering discipline of a public school child, or complaint or charge against personnel.

Superintendent Evaluation

If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Section listed above.

The Board will vote on matters in Open Session considered in Closed Session or matters considered if the Board enters into a Closed meeting during the meeting, if applicable.

3. PUBLIC COMMENTS
The Board encourages comments about the District from members of the public. Anyone who has signed up to speak in advance of the meeting in accordance with procedures may do so at this time. Each participant should address the Board from the podium microphone, stating their name and address before speaking. The Board asks that each participant's comments pertain to District business and be no longer than three (3) minutes. Copies of presentations should be made available to all Trustees and the Superintendent.
4. LONE STAR GOVERNANCE
Lone Star Governance (LSG) is a continuous-improvement model for governing teams—boards in collaboration with their superintendents—who choose to focus intensely on only one primary objective: Improving student outcomes. Lone Star Governance accomplishes this intense focus through tailored coaching aligned to the five pillars of the Texas Framework for School Board Development: Vision, Accountability, Structure, Advocacy, and Unity.
4.A. Youth Truth Survey Results

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: February 7, 2022

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: YouthTruth Survey Results

Information

BACKGROUND INFORMATION: YouthTruth is an interactive survey that was administered at the 3rd through 12th grade levels for scholars and at all grade levels for families. The results of the survey have been made available to the District and this presentation will provide an overview of those findings.

RECOMMENDATION: Information only

BOARD ACTION REQUIRED: None

POLICY AUTHORIZATION: None

CONTACT PERSON: Tierney Tinnin, Chief of Communications and Marketing
Alicia Davis, Director of Family and Community Engagement

FUNDING SOURCE: None

ENCLOSURES: None

4.B. LSG Board Quarterly Tracker

5. INFORMATION

These items are presented to the Board for information only. No presentations will be made unless specifically requested by the Board.

5.A. CHISD Calendar 2022-2023

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: February 7, 2022

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: 2022-2023 Calendar Development

Information

BACKGROUND INFORMATION:

The 84th Legislature amended Texas Education Code, §25.081 by striking language requiring 180 days of instruction and replacing this language with a requirement that districts provide at least 75,600 minutes of instruction, including intermissions and recess. The proposed calendar drafts comply with this requirement.

The proposed 2022-2023 calendars were developed with input from the District Leadership, Calendar Committee, and the DEIC with the primary objective of designing a calendar to support teacher development & student learning. They also ensure compliance with the HB 3 provision regarding Reading Academies.

RECOMMENDATION: Information Only

BOARD ACTION REQUIRED: None

POLICY AUTHORIZATION: None

CONTACT PERSON: Shemeka Millner- Williams, Asst. Superintendent of C & I

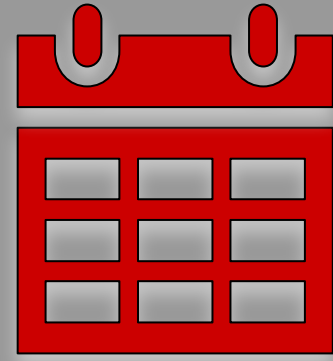
FUNDING SOURCE: None

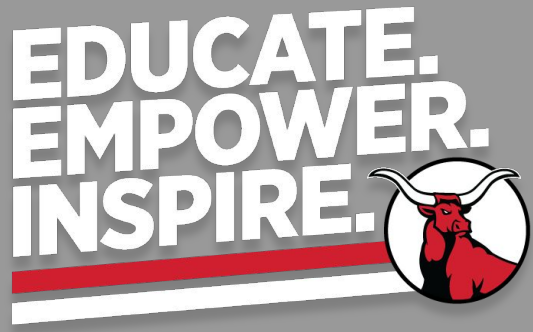
ENCLOSURES: None



2022-2023

Calendar Development





CHISD Calendar TIMELINE



12. 06.21

Calendar
Committee
Meeting

1. Review priorities
2. Discuss current calendar
3. Build a Calendar

12.13.21

Calendar
Committee
internal survey

(narrow options)

2.07.2022

Board Workshop
Presentation &
Feedback

2.08-2.15.22

CHISD
Stakeholder
Calendar Survey

2.22.22

Board
Presentation and
request for
approval





Top 3 Community Priorities

1. Prefer No School Good Friday - 49%
2. First Day of School Mid August - 49%
3. Last Day Before Memorial Day - 59%





Additional Considerations

1

Community
Norms



2

TEA HB3
Reading
Academies



3

TEA HB3
180 day
Funding



4

Graduation



5

Athletics
Band
Drill
Football
Volleyball
Cheer



6

Neighboring
District
Calendars
College
Calendar

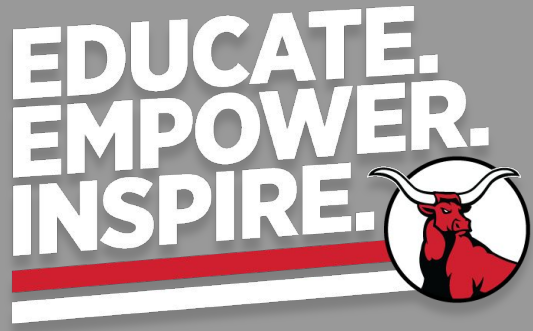




Calendar Requirements

- 75,600 instructional minutes
- Our day is 450 minutes (168 day minimum)
- This year's calendar options offer either 900 minutes (2 days) or 1350 minutes (3 days) over the required minimum.
- 2 inclement weather days
- 187 teacher work days





Calendar Recommendations

- 6 Week Grading Periods
- Two Parent Teacher Conferences
- Embedded Staff Development throughout the year



- The Stakeholder Survey will run from February 8th- 15th .
- Thought Exchange will be utilized to collect feedback.
- Survey Results will be presented with the recommendation for the 2022-2023 CHISD Calendar at the February 22, 2022 Board Meeting.





THANK YOU!



5.B. Policy Update 118

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: February 7, 2022

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: TASB Update 118 - Local Policy

Information

BACKGROUND INFORMATION:

Update 118 mostly covers recommended (LOCAL) policy revisions to address new laws enacted from the 87th Legislature, Regular Session, which ended on May 31, 2021, and changes to TEA's Financial Accountability System Resource Guide.

The 87th Legislature, Second Called Session ended after development of Update 118 began.

CFD(LOCAL) ACCOUNTING - ACTIVITIES FUNDS MANAGEMENT
CQB(LOCAL) TECHNOLOGY RESOURCES - CYBERSECURITY
DFE(LOCAL) TERMINATION OF EMPLOYMENT - RESIGNATION
DP(LOCAL) PERSONNEL POSITIONS
EHAA(LOCAL) BASIC INSTRUCTIONAL PROGRAM - REQUIRED
INSTRUCTION-ALL LEVELS
EHBC(LOCAL) SPECIAL PROGRAMS - COMPENSATORY/ACCELERATED
SERVICES
EIE(LOCAL) ACADEMIC ACHIEVEMENT - RETENTION AND PROMOTION
FDE(LOCAL) ADMISSIONS - SCHOOL SAFETY TRANSFERS
FEA(LOCAL) ATTENDANCE - COMPULSORY ATTENDANCE
FEC(LOCAL) ATTENDANCE - ATTENDANCE FOR CREDIT
FFG(LOCAL) STUDENT WELFARE - CHILD ABUSE AND NEGLECT
FL(LOCAL) STUDENT RECORDS

RECOMMENDATION:

N/A

BOARD ACTION REQUIRED:

N/A

POLICY AUTHORIZATION:

BF(Local) - Board Policies

CONTACT PERSON:

Janine Fields, Chief of Staff

FUNDING SOURCE:

N/A

ENCLOSURES:

CFD(LOCAL), CQB(LOCAL), DFE(LOCAL), DP(LOCAL), EHAA(LOCAL),
EHBC(LOCAL), EIE(LOCAL), FDE(LOCAL), FEA(LOCAL), FEC(LOCAL),
FFG(LOCAL), FL(LOCAL)

5.C. Incentive and Custodial Update

**Cedar Hill Independent School District
BOARD OF TRUSTEES**

Meeting Date: February 7, 2022

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: Financial Incentives and Custodial Update

INFORMATION

BACKGROUND INFORMATION:

The District has implemented financial incentives programs and a new custodial pay system during fiscal year 2021-22. Chief Financial Officer, Gilberto Prado and Dr. Violet Dean, Assistant Superintendent of Human Resources will provide an update to the Board of Trustees.

CONTACT PERSON(S):

Gilberto Prado, Chief Financial Officer
Dr. Violet Dean, Assistant Superintendent of Human Resources

Funding Source:

ESSER III – Fund 282
General Operating – Fund 199

ENCLOSURES:

Attached

5.D. District of Innovation Renewal

Cedar Hill Independent School District BOARD OF TRUSTEES

Meeting Date: February 7, 2022

Presented by: Dr. Gerald Hudson, Superintendent of Schools

Subject: District of Innovation (DOI) Options

INFORMATION

BACKGROUND INFORMATION:

The Cedar Hill ISD Board of Trustees chose to explore possible exemptions of the Texas Education Code (TEC) through the District of Innovation(DOI) process during the 2016-2017 school year. The Board of Trustees unanimously adopted a DOI plan on April 10, 2017. On February 29, 2020 the board voted to amend the DOI exemptions approved in 2017 allowing for more flexibility in providing our scholars with new opportunities to help us achieve our mission of developing confident students with character, knowledge and skills to maximize their potential and excel in any endeavor they pursue.

The five-year plan implemented beginning the 2017-2018 school year, amended on April 10, 2017 will expire at the end of the 2021-2022 school year. The current plan reflects the following:

- A modified calendar addressing the local need of balanced instructional time and additional enrichment and intervention opportunities for students.
- An exemption from the specified rules regarding teacher certification in order to obtain increased flexibility when hiring in specialized areas, specifically CTE.
- An exemption from the specified attendance requirement over location, meth, and times of instruction in order to award course or grade credit.
- An innovative instructional method to expand curriculum offerings to students who demonstrate readiness for school earlier than current statute allows.
- The flexibility to make local decisions about teacher certification to offer innovation in course selections for languages other than English (LOTE) courses as well as hard to fill, high demand dual credit courses.
- The option to issue a probationary contract for a period of up to two years for teachers, nurses, and counselors for better evaluation purposes
- Increased control of the group health benefits plan to allow the District to be responsive to employee and community needs.

Possible additions to the above exemptions for the renewal of the DOI include the following:

1. Filing of Teacher Certification (TEC 21.053) - an exemption that provides flexibility to hire educators regardless of teaching certificate, hard to fill positions, and those with industry expertise by not requiring the certificate be on file in the district.
2. DAEP Requirement of Certified Teachers (TEC 37.9008) - an exemption that allows This exemption would allow CHISD extra flexibility in administration of discipline to students and staffing for DAEP.
3. Student / Teacher Ratios (TEC 25.111) - allows the district to maximize flexibility with class size and gives local control to the district to determine the timing of adding staff.
4. Class Size (TEC 25.112, 25.113) - allows exemptions to the 22:1 ratio allowing the district to set

local caps and determine the timing when adding staff.

5. Suspension Without Pay (TEC 21.104(b) & 21.211(b)) - Allows districts to suspend contract employees without pay if properly addressed in the contract in certain limited areas with procedural safeguards in place. (i.e. actions/incidents where commissioner rulings exist; inappropriate conduct with students/staff)

RECOMMENDATION:

N/A

BOARD ACTION REQUIRED:

N/A

POLICY AUTHORIZATION:

N/A

CONTACT PERSON:

Dr. Violet Dean, Assistant Superintendent of Human Resources

FUNDING SOURCE:

N/A

ENCLOSURES:

None

**Cedar Hill ISD
DISTRICT
OF
INNOVATION**



WHAT IS A “DISTRICT OF INNOVATION”?

Concept passed by the 84
Legislative Session that gives
traditional school districts the
same flexibilities available to
Texas’ open enrollment charter
school

CURRENT DISTRICT OF INNOVATION (DOI) PLAN

1. Instructional Calendar
 - a. Allows district to begin instruction before the fourth Monday in August
2. Teacher Certification (TEC 21.003)
 - a. Allows the district to hire teachers in highly specialized or hard to fill areas (CTE, LOTE, Dual Credit, University professors, instructors with real world/native expertise)
3. Minimum Attendance for Class Credit or Final Grade (TEC 25.092)
 - a. Allows District to issue class credit or a final grade for a class if a student is not in attendance 90 percent of the time that class is offered.



CURRENT DISTRICT OF INNOVATION (DOI) PLAN

4. Kindergarten Start Age (TEC 29.151)
 - a. Allows the district to enroll a Kindergarten student who is not 5 years old by September 1 of the current school year.
5. Probationary Contracts (TEC 21.102)
 - a. New teachers to the district that have been in public education teaching for 5 of 8 years can be placed on a probationary contract up to two years.
6. Uniform Group Coverage Program
 - a. District may procure group insurance that better meets the needs of its employees



NEXT STEPS

1. Website posting

As a DOI, the district must post and maintain a copy of the district's current plan in a prominent location on the district's website for the term of the designation as a DOI. 19 Tex. Admin. Code § 102.1307(f). **The plan proposed for renewal must be posted for 30 days before board approval.**

2. Notifying the commissioner

The deadline for notifying TEA of an innovation plan proposed for renewal is before the board votes to approve the final plan. As a best practice, we will notify TEA of a proposed plan at the same time as the plan is posted on the district's website.

3. Committee approval

The public hearing and vote of the DEIC may occur at the same meeting. To be considered a public hearing, the public must be notified in advance of the date, time, and place of the hearing, and the committee must receive public comment, if any, on the plan proposed for renewal.

The Texas Open Meetings Act (OMA) does not necessarily apply to committee meetings, but many districts have posted notice in accordance with the OMA to ensure adequate notice. After the public opportunity to comment on the plan, the committee may approve a plan proposed for renewal by a majority vote.

4. Board adoption

The board of trustees may then vote to adopt the plan. The vote must pass by a two-thirds affirmative vote of the membership of the board. On adoption of the final plan, the district shall notify the commissioner and provide a list of the exemptions claimed. The district may then function in accordance with the plan and continue to be exempt from the specified provisions.

5. Submission of plan to TEA

No later than the 15th day after the date on which the board adopts a plan, the district needs to provide a copy of the current local innovation plan to TEA. TEA must promptly post the plan on its website. An email attaching the final plan or providing a link to the plan available on a district's website should be sent to the commissioner's inbox.

Process Requirement	Amend	Renew
Board Resolution/Petition signed by majority of District Advisory Committee	No	No
Public Hearing by School Board on whether to develop a plan (TEC §12A.002)	No	No
Final version of the proposed plan has been available on the district's website for at least 30 days	No	Yes
The board of trustees has notified the commissioner of education of the board's intention to vote on adoption of the proposed plan.	No	Yes
The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee members (*meeting must be public for renewal)	Yes	Yes
The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board	Yes	Yes
The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form	Yes	Yes
The district shall ensure that a copy of the local innovation plan is posted on the district's website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.	Yes	Yes
Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website	Yes	Yes

DOI OPTIONS...

1. Filing of Teacher Certification (TEC 21.053)

Requires that an individual's teaching certificate must be filed with the hiring district before the individual's contract is binding and prohibits a district from paying a non-certified individual for teaching or work done prior to the effective date of the issuance of a valid certificate.

An exemption from this provision provides:

- flexibility to hire expert educators regardless of teaching certificate.
- flexibility in hiring "hard to fill" positions
- flexibility to hire those with industry expertise.

DOI OPTIONS...

2. DAEP Requirement of Certified Teachers (TEC 37.9008)

TEC 37.008 requires students who are placed in a Disciplinary Alternative Educational Program (DAEP) to be separate from their regular instructional setting under the supervision of a certified teacher, and not be allowed to be with other students who are not in the program.

This exemption would allow CHISD extra flexibility in administration of discipline to students and staffing for DAEP.

DOI OPTIONS...

3. Student/Teacher Ratios (TEC 25.111)

TEC requires that each district maintain an average ratio of not less than one teacher for each 20 students in average daily attendance. Fluctuations in enrollment can make it difficult to maintain this ratio. Non compliance due to fluctuations may last for only a few days.

Exemptions from this provision will maximize flexibility with class size and give local control to the district to determine the timing of adding staff while considering what is in the best interest of students and staff.



DOI OPTIONS...

4. Class Size (TEC 25.112, 25.113)

State law limits the number of students that can be enrolled in a K-4th grade class to no more than 22 students.

In order to address concerns that this ratio can cause an exemption with a local cap of 24 or 25 can be supported by this exemption.



DOI OPTIONS...

5. Suspension Without Pay (TEC 21.104(b) & TEC 21.211(b))

State law limits districts' ability to suspend contract employees without pay.

Limited exemptions from this requirement could allow for suspension without pay for contract employees (if properly addressed in the contract) in certain limited areas with procedural safeguards in place.

DOI OPTIONS...

6. DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR TEC

Code: §37.0012

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other administrator selected by the principal.

Exemption from this requirement will provide campuses the opportunity to allow campus administrators to fully understand and get to know the students in their caseload rather than sourcing all discipline matters to one employee designated as a campus behavior coordinator.



QUESTIONS...

THANK YOU



6. BOARD DISCUSSION
7. SUPERINTENDENT'S REPORT
8. ADJOURN