

**Agenda**  
**Midlothian ISD**  
**Board of Trustees Special Meeting**

L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065

**April 4, 2022 – 5:30 PM**

A Special Meeting of the Board of Trustees of Midlothian ISD will be held April 4, 2022, beginning at 5:30 PM.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed on the agenda, which is attached to, and made a part of this Notice. Items do not have to be taken in the order shown on this meeting notice.

Members of the public may access this meeting in real time by clicking the [video conference link](#) and selecting the Board of Trustees Special Meeting for April 4, 2022.

The open portions of this meeting will be streamed live and recorded. The video will be made available to the public on the District's website.

**PUBLIC COMMENT** – Public comments related to this meeting will be accepted in person only in accordance with the Open Meetings Act and Local District Policy, BED(LOCAL). Members of the public wishing to address the Board during the public comment portion of this Special meeting shall be limited to the items on the agenda and five minutes, or less, should a change to the allotted time be necessary as determined by the presiding officer based on the meeting.

In-person participants must either sign up online by 4:00 pm the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

In accordance with the Texas Open Meetings Act, Board Members will listen to the comments. The Board, through the presiding officer or Superintendent, can offer factual information, cite Board policy, or direct the administration to investigate items and report back to the Board, but shall not engage in a two-way dialogue with patrons.

1. FIRST ORDER OF BUSINESS
  - A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551
2. PUBLIC COMMENT *for Items on the Agenda*: Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above
3. INFORMATION ITEMS
  - A. Mentor's Care Presentation 3
  - B. Capturing Kids Hearts Presentation 4

4. DISCUSSION/ACTION ITEMS

- A. Consider and Approve Balanced Scorecard and Discuss Good Governance Norms
- B. Consideration of 2022-2023 Budget Assumptions

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5. ADJOURNMENT OF MEETING

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed meeting or session of the Board of Trustees is required, then such closed meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School 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 School Board may conveniently meet in such closed meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- 551.071 Private consultation with the board's attorney.
- 551.072 Discussing purchase, exchange, lease, or value of real property.
- 551.073 Discussing negotiated contracts for prospective gifts or donations.
- 551.074 Discussing personnel or to hear complaints against personnel.
- 551.075 To confer with employees of the school district to receive information or to ask questions.
- 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel, or devices.
- 551.082 Considering discipline of a public school child, or complaint or charge against personnel.
- 551.0821 Discussing personally identifiable information about a public school student.
- 551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups.
- 551.084 Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the school Board with regard to any matter considered in such closed meeting or session, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>April 4, 2022</b>	
<b>Item:</b>	<b>Mentor’s Care: Program Update</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Mentor’s Care is a program at MHS and HHS that provides consistent mentorship for at-risk students. Mentor’s Care will provide a program update covering data collected from August 2021 through January 2022. Data will be presented including statistics on program participation, attendance, credits earned and volunteer hours.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	<b><u>Goal 3:</u></b> Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.	
<b>Administration Recommended Option:</b>	Information	
<b>Motion:</b>	N/A	
<b>Presenter:</b>	Brian Blackwell, Managing Director Mentor’s Care	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>April 4, 2022</b>	
<b>Item:</b>	<b>Capturing Kids’ Hearts Program Implementation</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Midlothian ISD wishes to engage in partnership with Capturing Kids’ Hearts for the 2022-2023 school year.</p> <p>Capturing Kids’ Hearts (CKH) is a comprehensive model which provides district organizations with skills and processes to transform and sustain a healthy culture for all stakeholders. This model will be implemented at all campus levels to focus on increasing students’ sense of belonging and to ensure that students feel connected and valued in a safe, optimal learning environment.</p> <p>Training and implementation will occur at all levels, including district leadership, campus leadership, teachers, and support staff. Capturing Kids’ Hearts not only provides training at the onset of implementation, but also includes support throughout the year, to ensure key systems are continuously strengthened.</p> <p>In entering into a District by Design Agreement, implementing CKH processes will enable our district organization to:</p> <ul style="list-style-type: none"> <li>● Decrease discipline referrals</li> <li>● Increase attendance</li> <li>● Increase test scores</li> <li>● Increase teacher attendance</li> <li>● Decrease teacher turnover</li> <li>● Improve parent and community relationships</li> <li>● Build and lead high-performing, self-managing teams and classrooms</li> <li>● Develop and implement strategies for conflict resolution</li> <li>● Analyze individual systems constraints and capitalizing on strengths</li> <li>● Develop a plan for removing constraints and capitalizing on strengths</li> <li>● Teach and model how to give and receive meaningful feedback</li> <li>● Improve the culture and effectiveness of the organization</li> <li>● Communicate more effectively</li> <li>● Develop more evolved leadership skills and capabilities</li> <li>● Develop growth plans for individuals who are selected by the organization</li> <li>● Provide on-going support to internal champions</li> </ul>	

<b>Fiscal Impact/Budget Function Code:</b>	ESSER: \$505,000 This qualifies for ESSER funding under allowable activities described in A15 and B2.
<b>Policy:</b>	N/A
<b>District Goal:</b>	<b>Goal 3:</b> Provide a safe and secure learning environment that supports the social and emotional well-being of our school community.
<b>Administration Recommended Option:</b>	Information
<b>Motion:</b>	N/A
<b>Presenter:</b>	Shelle Blaylock

**Midlothian I.S.D. School Board Agenda Item Detail  
L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>April 4, 2022</b>	
<b>Item:</b>	<b>Consideration of 2022-2023 Budget Assumptions</b>	
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Hard Copy: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Beginning with the school board approval of the 2021-2022 Budget Calendar on October 18, 2021, the process to develop next year’s budget has been underway. The staff has been focused on the General Operating Fund and the Interest &amp; Sinking Fund.</p> <p>The determination of anticipated available revenue is one of the key elements and is driven by basic assumptions for the estimated values in the student population, state funding and local tax appraisal values. All of these assumptions are moving targets at best. But it's important to establish at least a baseline set of assumptions so that changes in the next few months can be identified and quantified.</p> <p>On the other side of the ledger, 42 budget conferences were held during the weeks of February 7 - February 28 with the budget holders of each MISD campus and department to review their various expenditure requests.</p> <p>Mrs. Day has also met with the head of each MISD campus/department to determine personnel needs. The MISD salary schedule and benefit package is also being reviewed at this time. Since personnel costs make up about 75% of the budget it is necessary to get this planning completed as early as possible.</p> <p>The report this month is for information only at this time and no board action is necessary. The intent of this item on the agenda is to present the board with the assumptions being used to construct the budget and to look at possible ranges for staff compensation and benefits.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Facilitate budget process and building designs through allocated district resources that foster flexible and innovative learning spaces.	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	N/A Information only	
<b>Presenter:</b>	Dr. Jo Ann Fey, Darin Kasper	



# Budget Assumptions and Preliminary Discussion

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April 4, 2022

# 2021-2022 Budget

## Current Year's Budget



# 2021-2022 Budget Update -- Student Information

- Enrollment up by 637 students - 6.42% growth rate
- All special populations up from prior year
- Attendance trending downward at 94.14%
- State funding trending to budget numbers
  - Student enrollment above budget
  - ADA well below budget
    - ADA Hold Harmless??? (3-29-22)



# 2021-2022 Budget Update - Financial Information

- Certified tax roll increased by 18.58% over prior year
- Taxable value of new property was \$697,119,844
- CPTD values increased by 12.24% over prior year
- Taxes should be to budget numbers
- Other revenues trending close to budget
  - Earned interest, rentals, etc.
- Capital needs met with new buses and turf replacement <sup>10</sup>
- ESSER funds provided employee supplement
- E-Rate federal funds paid off 1:1 lease
- Decrease in M&O tax rate of 2.00%



# 2021-2022 Budget Update - Employee Information

- 2.0% raises plus increased benefits given to employees
  - \$20 per month towards health insurance
- \$1500 Supplement given to all employees from ESSER Funds
- Minimum teacher salary increased to \$53,900
- Bus driver pay scale revised

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# 2022-2023 Budget

## Next Year's Budget



# 2022-2023 Budget

# General Operating Fund 2022-2023

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# 2022-2023 Budget Discussion

## Disclaimer #1 --

The information provided today is based on current conditions and current law. With the Texas Legislature not currently in session, there is less unknowns than in legislative years. Some section of HB 3 are still being implemented. The effects of COVID-19 will most certainly be widespread and long-standing.



# General Fund -- 2022-2023 Budget Goals

- To prepare a **balanced** budget
- To **compress** (reduce) the local M&O tax rate
- To fund **additional** personnel as needed to staff Coleman Elementary and the Heritage High School expansion
- To fund **additional** personnel as needed for growth
- To fund staff **raises** with increased **benefits**
- To further **increase** bus driver, custodian, and paraprofessional salaries
- To adequately **fund** campus and departmental **needs**
- To **maximize** the amount of state and federal funding

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# General Fund -- 2022-2023 Budget

## Impacts to MISD Budget

- **Four Major Impacts to school district budgets**
  - Student Enrollment, Attendance and Populations
    - WADA and Basic Allotment Factors
  - Staff Salaries and Benefits
    - 75% of Budget
  - Local Tax Rates and Tax Roll Value Growth
    - Local Revenues Impact
  - Texas Comptroller's Value Study
    - Local Fund Assignment
      - State Revenue Impact



## Student Information



# Student Information

STUDENT INFORMATION	2018-2019 Actual	2019-2020 Actual	2020-2021 Actual	2021-2022 Current	2022-2023 Budget
Enrollment (Snapshot)	9,393	9,792	9,849	10,437	<b>11,082</b>
Average Daily Attendance %	96.54%	96.51%	96.63%	94.26%	<b>95.25%</b>
Average Daily Attendance	8,966.096	9,296.296	9,594.991	9,899.000	<b>10,555.604</b>
Weighted A.D.A	10,941.494	11,728,457	11,933,026	12,581.248	<b>13,394.364</b>



# Student Information: WADA

**Weighted Average Daily Attendance (WADA)** – School districts in Texas receive additional or “weighted” funding for students with special educational needs in order to help recognize the additional costs of educating those students. Weights are assigned to students enrolled in Special Education, Bilingual/ESL, Early Education, Dyslexia, Career and Technology, and Compensatory (Educationally Disadvantaged) Education.



# General Fund: 2022-2023 Budget

## Student Count

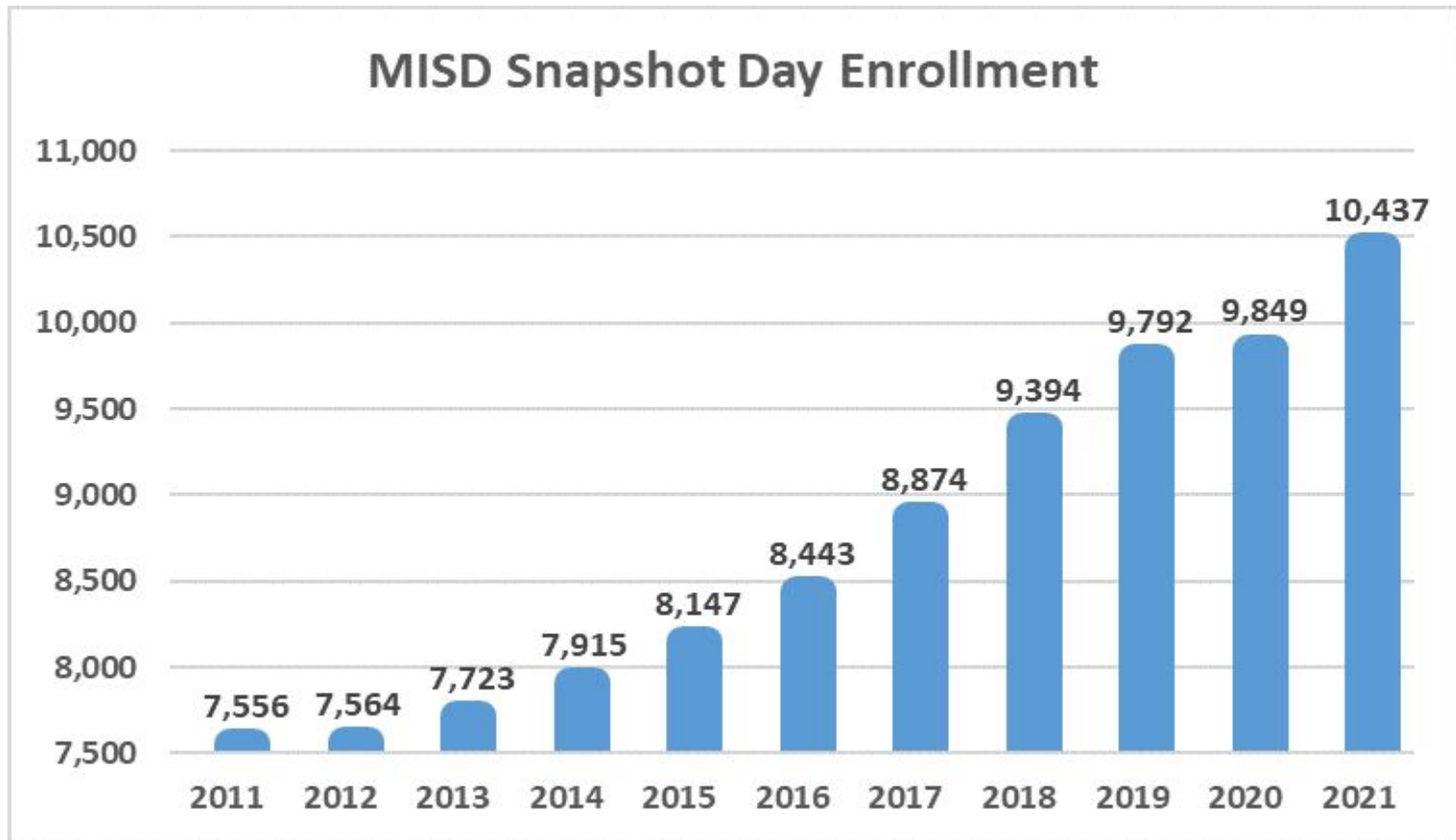
- MISD will have 11,082 students
  - Elementary                    4,774                    (+183)
  - Middle School                2,674                    (+109)
  - High School                    3,634                    (+353)
  
- 6.18% growth rate
- 645 new students

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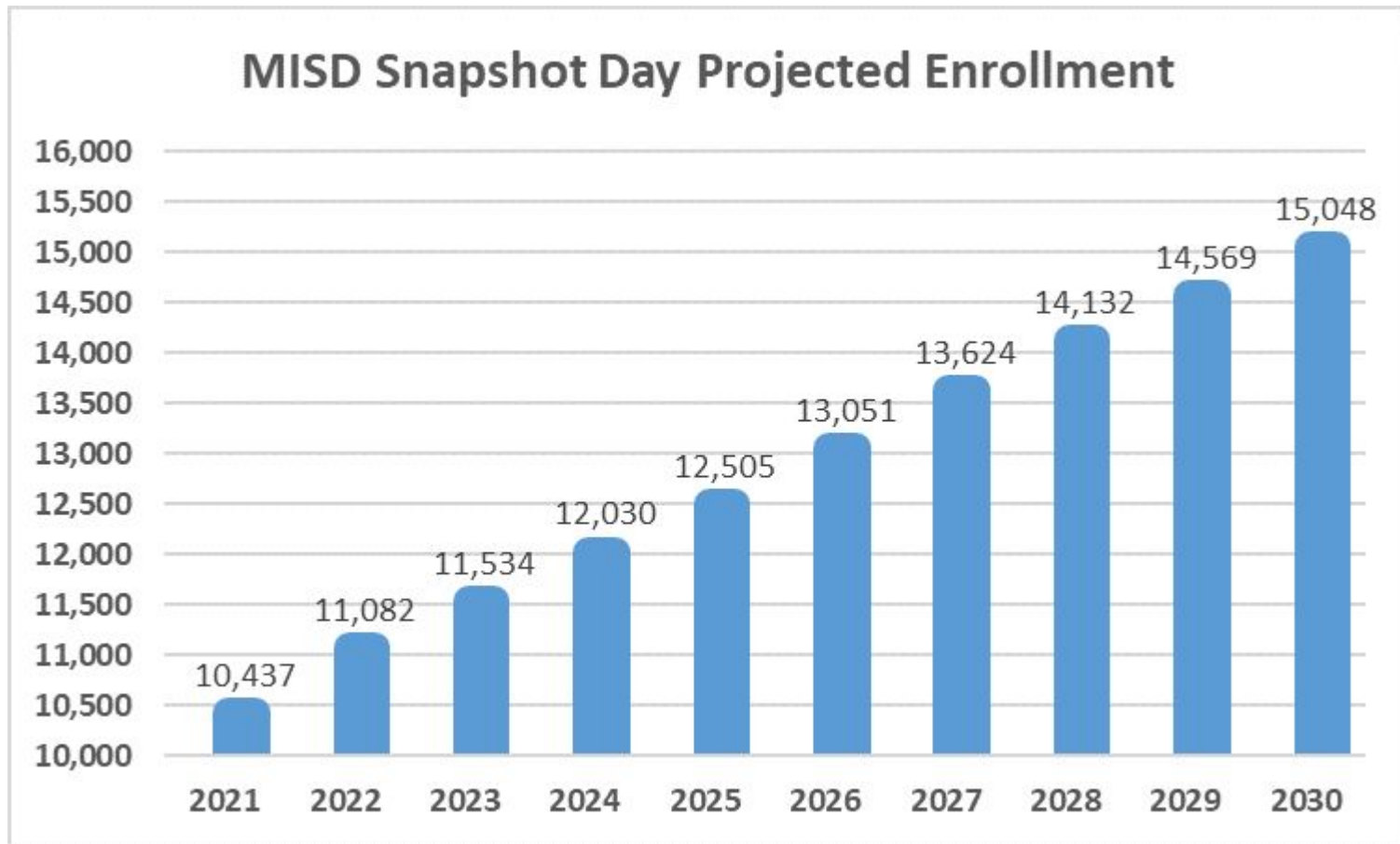
Source: School District Strategies (Snapshot Day)



# Student Information



# Student Information



# General Fund: 2021-2022 Budget

## Student Enrollment = Fast Growth District

Midlothian ISD remains one of fastest growing school districts ranking 32nd out of 1020 in Texas.

- 23.62% growth from 2016 to 2022 ( 32nd)
- 5.00% growth from 2019 to 2021 (137th)
- 10.27% growth from 2018 to 2020 ( 95th)
- 11.23% growth from 2017-2019 ( 80th)

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# General Fund: 2022-2023 Budget

## Student Populations

- MISD Special Populations should also generally increase with the growth
  - 3-5% general increase in special populations

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## Local Tax Information



# General Fund: 2022-2023 Budget

## Tax Rates and Tax Values

- HB 3 focused on the rising tax bills for taxpayers
  - Reduce or compress tax rates
  - Slow down the rate of growth of property values
  - Replace local taxes with increased state funding



# General Fund: 2021-2022 Budget

## Tax Rates

- HB 3 uses compression of tax rates based upon growth in local tax values
  - MISD M&O rate
    - \$1.04 per \$100 in FY 2018-2019
    - \$0.97 per \$100 in FY 2019-2020
    - \$0.8898 per \$100 in FY 2020-2021
    - \$0.8720 per \$100 in FY 2021-2022
- Rate reduced by 16.15% of old compressed rate of \$1.04

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# General Fund: 2022-2023 Budget

## Tax Values

- Tax roll values have soared in MISD in recent years
  - Growth in past five years -
    - 18.58% 13.73% 12.37% 9.80% 9.77%
  - Driven by building boom and new businesses
    - \$434,054 new homes median cost
    - \$400,000 resale homes median cost
    - New and expanded residential developments
    - Commercial growth
    - Methodist Hospital & related growth

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# General Fund: 2022-2023 Budget

## Tax Values

First Draft using a 12% increase to tax values

- **Other Models**
  - **10% increase**
  - **14% increase**
  - **16% increase**

# General Fund: 2022-2023 Budget

## MISD M&O Tax Rate:

**Current Rate**                      **\$0.8720 per \$100**

**New Rate**                              **\$0.8546 per \$100**

**2.04% decrease**



# Financial Information

**Comptroller's Tax Values (CPTD)** – sometimes called the “State Funding Value”. This value is used in the TEA template to estimate state funding. This amount is derived from the Comptroller's Property Tax Division study of tax values and appraisals across the state. The primary purpose of the Property Value Study is to promote equitable distribution of state funding for public education by ensuring appraisal districts assign property values in a uniform and consistent manner.



# 2022-2023 Budget -- Tax Information

## Tax Rates and Tax Values

**EXAMPLE**

2.5% Cap on Tier 1 (State Growth)

$\$0.93 \times (1.025 / 1.0401) = \text{Tier 1 Maximum Rate}$

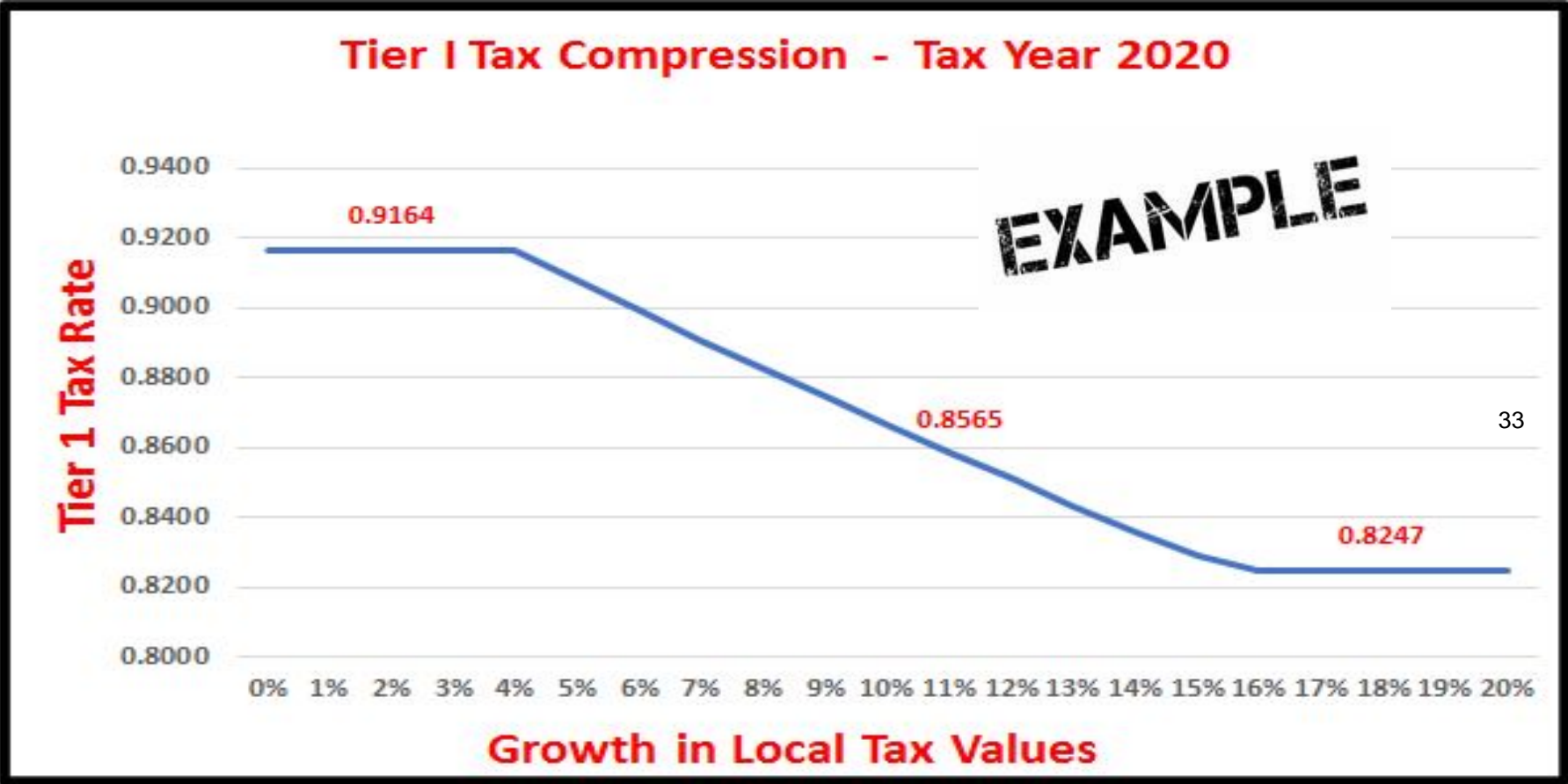
$\$0.93 \times (.98548) = \text{Tier 1 Maximum Rate}$

$\$0.9164 = \text{Tier 1 Maximum Rate}$

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# HB 3 Tax Compression



## May 7th Constitutional Amendments

### **Proposition 1 (SJR 2 - 87th Legislature, 2nd Special Session)**

*“The constitutional amendment authorizing the legislature to provide for the reduction of the amount of a limitation on the total amount of ad valorem taxes that may be imposed for general elementary and secondary public school purposes on the residence homestead of a person who is elderly or disabled to reflect any statutory reduction from the preceding tax year in the maximum compressed rate of the maintenance and operations taxes imposed for those purposes on the homestead.”*

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### **Proposition 2 (SJR 2 - 87th Legislature, 3rd Special Session)**

*“The constitutional amendment increasing the amount of the residence homestead exemption from ad valorem taxation for public school purposes from \$25,000 to \$40,000.”*



## Staff Compensation



# General Fund: 2022-2023 Budget

## Staff Compensation

- 75% of General Fund Budget tied to staff
  - How much raise? How many benefits?
  - New positions affect pool of possible dollars
- Secret is to find that perfect combination of required new staff with the right level of compensation of our current staff
- The opening of Coleman Elementary and the expansion of Heritage High School plus the expected growth creates **additional challenges** for the budget this year

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# General Fund: 2022-2023 Budget

## Staff Compensation

### Staff Compensation plus Employee Benefits

- 2% + \$20 per month Health Insurance
  - \$2.435M
- 3% + \$20 per month Health Insurance
  - \$3.316M
- 4% + \$20 per month Health Insurance
  - \$3.662M



# General Fund: 2022-2023 Budget

## Staff Compensation

### Beginning Teacher Salary

- 2%            \$54,800
- 3%            \$55,800
- 4%            \$56,000

(no supplement for employees is included)



# 2022-2023 Budget

## Debt Service Fund 2022-2023



# 2021-2022 Budget

## Debt Service Fund Highlights

- **Balanced Budget**
- **Prepayment of approximately \$6.8M in future debt**
- **Decrease of \$0.01 in tax rate (2.04% reduction)**

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# Interest & Sinking Fund: 2022-2023 Budget Goals

## Debt Service Fund

- To fund current bond payments within current tax rate
- To defease or prepay future bond payments
  - Estimated to be \$7.732M
  - No change to the tax rate

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# 2022-2023 Budget -- Debt Service Fund

## Debt Service Retirements for five years

Debt Service Requirements	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Principal	\$11,643,728	\$ 10,325,000	\$ 9,915,000	\$ 11,040,000	\$ 10,610,000 <sup>42</sup>
Interest	18,013,535	16,456,708	18,344,879	15,388,579	15,619,254
Total	\$ 29,657,263	\$ 26,781,708	\$ 28,259,879	\$ 26,428,579	\$ 26,229,254



# 2022-2023 Budget

## Budget Meetings

October 18

January 18

Feb 13-28

February 21

April 4

April 18

April 30

May 2

May 16

June 6

June 20

July 25

August 18

Budget Calendar Set

Personnel Requests to Board

Campus/Department Meetings

Personnel Requests to Board

Budget Assumptions/Discussion

First Draft of Budget

Estimated Certified Tax Values

Budget Presentation

Budget Presentation

Budget Presentation

Final Budget Approval

Certified Tax Values

Tax Rate Approval

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## Next Steps



# Next Steps In Building the 2021-2022 Budget

- Finalize estimates for student counts and populations
- Monitor property tax values--new and reappraisals
- Refresh Model HB 3 funding templates
- Determine available revenues
- Finalize staff raises and benefits
- Finalize campus and departmental personnel needs
- Work with the Chief Appraiser to protest CPTD Values
- Finalize debt service requirements with BOK
- Update models of the 2022-2023 Budget
- Hurry up and wait

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# *Questions & Comments*

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