

Agenda
Midlothian ISD
Board of Trustees Special Meeting

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

June 7, 2023 – 5:30 PM

A Special Meeting of the Board of Trustees of Midlothian ISD will be held June 7, 2023, 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 June 7, 2023.

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.

- I. 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
- II. INTRODUCTION OF MEETING
 - A. Invocation
- III. PUBLIC COMMENT - 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.
- IV. DISCUSSION: BUSINESS AND FINANCE

- A. Finance 101 Training
- B. Discuss Budget Workshop #5 for 2023/2024 Budget
- V. DISCUSSION: ADMINISTRATION & HUMAN RESOURCES
 - A. Discuss Supplemental Pay Resolution for 2023 4
- VI. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.
 - A. Discussion of Personnel, Texas Government Codes 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues
 - B. Consultation with Attorney, Texas Government Code Chapter 551.071
 - C. Safety and Security, Texas Government Code Chapter 551.076
 - D. Discuss Purchase, Exchange, Lease, or Value of Real Property 551.072
 - E. Students, Texas Government Code 551.082, 551.0821
 - 1. Discipline Issues
 - 2. Non-Discipline Issues
- VII. 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

- (b) the public meeting; or
at a subsequent public meeting of the School Board upon notice thereof;
as the School Board shall determine.

**Midlothian ISD
BOARDBOOK TEMPLATE**

Board Meeting Date:	June 7, 2023	
Agenda Item:	Discuss Supplemental Pay Resolution for 2023-2024	
Agenda Location:	INFORMATION ONLY	
Template Attachments:	Yes	PDF - Resolution
If yes, then select what applies:	N/A	N/A
Link to the presentation:	No presentation for this item.	
Background Information	<p>WHY: In past years, the Board has expressed a desire for an opportunity to provide an additional one-time supplemental pay to staff in the subsequent school year should sufficient revenue be available.</p> <p>WHAT: In order to better tie supplemental pay to balanced scorecard performance objective 2.1, the supplemental pay plan recommended will replace our system of the past with one that incentivizes staff retention and employment longevity. In this new system, a supplemental would be paid in November of 2023 to returning employees who worked a minimum of 90 contract days in the 2022-2023 school year. An additional longevity bonus will be added for returning employees in November following the completion of a milestone year. As designed a returning employee may receive a retention supplement: \$500 plus a qualifying longevity bonus (5 years - \$500; 10 years - \$1000; 15 years - \$1500; 20 years - \$2000; 25 years - \$2500, etc.).</p> <p>In order to incorporate that desire into the budget process and facilitate the necessary legal requirements, District legal counsel has prepared a resolution outlining the criteria and opportunity for the supplement, if the determination is made at the appropriate time that sufficient revenue is available.</p> <p>Passing or approving the resolution does not guarantee the supplement pay will be given to MISD employees. Not passing or not approving the resolution does prevent the supplemental pay from being given to MISD employees.</p> <p>The total projected cost of the retention supplement only would be approximately \$604,000. The total projected cost of the retention supplement plus longevity bonuses would be approximately \$742,500. A supplement would only be provided should sufficient revenue be available.</p>	
Strategic Priority: <i>(Primary)</i>	Priority 2: Capacity Building and Effective Leadership	

Performance Objective: <i>(Primary)</i>	2.1 Recruit and Retain High-potential Talent	
Strategic Priority: <i>(Secondary - if needed)</i>	Priority 2: Capacity Building and Effective Leadership	
Performance Objective: <i>(Secondary - if needed)</i>	2.2 Systematic Management of Individual Talent	
Legal Reference: (1) / (2)		
Policy Reference: (1) / (2)	DEA-COMPENSATION AND BENEFITS - COMPENSATION PLAN	
Fiscal Impact/Budget Function Code:	\$741,500 of sufficient revenue is available.	
Administration Recommendation	Presentation only	
Motion:	Information Only	
Presenter:	Aaron Williams, Ed.D.	
	Asst. Superintendent - Administration and Human Resources	

regular position such as part-time teachers, part-time aides, and bus drivers, but not to include substitutes or tutors. The Superintendent is further directed to present to the Board the necessary information that will permit the Board to take whatever budgetary actions may be required or permitted in order to provide additional one-time supplemental compensation payment to employees described herein in the year following the completion a milestone year of employment (5, 10, 15, 20, 25, 30, 35, or 40 years of services) and who are still actively at work or on approved District leave as of November 6, 2023, in the amounts of: Up to \$4000 for all full-time and part-time employees in a TRS eligible position or a regular position such as part-time teachers, part-time aides, and bus drivers, but not to include substitutes or tutors. The Superintendent shall have full discretion to create and implement a prudent and reasonable plan for doing so. This plan should include setting out a recommendation as to the supplemental compensation payment amount or amounts to be given to each category of employees.

Be it therefore **RESOLVED:**

That the Board of Trustees has determined that there is a benefit to the District as well as a legitimate public purpose served by letting the District’s employees know at this time that it is possible that they may receive a supplemental compensation payment or payments depending upon when the circumstances will permit the Superintendent to submit a plan and the Board to take action upon it; and

That reasonable adequate controls are in place to ensure that such benefits will be received by the District, since the Superintendent will limit this supplemental compensation payment or payments to then current employees; and

That any employee who was not employed for a minimum of 90 contracted days in the 2022-2023 fiscal year and who is not still actively at work or on approved District leave as of November 6, 2023, not be eligible for the supplemental compensation payment or payments; and

Finally, the Superintendent has also committed, and is by the adoption of this resolution required, to take all necessary steps to make sure that payment of the supplemental compensation payment or payments be done in accordance with the plan approved by the Board.

SIGNED this 19th day of June, 2023.

President, Board of Trustees

Secretary, Board of Trustees