

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the Hays Consolidated Independent School District will be held on July 16, 2020 beginning at 5:30 PM at Johnson High School Cafeteria, 4260 FM 967, Buda, TX 78610.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will adjourn to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E or Texas Government Code Section 418.183(f). Before any closed session 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. Policy BEC Legal attached.

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

A. CALL TO ORDER

Establish a quorum

B. PUBLIC FORUM

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It is the policy of the Board that, if members of the public wish to address the Board in Public Forum, they must complete and submit a Request to Address the Board of Trustees form. In order to assure the safety of the public, Board Members and District Administrators during the COVID 19 pandemic, it is necessary to require anyone who wishes to publicly address the Board in this meeting to sign-up, by completing the form found online at **www.hayscisid.net/boardcomment**, **between the hours of 8:00 am and 12:00 noon on the day of this meeting**. In order to address the Board, the form **MUST** be submitted by 12:00 noon on the day of this meeting.

The individuals who wish to address the board should be at the meeting at Johnson High School by 5:30 on July 16, 2020. The order of the speakers will coincide with the order in which the Request to Address the Board of Trustees forms were submitted to the District.

In compliance with state and local mandates associated with the COVID 19 pandemic, there will be no audience for this meeting. All registered speakers will remain outside at a social distance of 6 feet apart and wearing face covering. One speaker will be allowed into the meeting at a time to address the Board and will exit the meeting area prior to the next speaker entering the meeting area.

If you would like to leave comments with the Board but do not wish to attend the meeting, you can submit such comments at www.hayscisid.net/boardcomment. Those comments must be submitted between the hours of 8:00 am and 12:00 noon on the day of this meeting. All of such comments will be made available to all Board Members prior to this meeting.

Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Please be aware that the audio of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum is consenting to the online publication of their comments.

C. ACTION ITEMS

1. Consideration and possible approval of recommendation to retire rebel mascot

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Dr.Eric Wright and Tim Savoy

2. Discussion and possible approval of letter to Texas Education Agency (TEA) and elected officials advocating for Hays CISD's teachers, staff, students, and community as we plan to launch the 2020-21 school year

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Board President, Esperanza Orosco

D. INFORMATION ITEM

1. Update on Reopening Task Force recommendations

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Dr. Eric Wright

E. **BOARD REFERENCE DOCUMENTS**

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F. **ADJOURN**

This notice was posted in compliance with the Texas Open Meetings act on: July 13, 2020 at 5:15 PM

Exceptions for Closed Meetings

A board may conduct a closed meeting for the purposes described in the following provisions.

Attorney Consultation

A board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. *Gov't Code 551.071* [See BE for permissible methods of communication for attorney consultations]

Real Property

A board may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.072*

Prospective Gift

A board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to a district if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.073*

Personnel Matters

A board is not required to conduct an open meeting to deliberate 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. However, a board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. *Gov't Code 551.074*

The closed meeting exception for personnel matters does not apply when a board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when a board discusses a class or group of employees, not a particular employee. *Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)*

Employee-Employee Complaints A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

Student Discipline A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

Personally Identifiable Student Information

A board is not required to conduct an open meeting to deliberate a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Directory information about a public school student is considered to be personally identifiable information about the student for this purpose only if a parent or guardian of the student, or the student if the student has attained 18 years of age, has informed a district that the directory information should not be released without prior consent. [See FL]

This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

Gov't Code 551.0821

Medical or Psychiatric Records

A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate

1. The medical records or psychiatric records of an individual applicant for a benefit from the plan; or
2. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan.

Gov't Code 551.0785

Security

A board is not required to conduct an open meeting to deliberate:

1. The deployment, or specific occasions for implementation, of security personnel or devices, or
2. A security audit

Gov't Code 551.076

A board is not required to conduct an open meeting to deliberate:

1. Security assessments or deployments relating to information resources technology;
2. Network security information as described by Government Code 2059.055(b); or
3. The deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Gov't Code 551.089

Assessment Instruments

A board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. *Education Code 39.030(a)*

Emergency Management

A board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175–418.182, Management relating to Homeland Security. However, a board must make a tape recording of the proceedings of a closed meeting held to deliberate the information.

Gov't Code 418.183(f)

Economic Development Negotiations

A board is not required to conduct an open meeting:

1. To discuss or deliberate regarding commercial or financial information that the board has received from a business prospect that the board seeks to have locate, stay, or expand in or near a district and with which the board is conducting economic development negotiations; or
2. To deliberate the offer of a financial or other incentive to such a business prospect.

Gov't Code 551.087

Procedures for Closed Meetings

If a closed meeting is allowed, a board shall not conduct the closed meeting unless a quorum of the board first convenes in an open meeting for which proper notice has been given [see BE] and the presiding officer has publicly announced that a closed meeting will be held and has identified the section or sections of the Open Meetings Act or other applicable law under which the closed meeting is held. *Gov't Code 551.101*

Vote or Final Action

A final action, decision, or vote on a matter deliberated in a closed meeting shall be made only in an open meeting for which proper notice has been given. *Gov't Code 551.102* [See BE]

Certified Agenda or Recording

A board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with a district's attorney. The certified agenda must include a statement of the subject matter of each deliberation, a record of any further action taken, and an announcement by the presiding officer at the beginning and end of the closed meeting indicating the date and time. A presiding officer shall certify that a certified agenda is a true and correct record of the proceedings. If a recording is made, it must include announcements by the presiding officer at the beginning and end of the meeting indicating the date and time. *Gov't Code 551.103*

"Recording" means a tangible medium on which audio or a combination of audio and video is recorded, including a disc, tape, wire, film, electronic storage drive, or other medium now existing or later developed. *Gov't Code 551.001(7)*

Closed meetings may not be recorded by an individual trustee against the wishes of a majority of a board. *Zamora v. Edgewood Indep. Sch. Dist., 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ ref'd n.r.e.)*

Preservation

A board shall preserve the certified agenda or recording of a closed meeting for at least two years after the date of the meeting. If a legal action involving the meeting is brought within that period, the board shall preserve the certified agenda or recording while the action is pending. *Gov't Code 551.104(a)*

Public Access

A certified agenda or 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. *Gov't Code 551.104(b), (c)*

Prohibitions

No board member shall participate in a closed meeting knowing that neither a certified agenda nor a recording of the closed meeting is being made. *Gov't Code 551.145*

No individual, corporation, or partnership shall without lawful authority disclose to a member of the public the certified agenda or recording of a meeting that was lawfully closed to the public. *Gov't Code 551.146*

No board member shall knowingly call or aid in calling or organizing a closed meeting that is not permitted under the Open Meetings Act, close or aid in closing a regular meeting to the public except as permitted under the Open Meetings Act, or participate in a closed meeting that is not permitted under the Open Meetings Act. *Gov't Code 551.144(a)*

Affirmative Defense

It is an affirmative defense to prosecution under Subsection 551.144(a) that a board member acted in reasonable reliance on a court order or a written interpretation of the open meetings law contained in an opinion of a court of record, the attorney general, or the board's attorney. *Gov't Code 551.144(c)*

DATE ISSUED: 11/16/2017

UPDATE 109

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: July 16, 2020

Subject: Public Forum

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

- A. Purpose of Agenda Item
 Action needed Information only Receive input
- B. Authority for This Action:
 Local Policy BED Law or Rule N/A

The Board encourages comments from citizens of the District and from District employees.

Policy BED local states that audience participation at a Board Meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board Meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

The time allowed to each speaker during the Public Forum will depend upon the number of people signing up to speak.

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**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: July 16, 2020

Subject: Recommendation to Retire Rebel Mascot

Administrator Responsible/Position: Dr. Eric Wright (Superintendent) & Tim Savoy (Chief Communication Officer)

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy: CW (Local) Law or Rule N/A

C. Goal or Need Addressed: Address community and student sentiment regarding the rebel mascot at Hays High School.

D. Summary:

- Previous board action relating to this item: None directly. The Board has previously voted to ban the display of the confederate flag and to retire Dixie as the campus fight song.
- Future action anticipated: None.
- Background information –

Background information is provided in the attached Hays High School Mascot Change Proposal and the district's July 6, 2020 statement regarding the rebel mascot.

E. Scope of Options Reviewed: Administration has conducted student and staff sentiment surveys regarding the rebel mascot. Additionally, administration has forwarded community comments to the Board.

F. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other: Student and Staff sentiment surveys
- From public – via individual email to the district and Board members, and from monitoring social media discussion

G. Administrative Recommendation: The administration is recommending that the Board retire the rebel mascot and authorize prior approval to allow the superintendent to determine a new mascot, without requiring an additional Board vote, following a student selection process that would occur once students return to class, whether in-person or virtually, for the 2020-2021 school year.

H. Suggested Motion:

I move that, upon selection and implementation of a new mascot for Hays High School on a timetable developed by the superintendent, that the rebel mascot be retired. I further move that the Board authorize the superintendent to determine a new mascot for the campus following a process developed by the superintendent that includes student input. Additionally, in accordance with local Board policy, this motion constitutes prior approval to make a secondary mascot change at Hays High School, and that no further vote of the Board of Trustees is necessary on this matter.

Hays High School Mascot Change Proposal

July 13, 2020

In accordance with Board Policy CW (Local), a change in an established secondary school mascot must be approved by the Board of Trustee.

Board Policy CW (local): A school mascot and school colors—and a secondary school's team mascot—shall be selected prior to the opening of each new campus, in accordance with administrative procedures. Once selected and established, a mascot and school colors shall not be changed without approval from the Board. A secondary school's team mastic in name or depiction shall not be substantially altered without prior approval of the Board.

Phase One (Determination to Make a Change):

Decision-Point:

> Should the Board vote to keep the rebel mascot at Hays High School this proposal would stop here and be completed.

> Should the Board vote to change the rebel mascot, this proposal would continue as outlined.

Recommendation:

The administration is recommending a change in the rebel mascot, in accordance with the rational explained in the district's July 2, 2020, statement on the matter. The administration believes the student and staff surveys conducted have achieved response levels that make the sentiment surveys valid for consideration. Additionally, the Board is not bound to rely on the survey data when making a decision. The surveys regarding sentiment about the rebel mascot were not, and should not be considered a vote by teachers or students. Board members will make the only vote regarding a change in mascot, and may base their decisions on the existing student and staff surveys, additional feedback sent directly to them, community and alumni commentary on social media, any other factor they wish to consider, or none of the above.

Phase Two (Decision Regarding New Mascot):

Decision-Point:

> The Board may choose to select a new mascot at the same time as a decision to change the current rebel mascot; or

> The Board may choose to retire the rebel mascot and authorize a replacement mascot to be selected later.

Recommendation:

The administration is recommending that the Board retire the rebel mascot and authorize prior approval to allow the superintendent to determine a new mascot, without requiring an additional Board vote, following a student selection process that would occur once students return to class, whether in-person or virtually, for the 2020-2021 school year.

With district attention concentrated on managing the COVID-19 pandemic and the extremely short timeline available to make a full mascot change in advance of the upcoming school year, the administration is recommending the new mascot selection be delayed.

The district did attempt to conduct a top choice selection process for a new mascot in early July. However, the new mascot selection campaign was interrupted by unexpected circumstances that affected the process. The administration does not believe it was able to obtain enough student response during this process to be confident that the responses represent what students would like to see as a new mascot. The results of this campaign will be

published and can be considered in comparison to a subsequent new process to select a mascot; but by itself, administration cannot confidently rely on the initial mascot selection process alone to make a decision. Additionally, students were asked to select a new possible mascot prior to a Board decision to change it. Some students may have been reluctant to select a new mascot in hopes that the Board would not change the mascot. A process to select a new mascot would be more inclusive following a final decision by the Board whether to make a change.

A new process would include all 2020-2021 students (9th through 12th graders) attending Hays High School, as well as all 2020-2021 students (6th through 8th) attending the Hays High School feeder pattern middle schools (Wallace and Barton Middle Schools).

Process Timeline and Stipulations:

This timeline would only be valid and necessary should the Board vote to change the Hays High School rebel mascot. Elements of the following proposed timeline would be subject to change depending on unforeseen circumstances, particularly those surrounding the district’s response to the COVID-19 pandemic.

Event	Proposed Deadline
Board votes to retire the Hays High School rebel mascot and authorizes the superintendent to conduct a process to select a new mascot.	July 16, 2020
The district commits to keeping the current Hays High School colors: red and blue.	July 16, 2020
Phasing out of the rebel mascot begins, though Hays High School would continue to be the rebels until such time as a new mascot is selected and a change-over date is declared. All students who are uncomfortable wearing “rebels” on uniforms would be allowed to cover up references to the “rebels.”	July 2020
New mascot selection process takes place	Early Fall Semester 2020
Upon selection of the new mascot, a graphics design and brand package will be developed, using current school colors. Hays High School would continue to be the rebels until the formal mascot change-over date.	Mid-to-Late Fall Semester 2020
Full mascot change-over date to be determined considering the least possible disruption to campus activities that are underway.	As early as the start of the 2020 Spring Semester, or as late as the end of the 2020-2021 school year.

Cost of Mascot Change:

The cost of a mascot change would include patching or replacing student uniforms and replacing references to rebels that are painted on surfaces of the campus or on physical signage, including the campus gym floor. The cost of replacement of the mascot is estimated to be no more than \$300,000 for the 2020-2021 fiscal year, and a maximum equivalent amount in the 2021-2022 fiscal year. However, if uniforms are patched and not replaced until their normal replacement cycle, the cost impact of a mascot change would be lower.

Digital conversions, such as letterhead templates, website markings, social media graphics, and the development of a new mascot graphics package, would not incur any expense to the district. Branding services, including logo and graphics design, are provided free to the district through the existing district vendors that supply athletic uniforms and equipment.

DISTRICT NEWS RELEASE

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

Contact: Tim Savoy, Chief Communication Officer
(512) 268-2141 ext. 6090
Tim.Savoy@hayscisd.net



FOR IMMEDIATE RELEASE

Date: July 6, 2020

District Admin to Recommend Board Change Hays HS Mascot Fewer than Half of the Students Comfortable with Mascot; 1-in-4 Very Uncomfortable

Based on student, teacher, and community feedback, the Hays CISD administration will recommend that the Board of Trustees vote to change the Hays High School rebel mascot. The mascot of a high school is supposed to serve as a unifying symbol and a rallying-point for school pride – a way for all students to collectively celebrate their academic, athletic, and fine arts accomplishments and cheer on their teams. When nearly 60 percent of the students, and more than 70 percent of the teachers and staff members, show little to no comfort with the current mascot, it ceases to serve its intended purpose. When more than a quarter of the students, and nearly a third of the teachers and staff members, are very uncomfortable with the current mascot; that mascot fails in its objective. When a mascot mires the school in political controversy and pits students, families, and community members against each other; it is time to change.

Hays High School Brand Package History and Debate

Hays High school stopped using the confederate flag as an official symbol of the school in 2000. In 2012, the district banned the flag's display on any district property, ending its unofficial use. In 2015, Hays High School stopped using *Dixie* as its fight song. Because of the previous association with symbols of the confederacy, the district now believes it would be impossible to rebrand the Hays High School rebels and completely sever the mascot's connection to confederate imagery that is hurtful and hateful to many.

The specific timing of the decision to recommend a change to the rebel mascot has occurred during the summer and it was not in the district's current plans to address. Instead, the district has been and is focused on the incredible challenges of COVID-19. However, the call for a mascot change, this time in the wake of the current events in the country, is not sudden, nor unexpected. It is, in fact, a debate that has been occurring in Hays CISD for more than 20 years.

The arguments regarding keeping or changing the branding package for Hays High School are well vetted and well heard. No doubt, the debate will continue on the merits of what we as a nation choose to honor, but it's a debate that should take place without embroiling a public school in the discourse. It's not necessary for the school or the district, which represents a diverse community with opinions that are equally varied, to take a position. That's not the point. The mere fact that the rebel mascot is indisputably divisive is enough to warrant its change.

(news release continued on next page)

Rebel Mascot Survey Results

During the week of June 29, 2020, the district sent 2,325 invitations to the Hays High School 2020-2021 school year 9th through 12th graders to participate in a mascot survey. The survey, created by the district’s administration, using the district’s third-party survey platform, asked students to gauge their comfort level with the rebel mascot on a seven-point scale from very uncomfortable to very comfortable. There were 1,152 responses.

Student Survey Results: How do you feel about the Hays High School rebel mascot?						
Very Uncomfortable – Change It 26.82% (309 students)	Uncomfortable 7.55% (87 students)	Just Slightly Uncomfortable 6.60% (76 students)	Neutral – No Opinion 17.53% (202 students)	Just Slightly Comfortable 0.87% (10 students)	Comfortable 6.08% (70 students)	Very Comfortable – Keep It 33.42% (385 students)
Total Uncomfortable 40.97% (472 students)				Total Comfortable 40.37% (465 students)		
Total of Students Showing Little-to-No Comfort Level with Mascot 59.37% (684 students)						
13 (1.13%) out of 1,152 students did not answer this question on the survey.						

The district sent 265 invitations to the Hays High School teachers and staff to participate in a mascot survey during the week of June 29, 2020. The survey asked employees the same questions as students – to gauge their comfort level with the rebel mascot on a seven-point scale from very uncomfortable to very comfortable. There were 146 responses.

Teacher and Staff Survey Results: How do you feel about the Hays High School rebel mascot?						
Very Uncomfortable – Change It 30.14% (44 staff)	Uncomfortable 15.75% (23 staff)	Just Slightly Uncomfortable 6.16% (9 staff)	Neutral – No Opinion 19.18% (28 staff)	Just Slightly Comfortable 0.68% (1 staff)	Comfortable 6.16% (9 staff)	Very Comfortable – Keep It 21.92% (32 staff)
Total Uncomfortable 52.05% (76 staff)				Total Comfortable 28.76% (42 staff)		
Total of Teachers and Staff Showing Little-to-No Comfort Level with Mascot 71.91% (105 staff)						
All teachers and staff who took the survey answered this question.						

Petition to Change the Rebel Mascot & Community Conversation

In addition to the teacher, staff, and student surveys, the Board may also consider, when making its decision, a community petition that was submitted through an internet website that had more than 1,400 signatures as of July 2, 2020. Students have also formed a committee to change the mascot and have reported to news organizations that they have a petition that has garnered more than 500 signatures. Furthermore, Board members are reading the many comments on the subject posted to community-managed social media sites, as well as sites operated by news media organizations.

(news release continued on next page)

Next Steps – Potential New Mascot

According to local school board policy, the Board of Trustees must vote to change an existing secondary school mascot. Should the Board choose to make a change, trustees will need a recommendation on a new mascot to consider. The student rebel mascot sentiment survey also asked students what they would like to see as a new mascot, should the Board make a change. From the top write-in responses that met criteria – mascots not currently in use at Hays CISD secondary schools and options that are not silly or offensive – the district has prepared a choice selection sheet. The top choices that made the selection sheet are: Hawks, Hornets, Patriots, Cowboys, Eagles, Hurricanes, Hyenas, Phoenixes, Lions, Mavericks, Wildcats, Dragons, and Honey Badgers. Each Hays High School student will have an opportunity to express his or her favorite choice from the selection sheet. Students will receive links to the choice selection sheets beginning the week of July 6, 2020. The choice selection sheet responses will be presented to the Board to consider, should the Board vote to change the mascot.

The Board is expected to consider the mascot issue as early as later this month. If the Board changes the mascot, the district will help Hays High School make the transition to the new mascot based on a workable timeline that would be developed and announced after a Board decision. In anticipation of a possible change, the district will begin preparing an inventory, with associated costs, of items that would need to be changed, including uniforms and signage. No total cost estimate was completed at the time of this news release.

Growing and Learning

The administrative recommendation, and the potential Board decision to change the mascot, is not intended to erase campus history or cast any type of judgement on past supporters of the Hays High School rebels. For students, teachers, staff, and community members who rallied behind the rebel brand for more than 50 years with no nefarious or ill-intent; their good memories and moments, and accomplishments will always remain. And, the district will always be proud of those achievements. For alumni who, with pure hearts, embraced the slogan, “Rebel Pride Never Dies;” a change in mascot could never change the essence of that statement – a declaration of school pride.

The district encourages students and the community to support its schools and is forever grateful for the support of Hays High School, both in the past and in the present. However, Hays CISD is a much different community than it once was, and so is the world. We all grow and learn. As a school district, we are, in fact, in the business of growing and learning. The administration believes that it is time to change the mascot and open a new chapter at Hays High School – one that, moving forward, can be embraced and celebrated by all.

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Initial New Hays HS Mascot Choice Selections

This is not the final representation of a new mascot recommendation (see the detailed information below).

	High School Selections	Feeder Pattern Middle School Selections	Total
	<i>902 responses out of 2,325</i>	<i>261 responses out of 1,015</i>	
Hays Patriots	143	17	160
Hays Cowboys	127	27	154
Hays Hawks	123	28	151
Hays Wildcats	93	25	118
Hays Dragons	95	14	109
Hays Hurricanes	70	24	94
Hays Honey Badgers	56	33	89
Hays Mavericks	45	17	62
Hays Hornets	30	29	59
Hays Phoenixes	38	16	54
Hays Hyenas	33	13	46
Hays Lions	20	9	29
Hays Eagles	21	7	28
Did Not answer	8	2	10
TOTAL	902	261	1163

This initial new mascot choice selection survey may be considered in choosing a new Hays HS mascot; however, the response rate on this survey is not sufficient for it to be considered a reliable representation of student choice. If the Board of Trustees votes to change the Hays High School mascot, the district would conduct a new mascot replacement student survey.

This initial new mascot survey did not include 2020-2021 incoming 6th graders to the Hays High School feeder pattern.

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: July 16, 2020

Subject: Discussion and possible approval of letter to Texas Education Agency (TEA) and elected officials advocating for Hays CISD's teachers, staff, students, and community as we plan to launch the 2020-2021 school year

Administrator Responsible/Position: Dr. Eric Wright, Superintendent of Schools
Esperanza Orosco, Board President

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

We are \ continuing to advocate for our teachers, staff, students, and community as we plan to launch the 2020-21 school year.

D. Summary:

Previous board action relating to this item -

Future action anticipated -

Background information - TEA announced rules and guidelines for opening the school year that required districts to offer 100% in-person instruction for all students, making it impossible to ensure students and staff stay in small groups and socially distanced for the entire school day. The letter also addresses the state's use of the federal CARES Act funding for schools to supplant its existing funding commitment to schools, rather than a supplement to cover the increased cost of operations during the novel coronavirus pandemic.

E. Administrative Recommendation: **Board Matter**

F. Suggested Motion

I move that the Board approve the letter to the Texas Education Agency (TEA) and elected officials advocating for Hays CISD's teachers, staff, students, and community as we plan to launch the 2020-2021 school year, as presented.

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: July 16, 2020

Subject: Report to Board on Recommendations from the Reopening Task Force

Administrator Responsible/Position: Dr. Eric Wright

A. Purpose of Agenda Item:

Action Needed Information Only Receive Input

B. Authority for This Action

Local Policy Law or Rule N/A

C. Goal or Need Addressed:

Inform the board regarding recent developments regarding opening school for the 2020-2021 school year and possible plans for Hays CISD

D. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

From public -

All agenda items are reviewed by the Superintendent's Cabinet.

Hays CISD

Board of Trustees Operating Procedures



Board Meetings

While Board Meetings are for the purpose of the Board conducting the business of the District in public, they are not public forums for the purpose of securing interaction with the public.

Developing the Board Meeting Agenda (Ref Policy BE)

- ▶ Agendas
 - The Superintendent will develop all Board Meeting agendas in collaboration with the Board President.
 - Items discussed at previous Board Meetings which are proposed for inclusion by more than one board member at a future meeting will also be added when appropriate.
 - Board Members must request to the Board President and Superintendent in writing, any item(s) they wish to have considered for placement on the agenda.
 - Items may be placed on the agenda by the Superintendent, the Board President, any Board Member with approval of the President, or through a request by any two Board Members.
 - No item can be placed on the agenda less than ten days in advance of the meeting without the Board President's approval.
 - No item can be placed on the agenda less than three work days in advance of the meeting unless an emergency or public necessity exists.
 - The complete agenda will be reviewed by the Superintendent and the Board President the Tuesday afternoon prior to the Agenda Workshop Meeting.
 - An annual agenda content calendar will be maintained by the Superintendent's office. This will be used to determine the minimum routine items that need to be on each regular meeting agenda. Other items can be added as requested following the procedures above and as noted in the minutes of previous Board Meetings.
 - Board Members will adhere to deadlines and parameters of the Board agenda/event calendar.

- ▶ Timely Notification and Information
 - Board Members shall be notified of a meeting at least 72 hours prior to a regular meeting, workshop or special meeting, and at least one hour prior to an emergency meeting.
 - Typically, information will be provided to each Board Member via electronic or hard copy delivery. Questions regarding supporting documents should be directed to the Superintendent.
 - Copies of the agenda, for non-emergency meetings, shall be available for the Board Members requesting a copy no later than 5:00 p.m. on Wednesday prior to the Agenda Workshop Meeting.

- Board members will attempt to have all questions regarding agenda items submitted to the Superintendent by 5:00 p.m. on Friday prior to the Board Agenda Workshop Meeting. The Superintendent and his Cabinet will make every attempt to communicate the answers to the questions to Board Members prior to the Monday meeting with a copy of the questions and answers included in the dais folders.

- ▶ Open and Closed Session Format
 - Every Board Meeting will begin at the designated posted time and reconvene at the posted time.
 - Closed Session items for which there is a corresponding action item to be considered during the Open Session of the meeting will be scheduled prior to the beginning of the Open Session. The Board President and Superintendent shall, to the extent possible, allocate sufficient time to complete Closed Session discussion prior to the beginning of the Open Session.
 - If more Closed Session discussion is needed, the Presiding Officer shall announce that it is necessary for the Board to reconvene in Closed Session.
 - The Presiding Officer shall state publicly that any action, if taken, will be conducted in Open Session following the Public Comment portion of the meeting; or, if appropriate, that no action will then be taken.

- ▶ Consent Agenda
 - The consent agenda includes items of routine and/or recurring nature, grouped together under one action item.
 - The consent agenda shall be limited to:
 - > Routine Personnel
 - > Minutes
 - > Finance Report
 - > Budget Amendments
 - > Routine Contracts/Agreements
 - > Routine Procurements
 - > Acceptance of Gifts
 - > Acceptance of Grants
 - > Other items agreed to by the Board
 - Background material for each consent agenda item shall be furnished to the Board in the meeting's supporting documents.
 - All consent agenda items shall be acted upon by one vote without separate discussion.
 - A Board Member may request that an item be withdrawn for individual consideration.

- ▶ Meeting Dates
 - The Superintendent will develop a Board calendar that will include regular and workshop meeting dates of the Board of Trustees.
 - Generally, unless otherwise scheduled by a consensus of the Board, regular Board Business Meetings will be held on the fourth Monday of every month except July. An agenda review session in the form of a workshop may be held the week

prior to the regular business meeting. Additional board workshops will be scheduled as deemed necessary.

- The calendar will include those items that are cyclical and/or recurring for consideration at regular or workshop meetings.

Conducting Board Meetings

▶ Quorum

- Any time four or more Board Members are gathered to discuss school district business, it is considered a meeting, and must be posted as such according to Board legal policy.

▶ Closed Sessions

- The Board may meet in Closed Session as provided for in the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E.
- Before any Closed Session is convened, the Presiding Officer will announce publicly, as appropriate, that matters before the Board exist that necessitate convening into Closed Session to serve and protect the interests of the District, and that any action, if necessary, resulting from duly posted Closed Session items shall be conducted in Open Session. The Presiding Officer will also announce the specific sections of the Texas Government Code under which the Board will be meeting in closed session.
- The posted agenda shall identify the section or sections of the Act authorizing the Closed Session and the general topics or subjects to be discussed. The Presiding Officer of the Board shall publicly identify such section or sections and such topics and subjects.
- The Superintendent shall attend all sessions of the Board, both Open and Closed, except when the Board desires to meet without the Superintendent to consider the Superintendent's contract, evaluation or performance, or to resolve conflicts between individual Board Members, or to act as a tribunal.
- In the event of the Superintendent's illness or Board approved absence, the Superintendent's designee shall attend such meetings.

▶ Public Participation at Board Meetings

- The Board shall provide for public comment at each meeting, including all regular and special meetings. (Ref Policy BED)
- Prior to the beginning of the Public Forum, the Presiding Officer will announce the rules for public participation.
- A citizen must sign up on the appropriate form prior to the Public Forum portion of the agenda. The topic described on the form shall be complete and in sufficient detail as to determine appropriateness of the topic prior to addressing the Board. Comments on posted agenda items will be taken first. Comments on non-agenda items shall be permitted only after all agenda-specific comments have been made and if time permits.
- Public comments may be on items listed on the agenda or other areas of school district operations. Speakers with specific complaints or comments about identifiable students, employees, or officials of the District will be directed to the appropriate District administrator and/or the District's formal complaint process.

Speakers shall be discouraged from using the names of specific individuals in their public comments.

- Questions asked during Public Forum on posted agenda items may be answered or addressed by the Board during the discussion of that agenda item. Comments or questions on topics not on the posted agenda may be referred to the Superintendent for consideration and a later response, if appropriate.
 - The Presiding Officer shall determine the time limitation for each speaker, based on the number of individuals signed up to speak in Public Forum at the entrance prior to reconvening in open session. The time allotted to each speaker shall not exceed five minutes. Groups of five or more people wishing to speak on a single subject will be encouraged to appoint a spokesperson to express the views of the group. A speaker may not defer his/her allotted time to another speaker.
 - The Presiding Officer shall determine the total allotment of time for each Public Forum, based on the number of individuals signed up to speak at the start of each meeting. The standard time allotted for Public Forum shall be a total of 30 minutes.
 - The Board vests in its Presiding Officer the authority to terminate the remarks of any individual when such individual does not adhere to the established rules.
 - The Board shall not tolerate disruption of the meeting by members of the audience. If any person disrupts the meeting by his or her words or actions, the Presiding Officer may request assistance from law enforcement officials to have the person removed from the meeting.
- ▶ Board Meeting Parliamentary Procedure (Ref Policy BE)
- The Board President serves as the Presiding Officer at Board Meetings. In the absence of the President, the Vice-President will preside.
 - The Board shall be guided by parliamentary procedure as detailed in Robert's Rules of Order, Revised, or as spelled out in adopted procedure.
 - The Board President has the responsibility to keep the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
- ▶ Transacting Business (Ref Policy BBE)
- When an agenda item is presented, a discussion shall be held and a decision reached through voting in accordance with prescribed procedures.
 - Whenever possible, the Board should work toward a consensus model of decision-making. There may be dissenting votes which are a matter of record. However, once a decision has been made, all Board Members should support the majority vote of the Board, recognize that it carries the full authority of the Board, and individually respect that vote.
- ▶ Hearings (Ref Policy FNG, FOD, DGBA, GF)
- Employee, community and/or student/parent grievances will be handled according to Board policy FNG, FOD, DGBA, GF.

Board Workshops

The Board will conduct Special Meetings/Board Workshops as needed.

- ▶ The workshop format is intended to allow the Administration to present information to the Board that is:
 - Time sensitive and/or discussion intensive
 - Required by law, rule or policy, and
 - Is necessary for the efficient and effective operation of the District
- ▶ Board workshops are not intended to substitute for regular monthly Board Business Meetings, although a quorum of the Board may take action, as necessary.
- ▶ The workshops are intended to allow an opportunity for presentation, questions, discussion and an assessment of the Board's perspective.
- ▶ The Board President serves as the Presiding Officer at Board Workshops; however, it is understood that the intended nature and format of workshops allows for the Superintendent to substantially facilitate the presentation and ordering of items under consideration. In the absence of the President, the Vice-President will preside.

Board Committees (Ref Policy BDB)

- ▶ The Board may, from time to time as it deems necessary, create committees to facilitate the efficient and necessary operation of the Board.
- ▶ The President shall appoint members to special Board committees, and the Board President and the Superintendent shall be ex officio members of all Board committees unless otherwise provided by Board action.

District- and Campus-Level Committees

- ▶ District- and campus-level planning and decision-making committees serve in an advisory capacity to the Board and make recommendations to the Board for final Board action; therefore, Board Members shall not serve on such committees, unless otherwise provided by federal or state law, or approved by the Board.

Electing Board Officers (Ref Policy BDAA)

- ▶ At the first meeting after each election and qualification of Board members, the members of the Board shall organize by selecting:
 1. A president, who shall be a member of the Board
 2. A secretary, who may or may not be a member of the Board
 3. Such other officers and committees as the Board may deem necessary*Education Code 11.061(c)*.
- ▶ A vacancy among officers of the Board shall be filled by majority action of the Board.

ANNUAL EVALUATIONS

Superintendent Evaluation (Ref Policy BJCD, BJCF, BJA)

- ▶ The Superintendent evaluation instrument will be updated and approved annually after the Board goal setting workshop session.

- ▶ Three formative evaluations will be conducted annually in closed sessions at the Board Agenda Workshops, in February, August and November. New Board members will receive training on how to evaluate the superintendent prior to the first formative dialogue session.

- ▶ A summative evaluation will be conducted in closed session annually in May.
 - This closed session shall be on a date separate from the regular monthly Board Agenda Workshop or Board Meeting.
 - This session may include a discussion of the Superintendent's contract.

- ▶ The Board will use the approved evaluation instrument for the summative evaluation. A copy of the evaluation document will be completed in advance by each Board Member and brought with the Board Member to a special closed session meeting. After coming to a consensus on each evaluated item, the Board shall prepare a single composite Summative Evaluation Document to be given to the Superintendent for discussion during that closed meeting.

- ▶ The Board shall strive to accomplish the following objectives during each evaluation.
 - Develop and sustain a harmonious working relationship between the Board and the Superintendent.
 - Ensure administrative leadership for excellence in the District.
 - Formulate Board consensus about the Superintendent's performance and the District's progress toward achieving its goals and objectives.

Board Evaluation/Team Building

- ▶ There will be a routine assessment of the status of the Board/Superintendent team annually.

- ▶ The evaluation and team building process may include:
 - Board operating procedures
 - Board Member training
 - Social Contract
 - Conflict resolution
 - Working relationships with the Superintendent
 - Conduct of Board Meetings
 - Long-range planning and goal setting
 - Relationship with the community

INDIVIDUAL BOARD MEMBERS

Access to Information (Ref Policy BBE)

- ▶ An individual Board Member, acting in his or her official capacity, shall have the right to seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code.
- ▶ Individual Board Members shall not have access to confidential student records, unless there is a legitimate educational interest in the records in accordance with policies FL (LEGAL) and (LOCAL).
- ▶ A Board Member may request existing information and reports from the Superintendent's office. If the information is not available or a new report must be generated, it shall be requested through the Board President. If the Board President does not agree to the request, it may be resubmitted to the Board President by two or more Trustees. In case of emergency, the Board President may request information or reports.
- ▶ Board Member inquiries of staff shall be limited to Superintendent's Cabinet and responses will be distributed to all Board Members.

Communication with Other Board Members

- ▶ Board electronic and written communications regarding District issues should be routed through the Superintendent's office so that information can be disseminated and/or questions can be addressed in this manner, rather than among and between Board Members.
- ▶ A Board Member may discuss a District issue with no more than two other Board Members unless in a duly posted Board Meeting.

Communication with the Media

- ▶ The Board President serves as the official spokesperson for the Board team to the media/press on issues of media attention.
- ▶ Media calls should be directed to Superintendent and the Public Information Officer as the district spokesperson.
- ▶ Board Members asked for individual comments or opinions by the media/press are to qualify those statements as being the opinion of the individual Board Member and not representative of the Board as a whole or the District.

Complaints to Board Members (Ref Policy BBE)

- ▶ Employees, students, parents or other members of the public who bring concerns or complaints to an individual Board Member for the purpose of seeking remedy or perspective shall receive guidance that reflects:
 - An understanding by each Board Member that information provided to a Board Member, in some specific situations, could cause the Board Member receiving the information to be disqualified from participating in future hearing(s) or action by the Board specific to the issue;
 - Adherence to the Board's policies (DGBA, FNG, FOD and GF) regarding complaints and grievances.

- ▶ Board Members may notify the Superintendent's office of any complaint.

- ▶ As necessary, the Superintendent or designee shall guide the complainant to the appropriate staff member.

- ▶ When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Trustee may request that the issue be placed on the agenda.

Visits to Campuses

- ▶ Board Members are encouraged to attend any and all school events as their time permits, and to show support of school activities.

- ▶ Board Members must notify the Superintendent or designee prior to visiting a campus in an official capacity.

- ▶ Board Members shall not visit a campus in an attempt to evaluate personnel on a campus.

Board Member Training (Ref Policy BBD)

- ▶ Board Members are required to attend training set forth in Policy BBD. In addition to the orientation and team building training, a Board Member shall receive additional continuing education on an annual basis, in fulfillment of assessed needs and based on the framework for governance leadership. The district will cover the cost of registration, travel and lodging for each Board Member for the minimum number of hours shown on the *Continuing Education Requirements for School Board Members* as published on the TASB website. All costs for additional training will be the responsibility of the individual Board Member.

- ▶ Board memberships to any and all associations shall be brought to the Board for discussion and approval.