

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 August 4, 2022 beginning at 5:30 PM at the Kunkel Room at the Historic Buda Upper Campus, 300 San Marcos St., 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. CLOSED SESSION
 - 1. Consult with legal counsel regarding grievance appeal process under Board Policy DGBA and related subject matters, pursuant to Tx. Gov't Code Section 551.071.
 - 2. Deliberation regarding Superintendent's recommendations regarding employment, resignations, extended leave, and other personnel matters, pursuant to Tx. Gov't Code Section 551.071.
 - 3. Deliberation regarding safety and security, including security personnel, systems, infrastructure, and/or devices, pursuant to Tx. Gov't Code Section 551.076
- C. RECONVENE IN OPEN SESSION
- D. SUPERINTENDENT REPORT 5
- E. PUBLIC FORUM 6

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 the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. 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 and video 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.
- F. REVIEW SAFETY AND SECURITY PROTOCOLS 7
 - 1. Review and discuss public safety and security protocols and procedures and make recommendations to the Board.
- G. CONSENT AGENDA 8
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 - a. Consideration and possible approval of the purchase of student ID card supplies from Secured Mobility, dba SMART Tag
- H. ACTION ITEMS 12
 - 1. Consideration and possible action, if any, resulting from closed session
 - a. Consideration and possible approval of the Superintendent's recommendation to contractually employ the Director of Student Health Services, Director of Student Services, two Assistant Principals for Lehman High School and the reclassification of the Director of Safety and Security

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	August 15, 2022 @ Kunkel Room at Historic Buda Elementary Campus - 9am	
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	November 14, 2022 @ Kunkel Room at Historic Buda Elementary Campus - 5:30pm	
	December 12, 2022 @ Kunkel Room at Historic Buda Elementary Campus - 5:30pm	
	<i>Official Board of Trustees information may be obtained at www.hayscisd.net</i>	
M.	ADJOURN	

This notice was posted in compliance with the Texas Open Meetings act on: Monday, August 1, 2022 at 2:00 pm

EXCEPTIONS FOR CLOSED MEETINGS	The Board may conduct a closed meeting for the purpose described in the following provisions.
ATTORNEY CONSULTATION	1. The 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. <i>Gov't Code 551.071</i> [See BE for permissible methods of communication for attorney consultations.
REAL PROPERTY	2. The 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. <i>Gov't Code 551.072</i>
PROSPECTIVE GIFT	3. The Board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person. <i>Gov't Code 551.073</i>
PERSONNEL MATTERS	4. The 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, the 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. <i>Gov't Code 551.074</i> The closed meeting exception for personnel matters does not apply when the Board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when the Board discusses a class or group of employees, not a particular employee. <i>Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)</i>
EMPLOYEE- EMPLOYEE COMPLAINTS	The 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, the 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. <i>Gov't Code 551.082</i>
STUDENT DISCIPLINE	5. The Board is not required to conduct an open meeting to deliberate in a case involving discipline of a public school child. However, the Board may not conduct a closed meeting for this purpose if the child's parent or guardian makes a written request for an open hearing. <i>Gov't Code 551.082</i>
PERSONALLY IDENTIFIABLE STUDENT INFORMATION	6. The 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 the 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. <i>Gov't Code 551.0821</i>
MEDICAL OR PSYCHIATRIC RECORDS	7. A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate: <ul style="list-style-type: none">a. The medical records or psychiatric records of an individual applicant for a benefit from the plan; orb. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan. <i>Gov't Code 551.0785</i>
SECURITY	8. The Board is not required to conduct an open meeting to deliberate: <ul style="list-style-type: none">a. The deployment, or specific occasions for implementation, of security personnel or devices; orb. A security audit. <i>Gov't Code 551.076</i>

ASSESSMENT INSTRUMENTS	9. The Board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. <i>Education Code 39.030(a)</i>
EMERGENCY MANAGEMENT	10. The Board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175–418.182, relating to Homeland Security. However, the Board must make a tape recording of the proceedings of a closed meeting held to deliberate the information. <i>Gov't Code 418.183(f)</i>
ECONOMIC DEVELOPMENT NEGOTIATIONS	11. The Board is not required to conduct an open meeting: <ul style="list-style-type: none"> a. 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 the District and with which the Board is conducting economic development negotiations; or b. To deliberate the offer of a financial or other incentive to such a business prospect. <i>Gov't Code 551.087</i>
PROCEDURES FOR CLOSED MEETINGS	If a closed meeting is allowed, the 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. <i>Gov't Code 551.101</i>
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. <i>Gov't Code 551.102</i> [See BE]
CERTIFIED AGENDA OR TAPE RECORDING	The Board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with the 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. <i>Gov't Code 551.103</i> "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. <i>Gov't Code 551.001(7)</i> Closed meetings may not be recorded by an individual trustee against the wishes of a majority of the Board. <i>Zamora v. Edgewood ISD, 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ ref'd n.r.e.)</i>
PRESERVATION	The 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. <i>Gov't Code 551.104(a)</i>
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. <i>Gov't Code 551.104(b), (c)</i>
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. <i>Gov't Code 551.145</i> 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. <i>Gov't Code 551.146</i> 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. <i>Gov't Code 551.144(a)</i>
AFFIRMATIVE DEFENSE	It is an affirmative defense to prosecution under Government Code 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. <i>Gov't Code 551.144(c)</i>

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

Date: August 4, 2022

Subject: Superintendent's Report

Administrator Responsible/Position: Dr. Eric Wright, Superintendent of Schools

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:

Share with Board and Community information regarding current events in the district.

D. Administrative Recommendation: N/A

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 4, 2022

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. An open forum will be conducted at each meeting. The Board shall allot approximately 30 minutes for comments from members of the public about school district concerns.

Any member of the public who wishes to address the Board in Public Forum must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Board Policy DEC (LOCAL) sets the maximum time for any individual presentation as 5 minutes, unless decreased by the Board President prior to the start of public comment. In order to ensure efficiency in all meetings, our standard practice is to afford 3 minutes for speakers covering current agenda items and 2 minutes for speakers covering non-agenda items. Speakers with comments on posted agenda items will be called to speak first. Speakers with comments on items not posted for tonight's agenda will then be called to speak, if time permits.

Please be aware that the audio and video 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.

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

Date: August 4, 2022

Subject: Review of Public Safety and Security Protocols and Procedures

Administrator Responsible/Position: Jeri Skrocki, Director of Safety and Security

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:

Share with Board and Community information regarding safety and security.

D. Summary:

Share with the Board and community updated information gathered since June 20, 2022 Board Meeting presentation. This presentation will include updates on research being conducted as to providing additional personnel, infrastructure, and devices in advance of making a specific recommendation to the Board during the August 22, 2022 Board Meeting. We will also present suggested handbook updates that are necessary to keep students and staff safe to include restrictions on food deliveries and enhanced cell phone usage rules.

E. Administrative Recommendation:

N/A – Information only

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

Date: August 4, 2022

Subject: Consideration and possible approval of Procurements

Administrator Responsible/Position: Cabinet Members

Purpose of Agenda Item:

Action needed Information only Receive input

Authority for This Action:

Local Policy - BE Law or Rule N/A

Goal or Need Addressed:

Procurement of necessary items for the district.

Summary:

- Previous board action relating to this item - Ongoing
- Future action anticipated - Monthly
- Background information – The following procurements will be presented for approval
 - a. SMART Tag Supplies and Materials

Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other _____
All agenda items have been reviewed by the Superintendent's Cabinet.

Administrative Recommendation:

The Administration recommends approval of the listed procurement items.

Fiscal Impact and Cost: Amount: as set forth in the procurement item.

Suggested Motion:

I move that the Board approve the procurement item as presented.

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

Date: August 4, 2022

Subject: Student ID Card Supplies – Secured Mobility dba Smart Tag

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

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:

Provide supplies to produce student ID cards

D. Summary:

Background information:

Student ID cards are used for student safety and for other functions which require a student ID number such as a bus pass, lunch ticket, or library card.

This purchase includes 41,000 RFID cards, sleeves and lanyards, and 210 color ribbons for the printer

E. Scope of Options Reviewed:

BuyBoard Cooperative Contract #579-19 Technology Equipment, Products, Services & Software

This is a one-year contract with one (1) option to renew through 12/31/2021

F. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other:

G. Administrative Recommendation:

Consideration and approval of the procurement of student ID card supplies from Secured Mobility dba Smart Tag to produce student id cards.

H. Fiscal Impact and Cost: Amount: \$114,380

Budget Bond Grant/Special Funds Other

Prior Year Spending – \$116,218.84

I. Monitoring and Reporting TimeLine:

Person responsible for evaluating this decision or action: Jeri Skrocki, Director of Safety and Security

J. Suggested Motion:

I move the Hays CISD Board of Trustees approve the purchase of student ID card supplies from Secured Mobility dba Smart Tag, in the amount of \$114,380, as presented.

**Quote # 1149598**

www.securedmobility.com
 smarttag@securedmobility.com
 Phone : 855.604.6344
 Fax : 208.475.6230

Secured Mobility LLC
 PO Box 733917
 Dallas, TX 75373-3917

Order Date: 6/7/2022 12:21:00 PM

Bill To:	Hays CISD Hays CISD Accounts Payable 21003 IH 35 Kyle, Tx 78640 United States	Ship To:	Hays CISD Hays CISD Transportation 2385 High Road Uhland, Tx 78640 United States
Email:	courtney@securedmobility.com	Phone:	5122682141 xt 46041
Payment Method:	Net 30	Ship Method:	FedEx Ground
PO/Reference #:	Quote- Rosie Sanchez		

Quantity	Unit Price	Product/Service	Part #	Ship Date	Ext. Price
41000	\$0.35	SMART tag - Heavy Duty Plastic sleeve for ID Card (vertical)	770030		\$14,350.00
41000	\$0.98	Blank SMART tag RFID card with pre-printed National SPL/CTL info (on ST logo footer side)	770116		\$40,180.00
41000	\$1.05	SMART tag - 6 inch retractable yellow lanyard for card holder (with double breakaway)	770131		\$43,050.00
210	\$80.00	IDP-31/51 YMCKO (color) RIBBON	779366		\$16,800.00

"T" DENOTES A TAXABLE LINE

Subtotal	\$114,380.00
Shipping/Handling	\$0.00 T
Sales Tax	\$0.00
Total	\$114,380.00
Amt. Paid	\$0.00

Total Due

\$114,380.00

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 4, 2022

Subject: Superintendent's recommendation to employ contractual administrative personnel

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
DP and DC (Legal & Local)
- C. Goal or Need Addressed:** Consideration and possible approval of the hire of the following administrator positions:
- Director of Student Health Services
 - Director of Student Services
 - Lehman High School – Assistant Principal (2 positions)
 - Reclassification of the Director of Safety and Security
- D. Summary:**
 Previous board action relating to this item
 Future action anticipated -
 Background information - In accordance with policy DC (Local), the Superintendent has sole authority to recommend the employment of contractual personnel who serve as administrators and the Board of Trustees retains final authority to approve such personnel.
- E. Comments Received:**
 Cabinet DLT FBOC Teacher Org. Reps. Other -Campus-Level Interview Committee and District-Level Committee
- F. Administrative Recommendation:**
Administration recommends the Board of Trustees approve the Superintendent's recommendations regarding the employment of administrative professional personnel.
 Consequences of not approving recommendation – Supervising and supporting campus-level operations is adversely affected without administrative leadership.
- G. Fiscal Impact and Cost: Amount:**
 Budget Bond Grant/Special Funds Other
- H. Monitoring and Reporting Timeline:**
Person responsible for evaluating this decision or action — Dr. Fernando Medina, CHRO
Evaluation method and timeline – The contractual personnel who serve as administrators undergo an annual performance appraisal.
- I. Suggested Motion:**
I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ the Director of Student Health Services, the Director of Student Services, two (2) Assistant Principals at Lehman High School, and the reclassification of the Director of Safety and Security as presented.

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

Date: August 4, 2022

Subject: Request for Approval of Adjustments to the Academic Professional Portion of the 2022-2023 Compensation Plan

Administrator Responsible/Position: Dr. Fernando Medina, CHRO

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: Human Resources seeks to support the district's work in providing safe and secure learning and working environment for student, staff and community.

D. Summary:

Previous board action relating to this item -

Background information: Recently, the Board approved additional staffing and reclassifications to support our work related to safety and security. These proactive actions included:

1. Adding one (1) Safety and Security Coordinator (compensation plan level BP-03) to assist the Director of Safety and Security with the audit process, security monitor supervision, and facility rental administration.
2. Adding one (1) Security Monitor District-Wide (compensation plan level AU-04) to provide coverage due to our geographical size, increased number of community buildings, and an uptick in criminal activity. This additional allocation resulted in a total of six (6) Security Monitors.
3. Reclassifying the existing Security Monitors on the compensation plan from AU-03 to AU-04 resulting in an increase in starting pay. Additionally, the Maintenance & Operations Office reassigned a clerical position to support the Director of Safety and Security and the Director of Construction and Planning.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation:

Administration seeks approval to reclassify the Director of Safety and Security (compensation plan level AP-08) to Chief Safety and Security Officer (compensation plan level AP-11). This request would result in amending the 22-23 Compensation Plan (see attached).

G. Fiscal Impact and Cost: Approx. \$25,000

Budget – General Operating Fund Bond Grant/Special Funds Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Dr. Fernando Medina, Chief Human Resources Officer

Evaluation method and timeline:

Next report to the board – As needed.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the adjustments to the Academic Professional portion of the 2022-2023 Compensation Plan to accommodate the reclassification of Director of Safety and Security to Chief Safety and Security Officer as presented.

Hays Consolidated Independent School District
Academic / Professional Compensation Plan
for the Fiscal Year ending June 30, 2023

Updated 7/27/22

Pay Grade 7					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$397.61	\$484.89	\$572.16		\$33.94
226	89,860	109,585	129,308		7,671
230	91,450	111,525	131,597		7,807
	Assistant Director, Athletics (226) Director, Assessment/Accountability (226) Director, Digital Learning (226) Director, Multilingual/LOTE (226) Principal, Elementary School (226)	Director, Career Technical Education (226) Director, Federal Programs (226) Director, SPED (226) Director, Talent Acquisition (226)	Director, Advanced Academics (226) Director, CCR & Counseling (226) Director, Fine Arts (226) Director, Student Info Svcs (SIS) (230)		

Pay Grade 8					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$437.36	\$533.37	\$629.37		\$37.34
226	98,843	120,542	142,238		8,438
	Director, Student Services (226) Principal, IMPACT Center (226) Principal, Live Oak Academy (226)	Director, Academic Support (226) Executive Officer of C & I (226) Principal, Middle School (226)	Director, Safety and Security (226) Executive Officer of SPED (226)		

Pay Grade 9					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$481.09	\$586.71	\$692.64		\$41.07
226	108,726	132,596	156,537		9,282
	Director, Athletics (226)	Principal, High School (226)			

Pay Grade 10					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$598.45	\$704.06	\$809.66		\$49.28
226	135,250	159,118	182,983		11,138
	Deputy Academic Officer (226)	Deputy Human Resource Officer (226)			

Pay Grade 11					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$714.62	\$840.72	\$966.82		\$58.85
226	161,504	190,003	218,501		13,300
	Chief Communication Officer (226) Chief Operations Officer (226)	Chief Financial Officer (226) Chief Technology Officer (226)	Chief Human Resource Officer (226) Chief Safety & Security Officer (226)		

Pay Grade 12					7.00%
Daily	Minimum	Midpoint	Maximum		MPI
	\$857.53	\$1,008.86	\$1,160.18		\$70.62
226	193,802	228,002	262,201		15,960
	Deputy Superintendent / Chief Academic Officer (226)				

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

Date: August 4, 2022

Subject: Request for Additional School Resource Officers

Administrator Responsible/Position: Jeri Skrocki, Director of Safety and Security

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: Administration seeks approval to add and subsidize funding (75%) for three (3) School Resource Officers to support our elementary campuses. Memorandum of Understanding from Hays County Sheriff's Office is currently in development, and will be presented once finalized.

D. Summary:

Previous board action relating to this item -

Future action anticipated -

Background information – Recently, the Board approved additional staffing and reclassifications to support our work related to safety and security. These proactive actions included:

1. Adding one (1) Safety and Security Coordinator (compensation plan level BP-03) to assist the Director of Safety and Security with the audit process, security monitor supervision, and facility rental administration.
2. Adding one (1) Security Monitor District-Wide (compensation plan level AU-04) to provide coverage due to our geographical size, increased number of community buildings, and an uptick in criminal activity. This additional allocation resulted in a total of six (6) Security Monitors.
3. Reclassifying the existing Security Monitors on the compensation plan from AU-03 to AU-04 resulting in an increase in starting pay. Additionally, the Maintenance & Operations Office reassigned a clerical position to support the Director of Safety and Security and the Director of Construction and Planning.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation: Administration recommends that the Board approve to add and subsidize funding (75%) for three (3) School Resource Officers to support our elementary campuses.

Advantages/benefits of this proposal – Board approval provides increased safety and securing to our students, staff, and community.

Consequences of not approving recommendation – Limiting resources to existing staffing levels reduces safety and security in our district.

G. Fiscal Impact and Cost: Approx. \$363K (includes benefits, vehicle, etc.)

Budget – General Operating Fund Bond Grant/Special Funds Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action — Jeri Skrocki, Director of Safety and Security and Dr. Fernando Medina, CHRO

Evaluation method and timeline – Human Resources will collaborate with the Office of Safety & Security to monitor the adequacy of staffing levels.

Next report to the board – As needed.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve to add and subsidize funding (75%) for three (3) School Resource Officers to support our elementary campuses as presented.

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

Date: August 4, 2022

Subject: Request for Additional Safety and Security Position

Administrator Responsible/Position: Jeri Skrocki, Director of Safety and Security

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: Administration seeks to support the district's work in providing safe and secure learning and working environment for student, staff and community.

D. Summary: Justification to support this additional FTE will be provided in the safety and security briefing presented to the Board on the evening of August 4, 2022. If approved, duties assigned to each Coordinator of Safety and Security would be based on skill and district need.

Previous board action relating to this item -

Future action anticipated -

Background information – Recently, the Board approved additional staffing and reclassifications to support our work related to safety and security. These proactive actions included:

1. Adding one (1) Safety and Security Coordinator (compensation plan level BP-03) to assist the Director of Safety and Security with the audit process, security monitor supervision, and facility rental administration.
2. Adding one (1) Security Monitor District-Wide (compensation plan level AU-04) to provide coverage due to our geographical size, increased number of community buildings, and an uptick in criminal activity. This additional allocation resulted in a total of six (6) Security Monitors.
3. Reclassifying the existing Security Monitors on the compensation plan from AU-03 to AU-04 resulting in an increase in starting pay. Additionally, the Maintenance & Operations Office reassigned a clerical position to support the Director of Safety and Security and the Director of Construction and Planning.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation: Administration seeks approval to add one Coordinator of Safety and Security.

Advantages/benefits of this proposal – Board approval provides increased safety and securing to our students, staff, and community.

Consequences of not approving recommendation – Limiting resources to existing staffing levels reduces safety and security in our district.

G. Fiscal Impact and Cost: Approx. \$63,454

Budget – General Operating Fund Bond Grant/Special Funds Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action — Jeri Skrocki, Director of Safety and Security

Evaluation method and timeline – The Office of Safety & Security will collaborate with Human Resources to monitor the adequacy of staffing levels.

Next report to the board – As needed.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the additional FTE for the position of Coordinator of Safety and Security as presented.

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

Date: August 4, 2022

Subject: Board Resolution for Creation of COVID Leave Allotment

Administrator Responsible/Position: Fernando Medina, Chief Human Resources Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy: DEA and DEC Law or Rule N/A

C. Goal or Need Addressed: The district will provide employees with five (5) days of additional paid leave after contracting COVID-19 as evidenced by a positive PCR COVID test. We are seeking board approval to offer COVID-support leave. We are seeking to provide a one-time benefit of up to five (5) paid leave days to those employees who contract any variant of COVID-19 and are required to quarantine. This leave will remain available through June 30 ,2023 and will be made retroactive to July 1, 2022. No additional leave will be granted for subsequent quarantines required for re-infection. We believe that the district as a substantial public interest in protecting the health and safety of its students, staff, and community and that this benefit provides financial assistance to affected employees who have engaged in good faith with the district's safety protocols which are designed to limit the chance of infection or spread of COVID-19. This benefit is brought forth because the pandemic continues to affect school operations and we are experiencing continued spread impacting our employees.

D. Summary:

Previous board action relating to this item: Board approved a similar resolution in the 2021-2022 school year.
 Background information: As stated, FFCRA has expired and the district is no longer required to provide paid leave to employees required to quarantine due to a positive COVID-19 test.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other

F. Administrative Recommendation: Administration requests that the Board adopt the resolution for the Creation of COVID leave Allotment.

Advantages/benefits of this proposal: Suspending practices and policies within Board Policies DEA (LOCAL) and DEC (LOCAL), as needed, will provide financial support to our employees during required quarantine by the district. This resolution provides the district with the opportunity to suspend its practices of deducting days from employees' leave accruals and reducing their pay when no paid leave accruals exist. This resolution supports the district's desire to recruit and retain its valued employees by supporting them through a financial impact resulting from absence from work due to contracting COVID.

Consequences of not approving recommendation: In the absence of such resolution, employees who are absent from work due to quarantine for contracting COVID-19 will need to access leave accruals and possibly lose compensation when no leave accruals exist.

G. Fiscal Impact and Cost: TBD

Budget Bond Grant/Special Funds Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action — Dr. Fernando Medina, Chief Human Resource Officer

Evaluation method and timeline: Suspension of policies and provisions of compensation are provided only through June 30, 2023.

Next report to the board – As needed.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt the Board Resolution for the Creation of COVID Leave Allotment as presented.

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

Board Resolution for Creation of COVID Leave Allotment

WHEREAS, the Coronavirus and variants (COVID-19) pandemic continues to affect school operations as it spreads across Texas and the world; and

WHEREAS, through circumstances beyond their control, certain District employees may be forced to miss workdays due to required isolation after contracting the COVID-19 virus; and

WHEREAS, the Board recognizes that the unique circumstances created by the COVID-19 pandemic may place an unexpected financial burden on employees; and

WHEREAS, the Board recognizes that many employees have taken all reasonable steps available to avoid contracting the virus and being absent from duty; and

WHEREAS, the Board finds a public purpose will be served by granting five (5) days of additional local paid leave to those employees who contract COVID-19, by demonstrating support of its employees, enhancing employee morale, supporting the retention of employees, and protecting the health of employees.

Now therefore it be resolved by the Board that:

1. The findings and recitals outlined above are found to be true and correct and are hereby approved and adopted; and
2. The Board finds that a public purpose and a benefit to the Hays CISD exists to compensate District employees with a COVID-positive PCR test result up to five (5) workdays missed between July 1, 2022, and June 30, 2023; and
3. The Board hereby suspends the operation of Board Policies DEA (Local) and DEC (Local) only to the extent necessary to affect the purposes of this Resolution; and
4. This Resolution shall automatically expire on June 30, 2023 unless extended by action of the Board; and
5. The Board hereby authorizes the Superintendent to take whatever steps reasonably necessary to fulfill the purposes of this Resolution, including the creation of additional requirements or procedures for an employee to request this leave and making determinations regarding employee eligibility for this leave.

Adopted by the vote of the majority of members of the Board of Trustees of the Hays CISD present and voting at an open meeting of the Board on the 4 day of August 2022, at which a quorum was present:

BY: _____
Vanessa Petrea, Board President

BY: _____
Esperanza Orosco, Board Secretary

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

Date: June 4, 2022

Subject: Update on construction and renovation projects in the district

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

Action needed

Information only

Receive input

B. Authority for This Action:

Local Policy – CV(LOCAL)

Law or Rule

N/A

C. Summary:

Previous board action relating to this item -

Future action anticipated – As needed

Background information - The board needs to monitor the progress of the bond projects and other construction projects to ensure the contract with the community is fulfilled.

D. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other _____

All agenda items are reviewed by Superintendent's Cabinet.

E. Administrative Recommendation: N/A

F. Fiscal Impact and Cost: Amount: N/A

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

Date: August 4, 2022

Subject: Requests for Information from the Board of Trustees

Administrator Responsible/Position:

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:

The Board shall request information as needed.

D. Administrative Recommendation: N/A

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.