

NOTICE

**This notice is posted pursuant to the Texas Open Meetings Act.
[TEXAS GOVERNMENT CODE SECTION 551]**

BRYAN ISD BOARD OF TRUSTEES WORKSHOP

Boardroom

801 South Ennis Street

Bryan, TX 77803

Tuesday, February 21, 2023 – 6:00 PM

AGENDA

CALL TO ORDER

Welcome

Pledges of Allegiance

Citizens' Comments

Spotlight

1. Elementary Teacher of the Month
2. Secondary Teacher of the Month

3. Recognition of Bryan High School National Merit Finalist, Gabriel Gomez
4. Recognition of Bryan High School University Interscholastic League Invitational Awards

Superintendent Update

1. Superintendent's Update on Elementary UIL Participation and Success, Fine Arts, CTE, and Athletics Events and Achievements, and Community Engagement

Board Committee Reports

1. Executive Committee
2. Teaching and Learning Committee

Information Items

1. Teacher Incentive Allotment and National Board Certification Update 2



Teacher Incentive Allotment & National Board Certification Board Update

February 21, 2023

What is the Teacher Incentive Allotment?

Bryan ISD is proud to offer a locally designed TIA designation system for our teachers.

- Part of the HB3 Teacher Compensation Plan
- Merit-based pay award for teachers
- While locally developed designations systems are *optional* for all districts, there must be policy in place for those teachers that are hired by the district and have designation from a prior district.



Reward

- Create a path for teachers to earn \$100,000
- Improve teacher morale



Retain

- Retention of highly effective teachers across the district ₃



Recruit

- Increase number of people who want to become teachers
- Students have equitable access to high quality instruction

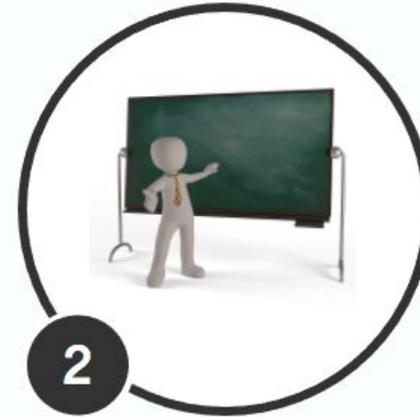
Pathways to Designation

1. National Board Certification
 - a. *Recognized Only*
2. District Designed Designation System

HB 3 Established 3 Levels of Designation



Recognized
Top 33% of Teachers



Exemplary
Top 20% of Teachers



Master
Top 5% of Teachers

4

NOTE: The way TEA calculates these percentages is compounded, thus Masters is also included in the count for Recognized and Exemplary. Resulting in an actual breakdown of 5% Master Teachers, 15% Exemplary Teachers, and 13% Recognized.

TIA Designation System Development & Implementation



Fall 2020

Jan-March 2021

April-June 2021

July-Aug 2021

2021-2022

2022-2023

- Core Strategic Planning
- Research and Review

- TIA Strategic Planning Committee
- Teacher Focus Groups
- Teacher Informational Sessions
- Student Growth Measure Teacher Focus Groups - Group A

- Faculty Presentations
- Submit TIA Application
- Texas Tech Teacher Survey
- TIA Handbook
- Group B Growth Measures for 21-22 Pilot

- TEA Feedback and Application Review Consultations
- Additional TIA Resources and Materials Published
- Back to School Orientation to TIA

- Data Collection for Group A
- Pilot Growth Measures for Group B
- National Board Certification Support
- TIA Feedback & System Review by Strategic Planning Committee - including Group B Pilot

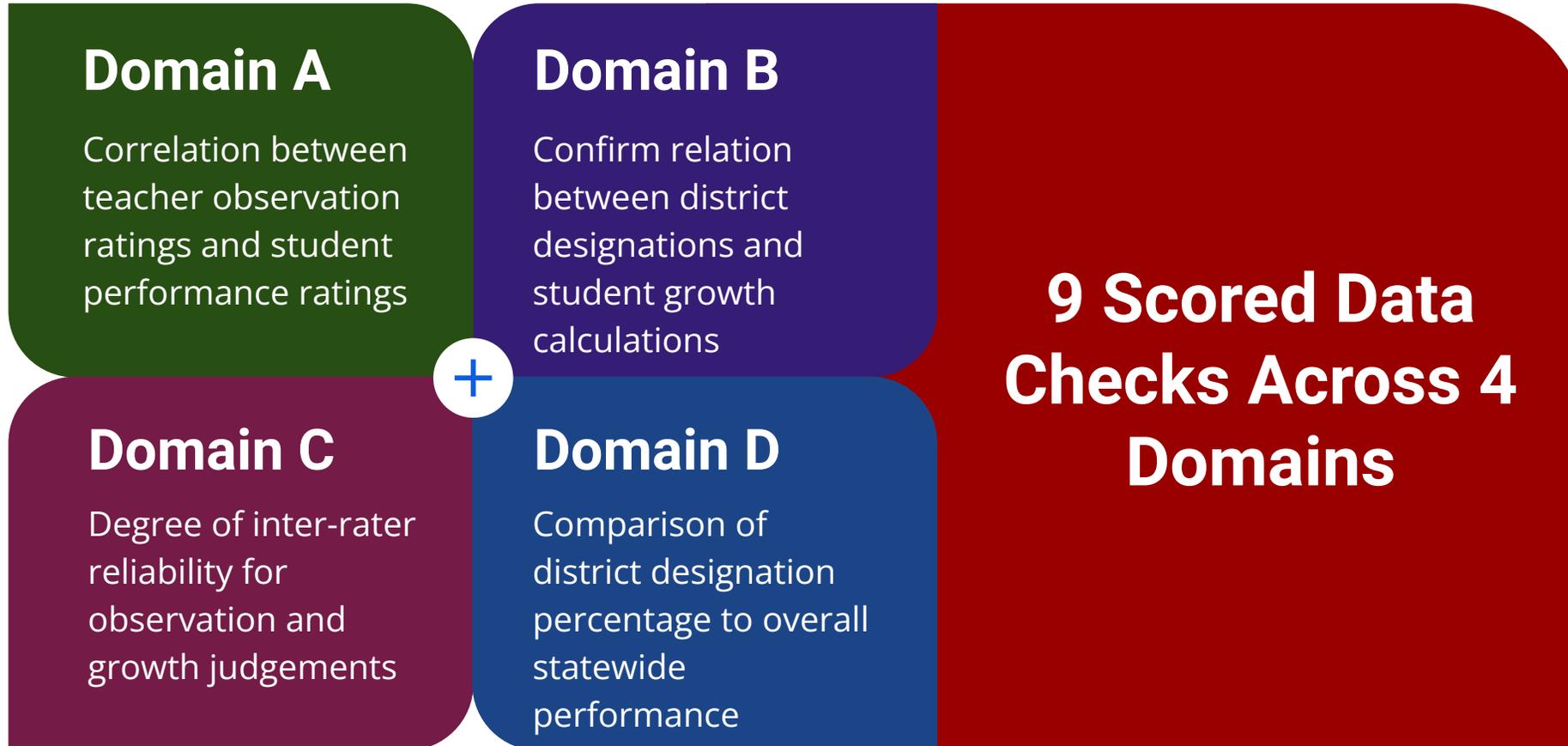
- Nov - Data Submission for 21-22 Group A
- Data Collection Continues for Group A
- **Feb-April: TTU & TEA Notification of Designations**
- **June '23 TIA Payout for 21-22 Designations**

**TEACHER
INCENTIVE
ALLOTMENT**

APPROVED!



TTU Data Validation Process



TIA Designation Facts

**27% of eligible
teachers earned
a designation**



**Teachers earned a
total of 183
designations**

52 Recognized
100 Exemplary
31 Master



**Teachers in all
eligible content
areas**

ELA, Math, Science,
Self-contained,
Special Education,
& Bilingual



**Teachers from all
experience levels**

From 2 years of
experience to 37
years of experience



**Teachers from all
grade levels**

From PreK to 12th
grade

Campus Designation Allocations - *Will be updated prior to payout*

Campus	Recognized	Exemplary	Master
BHS	\$5,681	\$11,362	\$20,936
RHS	\$5,794	\$11,587	\$21,312
BCHS	\$5,926	\$11,851	\$21,752
JDC	\$6,058	\$12,116	\$22,193
MCH	\$6,411	\$12,823	\$23,371
DAEP	\$6,058	\$12,116	\$22,193
SFA	\$6,069	\$12,138	\$22,231
LONG	\$6,784	\$13,569	\$24,615
RAYBURN	\$5,537	\$11,075	\$20,458
DAVILA	\$6,098	\$12,196	\$22,326
KEMP-CARVER	\$7,586	\$15,172	\$27,286
BONHAM	\$5,748	\$11,496	\$21,160

Campus	Recognized	Exemplary	Master
CROCKETT	\$7,725	\$15,451	\$27,751
FANNIN	\$6,722	\$13,444	\$24,406
HENDERSON	\$6,720	\$13,439	\$24,399
JOHNSON	\$4,391	\$8,782	\$16,636
ROSS	\$5,940	\$11,880	\$21,799
HOUSTON	\$3,365	\$6,731	\$13,218
NAVARRO	\$5,864	\$11,728	\$21,547
BRANCH	\$6,111	\$12,223	\$22,371
JONES	\$7,962	\$15,924	\$28,540
BOWEN	\$4,308	\$8,616	\$16,360
NEAL	\$7,887	\$15,774	\$28,290
MITCHELL	\$4,835	\$9,670	\$18,117

These amounts will be recalculated by TEA in April based on the socio-economic status of the campus population.

NOTE: These allocations are subject to the district's policy on distribution of funds for TIA.

Allotment Generated by Designation



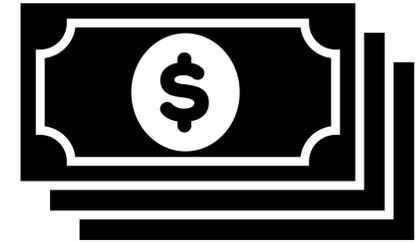
This amount depends on the designation earned (Recognized, Exemplary, or Master) and the campus where the designated teacher is employed.

10% for District Costs



District withholds 10% for costs associated with supporting a local designation system or to support teacher in obtaining designations.

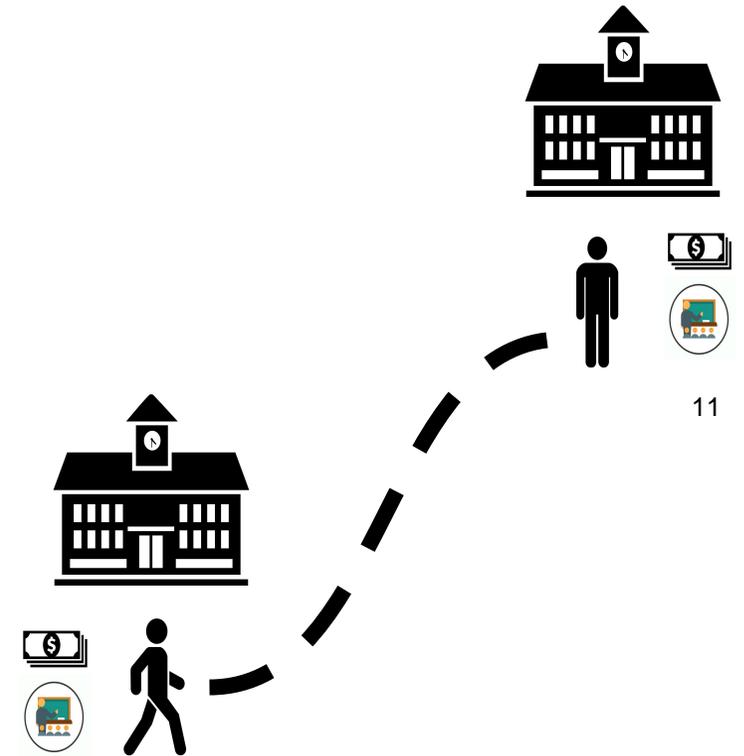
90% Less TRS, Taxes, and Benefits



Teacher receives 90% of the allotment less TRS, taxes, and benefits.

Designation Travels with the Teacher

- The designation is valid for 5 years
 - Cannot be revoked or lowered by a district
 - Can be raised and the 5 year designation period is reset
- The designation is not tied to a specific grade, subject or campus.
- Teachers can change their teaching assignment or districts and still keep their designation.



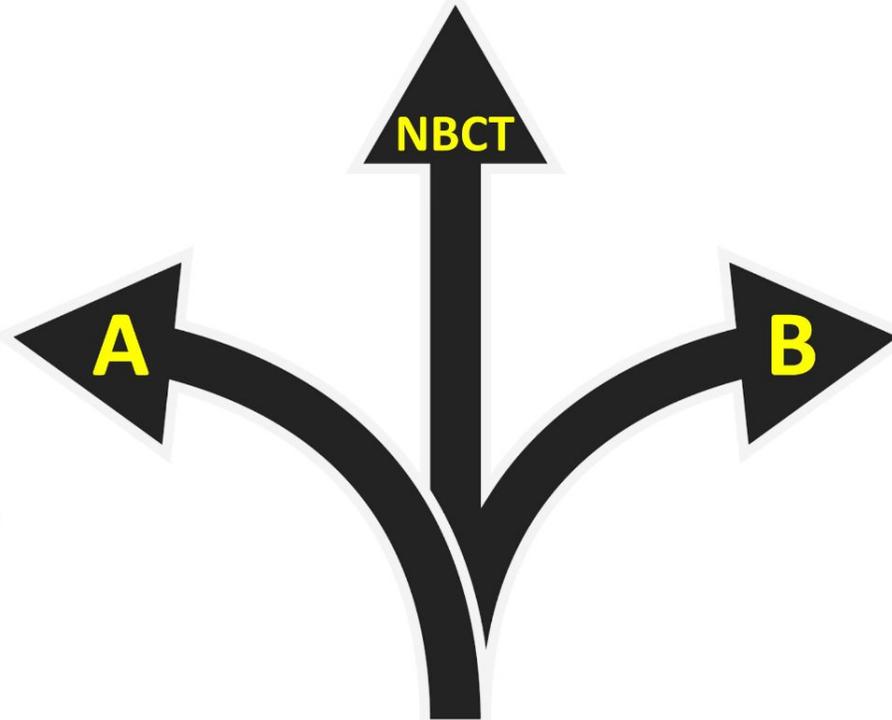
Designation Pathways



All Teachers
National Board Certification



Group A Teachers
District Designation System
TIA Data Collection:
CIRCLE, MAP



Group B Teachers
District Designation System
Piloting ONLY

The BIG 3 Questions

1. Who can earn a designation?

- a. Eligible campuses and teaching assignments
- b. If not all teachers, will we expand in future years?

Group A

- PreK Teachers (CIRCLE)
- K-12 ELA Teachers (MAP)
- K-8 Math, Alg I, Alg II, Geometry Teachers (MAP)
- 2-8 Science Teachers (MAP)

Group B

- Pilot SLO, PreTest/PostTest and Portfolios for other Teacher groups
- National Board Certification

2. How will we designate?

- a. Observations, student growth measures, optional components
- b. Performance standards and weighting/teacher categories

- CIRCLE (PreK)
- MAP
- Domains 2 & 3 Only
- No Other Components

3. How and when will we compensate?

- a. Distribution of funds
- b. Timing and mode of compensation

- 40% T-TESS
- 60% Student Growth

- 10% District (MAP, PD, etc)
- 90% Designated Teacher
 - Deduct fees for TRS/Benefits



National Board Certification



Bryan ISD has partnered with ESC6 to offer our teachers training and support through NBC process.

Certificate Areas	Developmental Level	Certificate Areas	Developmental Level
Art	EMC (ages 3-12) EAYA (ages 11-18+)	Reading-Language Arts	EMC (ages 3-12)
Career & Technical Education	EAYA (ages 11-18+)	Mathematics	EA (ages 11-15) AYA (ages 14-18+)
English as a New Language	EMC (ages 3-12) EAYA (ages 11-18+)	Music	EMC (ages 3-12) EAYA (ages 11-18+)
English Language Arts	EA (ages 11-15) AYA (ages 14-18+)	Physical Education	EMC (ages 3-12) EAYA (ages 11-18+)
Exceptional Needs Specialist	ECYA (ages birth-21+)	School Counseling	ECYA (ages 3-18+)
Generalist	EC (ages 3-8) MC (ages 7-12)	Science	EA (ages 11-15) AYA (ages 14-18+)
Health Education	EAYA (ages 11-18+)	Social Studies-History	EA (ages 11-15) AYA (ages 14-18+)
Library Media	ECYA (ages 3-18+)	World Languages	EAYA (ages 11-18+)

AYA=Adolescence and Young Adult / EC=Early Childhood / ECYA=Early Childhood through Young Adulthood / EA=Early Adolescence / EAYA=Early Adolescence through Young Adulthood / EMC=Early and Middle Childhood / MC=Middle Childhood

Bryan ISD TIA Website

- www.bryanisd.org/TIA
- Also located at www.bryanisd.org > Employees
- Overview of TIA
 - Board Presentation
 - TEA Informational Video
- Minutes from the Strategic Planning Committee
- Eventual location for TIA handbook, videos, and FAQs

Have Questions?

- email TIA@bryanisd.org

Teacher Incentive Allotment

Bryan ISD is planning to pursue participation in the Teacher Incentive Allotment (TIA), with data collection beginning in the 2021-2022 school year, and teacher payouts beginning in Fall 2022. Bryan ISD is in the planning phase right now, with stakeholder committees including teachers and staff from across the district working to design the Bryan ISD plan that will be submitted to the Texas Education Agency for approval.



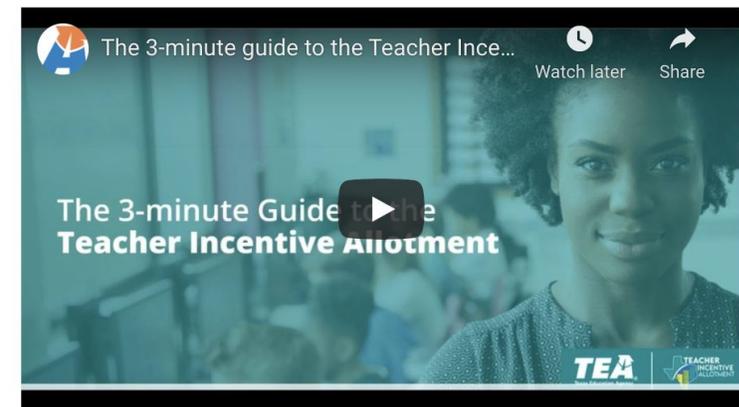
[Bryan ISD TIA Overview - Board Workshop 2-1-21](#)

About the Teacher Incentive Allotment

HB 3 in the 86th Texas Legislature included a massive increase in teacher pay. The TIA was established by HB 3 with a stated goal of a six-figure salary for teachers. TIA allotment funds help Texas school systems reward, retain, and recruit highly effective teachers. The funding formula prioritizes high needs and rural campuses.

Districts can now create compensation plans based on teacher effectiveness and student equity. This new model creates a path for outstanding teachers to earn a six-figure salary. Thus, reducing the desire for highly effective teachers to leave the classroom.

<https://tea.tiatexas.org/>



ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

1. Consider Approval of the Meeting Minutes for January 9 and January 17, 2023

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BRYAN ISD BOARD OF TRUSTEES MEETING

January 9, 2023

The Bryan ISD Board of Trustees met for a regular meeting on Monday, January 9, 2023, at 12 noon, in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street Bryan, TX 77803.

Board members present:

- Dr. Julie Harlin
- Dr. Deidra Davis
- Felicia Benford
- Ruthie Waller
- David Stasny
- Leo Gonzalez, II

Board Members Absent:

- Mark McCall

Staff members present:

- Ginger Carrabine
- Dr. Barbara Ybarra
- Kevin Beesaw
- Crystal Goodman
- Dr. Brian Merrell
- Julea Johnson
- Jennifer Warren
- Ron Clary
- Janice Williamson
- Clay Falls
- Paul Buckner
- Tiffany Lee

CALL TO ORDER

Board President, Dr. Julie Harlin, called the workshop to order at 12:00 p.m. and extended a welcome to all attendees.

Citizens' Comments

No comment cards were presented for discussion.

Spotlight

Jane Long Intermediate School Celebrations and Accomplishments

Assistant Principal, George Beckwork, spoke on all the wonderful things happening at Jane Long Intermediate. Student Ambassadors Adrian Cibrian, Ka'Dence Jackson, and Zoe Zwerneman gave an overview of the "Penny Challenge". The Penny Challenge was a school-wide initiative

to help raise funds for the Bryan ISD Habitat Build Project. All proceeds from this fundraiser went to the Bryan ISD Habitat Build.

Information Items

School Boundaries Update

Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, Parent Leader, David Mervish, and Pastor Sam Hill, gave a high-level overview of the School Boundaries process for the opening of Sadberry Intermediate in August of 2023 with 5th graders. The process will be to balance elementary school enrollment where necessary to prevent the overutilization and underutilization of schools. The new Sadberry Intermediate is scheduled to open in August 2023 with 5th graders. The goal is to create boundaries for each Intermediate school to serve between 600-800 students. During this process, the committee was able to identify the needs of an underutilized campus (Neal) and overutilized campuses (Branch, Henderson, and Johnson), and increase the number of students in the Emergent Bilingual program at Crockett Elementary.

Community survey data and results were shared along with the administration's recommendation for revised school boundaries for PK-6. Implementation of school boundaries is detailed in Board Policy FC (Local). A student who is entering PreK through grade 9 shall be reassigned to the new attendance boundary to attend the grade level he or she is entering unless the student is attending the campus on an approved advanced academics program transfer. However, students entering grades 4, 6, or 8 may remain at their current campus but shall not be eligible for District-provided transportation, and siblings at other grades within the school shall be reassigned to the new attendance boundary school. Parents must complete a student transfer request during the transfer window.

As part of the opening of a third intermediate school, the Advanced Academics programs for grades 5-8. Beginning with 5th-grade students in 2023-2024 the new academy, Aspire, will be offered at all three intermediate schools and then add a grade level one year at a time until 8th grade.

ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

A **motion** was made by Felicia Benford and seconded by Dr. Deidra Davis for the approval of all the items listed on the consent agenda.

- Update to Policy CPC Local

The motion passed unanimously.

District Instructional Calendar for 2023-2024 Update

Director of Counseling Services, Donna Willett, gave a brief update on the instructional calendar. Feedback was received from multiple stakeholders parents, teachers, staff, students, and the community. From those meetings, the Administration created two draft calendars for consideration.

Calendar one offered additional time for teachers and staff for professional development and a fall break. The District will work to offer a comprehensive listing of agencies that could offer child care during school closure. Calendar two was considered a traditional calendar with similarities to the current calendar. Additional meetings with stakeholders were held and a survey was launched to collect stakeholder feedback in making the recommendation to the Board of Trustees.

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

Teaching and Learning

DISCUSS AND CONSIDER APPROVAL OF A PURCHASE REQUEST OVER \$50,000 FOR K-5 ELAR INSTRUCTIONAL MATERIALS

Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, stated that during the last legislative session, the funding for the Instructional Materials and Technology Allotment was drastically reduced. As a result, the 4-year purchase of ELA consumables will need to be funded differently. After working with the vendor, they've agreed to our request for a 4-year contract (\$194,769.03 per year for a total of \$779,076.12) to be paid annually so federal and compensatory funding sources can be leveraged. This 4-year discount will save over 1 million dollars when compared to the 1-year annual cost originally quoted by the vendor. These consumables are a main source of the instructional resources utilized in our K-5 ELAR classrooms and provide a number of authentic texts needed for reading and writing lessons.

A **motion** was made by Ruthie Waller and seconded by Felicia Benford for the approval of the contract with Houghton Mifflin Harcourt for a 4-year cost proposal of K-5 ELAR consumable resources in the amount of \$779,076.12 to be paid in equal annual payments over 4 years. *The motion passed unanimously.*

Closed Session

CONVENE IN CLOSED SESSION

Board President, Dr. Juliue Harlin, called for a closed session at 1:15 p.m. as authorized by Texas Government Code Chapter 551.074 for the subjects allowed.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE

The agenda item was discussed in a session closed to the public.

Reconvene in Open Session

The Board reconvened in open session at 2:20 p.m. No action was taken in closed session.

ADJOURN

There being no further business, the meeting adjourned at 2:20 p.m.

President

Secretary



BRYAN ISD BOARD OF TRUSTEES MEETING

January 17, 2023

The Bryan ISD Board of Trustees met for a regular meeting on Tuesday, January 17, 2023, at 6:00 p.m. in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street Bryan, TX 77803.

Board members present:

- Dr. Julie Harlin
- Dr. Deidra Davis
- Felicia Benford
- Ruthie Waller
- Mark McCall
- David Stasny
- Leo Gonzalez, II

Staff members present:

- Ginger Carrabine
- Dr. Barbara Ybarra
- Kevin Beesaw
- Carol Cune
- Crystal Goodman
- Dr. Brian Merrell
- Julea Johnson
- Linda Montoya
- Jennifer Warren
- Clay Falls
- Paul Buckner
- Rich Himmel
- Tiffany Lee

CALL TO ORDER PUBLIC HEARING

Board President, Dr. Julie Harlin, called the public hearing to order at 6:02 p.m.

RECESS PUBLIC HEARING

Board President, Dr. Julie Harlin, recessed the public hearing at 6:02 p.m.

CALL TO ORDER REGULAR MEETING

Board President, Dr. Julie Harlin, called the regular meeting to order at 6:02 p.m. and extended a welcome to all attendees.

Spotlight

Donation from The Donald and Donna Adam Family Foundation, in the Amount of One Million Dollars, to Further the Safety and Security Initiatives of Bryan ISD

Mr. Kevin Beesaw introduced Mr. Matt Nash, spokesperson for The Donald and Donna Adam Family Foundation regarding their unsolicited monetary donation designated to enhance the district's safety and security efforts. Mr. Nash spoke briefly on the donation of one million dollars from The Donald and Donna Adam Family and their passion for helping this community and school safety and security. The monies donated will be used to further enhance the safety and security initiatives of Bryan IS as they remain a top priority for the district.

Pledges of Allegiance

The American pledge and Texas pledge were led by Jane Long Intermediate student ambassadors.

Citizens' Comment

No comment cards were presented.

Spotlight

Board of Trustees Appreciation Month

Superintendent Ginger Carrabine stated that January is School Board Recognition Month and Bryan ISD is celebrating its trustees for their dedication and commitment to the district and its students. The theme of this year's School Board Recognition Month is Forward, Together, which highlights the collaboration among school leaders, teachers, and parents on behalf of students.

Gov. Abbott issued a proclamation stating, "To catch a glimpse of the Texas of tomorrow, we need only look into the classrooms of today." The proclamation also acknowledged the importance of locally-elected boards. These boards set a vision for their district based on students' needs and community values.

Elementary & Secondary Teachers of the Month

Spotlight recognition was given to the Elementary Teacher of the Month, Rachel Nemec, Jones Elementary. Nemec was introduced by Principal Dr. Alma Velez. The Secondary Teacher of the Month was Annette Kirk, Bryan Collegiate High School, introduced by Principal Tommy Roberts. Both educators were recognized for exhibiting outstanding Essential 8 characteristics within their classrooms and throughout their individual campuses. The teachers were presented with a certificate of appreciation and a gift card from Truist Bank.

Recognition of Crockett Elementary's Curriculum Integration with Service Learning

Principal, Debra Ehrhardt, introduced teacher Susan Bossier and recognized Crockett Elementary's curriculum integration with Service Learning. The students sold slime and donated the proceeds, in the amount of \$401.00, to the Bryan ISD Build project.

Recognition of Bryan High Student Cameron Liotta who Wrote and Published a Children's Book

The spotlight item was tabled for a future meeting.

Superintendent Update

Superintendent, Ginger Carrabine, gave a detailed update on all the wonderful things happening in the district. A shuttle service will be offered for the groundbreaking ceremony for the Ruby B. Haliburton Auxiliary Complex. Pick-up will be from the Expo Center to the construction site. Carpooling was encouraged. The Annual Delta Sigma Theta's MLK Freedom March took place on Monday, January 15th and was well attended by the community. Bryan Noon Lions Club made a visit to Bryan CTEC. The individuals who toured the CTE Complex were treated to a wonderful lunch prepared by the Rudder High

School culinary students. Information nights for the Aspire Academy were going well at Rayburn and Long. The events had been recorded and are available for viewing on the Bryan ISD website.

The Texas A&M Engineers will loan the district Lego Robotics for training. Ross was able to partner with TAMU to spend the day learning about engineering. Many great things are happening in the district.

Information Items

O.W. Sadberry, Sr. Intermediate School Update

Principal, Alford Scott, shared the mascot and school color selections for Sadberry Intermediate. The school colors will be royal blue and white and the mascot will be the Mustangs.

RECESS REGULAR MEETING

President, Dr. Julie Harlin recessed the regular meeting at 6:45 p.m.

RECONVENE PUBLIC HEARING

Board President, Dr. Julie Harlin, reconvened the public hearing at 6:45 p.m.

PRESENTATION OF THE DISTRICT'S ANNUAL REPORT - TEXAS ACADEMIC PERFORMANCE REPORT (TAPR)

Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra along with Director of Accountability, Research, Evaluation, and Assessment, Dr. Jill Morris, gave a high-level presentation of the Texas Academic Performance Report and the Annual Report.

There being no further comments, the public hearing adjourned at 7:00 p.m.

RECONVENE REGULAR MEETING

Board President, Dr. Julie Harlin, reconvened the regular meeting at 7:00 p.m.

ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

A **motion** was made by Felicia Benford and seconded by Mark McCall for the approval of the items listed on the consent agenda.

- Donation from The Donald And Donna Adam Family Foundation, in the Amount of One Million Dollars, to Further the Safety and Security Initiatives of Bryan ISD
- Meeting Minutes December 2, 2022
- Meeting Minutes December 12, 2022
- Meeting Minutes December 15, 2022
- Bills Paid, Financial Statements, and Purchasing Report for December 2022
- Board of Trustees College, Career, and Military Goals
- Board of Trustees Early Childhood, Literacy, and Numeracy Goals

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

CONSIDER APPROVAL OF THE RANKING FOR DESIGN-BUILD FIRMS FOR 2020 BOND DISTRICTWIDE MEP PROJECT

Director of Construction and Energy Management, Paul Buckner, stated that the two-step Design-Build procurement method requires approval of the scoring committee's rankings of the entities that responded to the Design-Build Request for Qualifications for the 2020 Bond District Wide Mechanical Electrical and Plumbing (MEP) project. Three entities responded to the request for qualifications and the committee has scored and ranked the entities 1-3. The administration will evaluate the pricing of each of the entities to

ultimately select an entity to design and construct the project. This project will encompass mechanical, electrical, and plumbing work across the district in almost every campus/building. The request for qualifications was opened on December 14th. This project will be 100% after-hours and will be funded through the 2020 bond. The administration sought approval of the committee rankings for the district-wide mechanical, electrical and plumbing project.

A **motion** was made by Mark McCall and seconded by Leo Gonzalez, II for the approval of the committee ranking of Design Build Firms for 2020 Bond Districtwide MEP Project. *The motion passed unanimously.*

CONSIDER APPROVAL OF THE ANNUAL FINANCIAL REPORT FOR BRYAN INDEPENDENT SCHOOL DISTRICT FOR THE YEAR AUGUST 31, 2022

Assistant Superintendent of Business Services, Kevin Beesaw, stated that the Texas Education Agency (TEA) requires all Independent School Districts to have a financial audit performed by an independent auditor and issue an audited financial report annually. Senior Audit Manager with Weaver & Tidwell, LLPA, Matt Rogers, gave a high-level presentation regarding the Annual Audit and Financial Statements of the District for the Year Ending August 31, 2022.

Audit process audit standards performed by the audit gave a risk-based approach focused on specific risks such as management override of controls, state foundation School Program revenue and related estimates of federal and state grant revenues accounts payable and disbursements, payroll accruals and

The financial statements found unmodified internal control financial reporting. No weaknesses were identified. The District again received the highest level possible.

A **motion** was made by Dr. Deidra Davis and seconded by Felicia Benford for the approval of the annual audit and financial report for the Year Ending August 31, 2022, as presented. *The motion passed unanimously.*

Teaching and Learning

CONSIDER APPROVAL OF THE 2023-2024 DISTRICT INSTRUCTIONAL CALENDAR

Director of Counseling Services, Donna Willett, gave a detailed presentation on the 2023-2024 calendar process. There has been continual feedback vetted from multiple groups. The general requirements from the Texas Education Agency (TEA) required 75,600 operational minutes. Both calendars have 170 student days. Both calendars have 187 contract days for teachers and have a start date for staff and students that are similar to the current year calendar. Both calendars end prior to Memorial Day. Graduation dates will remain unchanged and offer early release days for students. Over 2000 more people participated in the online survey. The data revealed that over 70% of the students preferred option A. During the calendar development, local agencies Boys & Girls Club and Alphabest provided input regarding after-school care. Both entities will build their schedule around the Bryan ISD Instructional calendar once it is adopted. The District will work to align the calendar to Texas A&M University for Spring Break. The administration recommendation was calendar A.

A **motion** was made by Mark McCall and seconded by Dr. Deidra Davis for the approval of Calendar A 2023-2024 District Instructional Calendar as presented.

CONSIDER APPROVAL OF THE 2023-2024 BRYAN COLLEGIATE HIGH SCHOOL CALENDAR

Principal, Tommy Roberts, stated that Bryan Collegiate High School's calendar would align with the District's Instructional calendar. differences from the District Instructional calendar the only difference

A **motion** was made by Dr. Deidra Davis and seconded by Felicia Benford for the approval of the 2023-2024 Bryan Collegiate High School calendar as presented. *The motion passed unanimously.*

Local Governance

DISCUSS AND CONSIDER APPROVAL OF ELEMENTARY AND INTERMEDIATE SCHOOL BOUNDARIES

Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, gave a high-level update on the school boundaries update. The purpose was to provide for the development of school boundaries for the opening of Sadberry Intermediate in August of 2023 with 5th-grade students. The process will balance elementary school enrollment where necessary to prevent overutilization and underutilization of schools. Since September 2022 multiple meetings with stakeholders have been held with multiple Board updates. Thus far, over 700 have participated in one or more informational sessions for families and students to connect and share their concerns. Throughout this process, it was determined that Neal is an underutilized campus while Branch, Henderson, and Johnson are overutilized. Two options outlying the minor adjustments for pre-kindergarten, Elementary School Boundaries, Emergent Bilingual Program boundaries, Dual Language programs, and Intermediate School Boundaries were presented. A community survey was launched. The feedback from the survey and the focus groups was vetted and shared with the Board. Option 2 was the recommended boundary option with fewer changes. Students entering grades 4, 6, or 8 may remain at their current campus and shall not be eligible for District-provided transportation, and siblings at other grades within the school.

Pending the Board’s recommendation, the Administration will communicate with parents and families regarding school boundary adjustments for elementary and intermediate schools. Opportunities for families and students to connect and participate in events at the current and future school to ensure a smooth transition. A transfer opportunity will be open until February 16, 2023. The School Boundaries Oversight Committee met to address the needs of the community, parents, and students. the Sadberry Intermediate boundaries.

A **motion** was made by Dr. Deidra Davis and seconded by Ruthie Waller for the approval of the recommendations for Elementary and Intermediate School Boundaries as presented. *The motion passed unanimously.*

Closed Session

CONVENE IN CLOSED SESSION

Board President, Dr. Julie Harlin, called for a closed session at 8:34 p.m.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE

The agenda item was discussed in a session closed to the public.

RECONVENE IN OPEN SESSION

The board reconvened in an open session at 9:05 p.m. No action was taken in the closed session.

ADJOURN

There being no further business, the meeting adjourned at 9:05 p.m.

President

Secretary

2. Consider Approval of the Superintendent's Contract Recommendations for Administrators for the 2023-2024 School Year.
3. Consider Approval of Bills Paid, Financial Statements, and Purchasing Report for January 2023
4. Consider Approval of Delegating Authority for the Superintendent to Approve Any Future Waivers for Remote Homebound Instruction for Both General Education and Special Education
5. Consider a Resolution Setting the Payment Parameters for the Closing of School on February 1, 2023 26



February 21, 2023

To: Bryan ISD Principals
Bryan ISD District Leadership Team

From: Ginger Carrabine
CC: Board of Trustees

Re: Compensation for Personnel during the district/campus closure on Wednesday, February 1, 2023

As you are aware, Bryan ISD was closed on Wednesday, February 1, 2023 due to inclement weather. With the additional number of minutes built into the instructional calendar it was decided that this day would not be made up.

It has been decided that it is in the best interest of the district to not adjust the employee work calendar resulting in that day not being made up across the district.

The information below is provided for payroll reporting purposes for February 1, 2023. This information is in accordance with district policy and supported by our Board of Trustees through a resolution passed on February 21, 2023.

Non-Exempt Employees

- All non-exempt (hourly) employees will be paid their regular hourly rate based on their percent of employment but not to exceed 8 hours.
- Non-exempt (hourly) staff that **were** requested to work will be compensated for their work time based on the number of hours physically worked.

Exempt Employees

- All exempt employees will be compensated for February 1, 2023 at their regular daily rate.

Employees on leave

- Employees (exempt or non-exempt) who were scheduled to be absent on February 1, 2023 due to personal illness, family illness, personal leave, nonduty days or longevity will not be charged for leave time for that day.
- Employees on Family Medical Leave (FML), Temporary Disability Leave (TDL), Family First Coronavirus Reponse Act Employer Paid Leave (FFCRA), Emergency Paid Sick Leave (EPSL) or workers compensation will not be charged for a day of leave towards their protected leave status.
- Employees on unpaid leave on February 1, 2023 will remain on an unpaid leave status.

Exceptions

- Non-benefit eligible employees.

For questions, please contact Ms. Brandy Green, Payroll Supervisor (979)209-1018

RESOLUTION OF THE BOARD OF TRUSTEES OF THE BRYAN INDEPENDENT SCHOOL DISTRICT DECLARING A NON-MAKEUP WEATHER DAY

WHEREAS, the Bryan Independent School District Board of Trustees ("Board") recognizes that the City of Bryan and Brazos County, including territory in the Bryan Independent School District ("District") experienced severe weather conditions on February 1, 2023; and,

WHEREAS, in light of inclement weather forecasts, the dangerous weather conditions which were created by the weather events that occurred on January 31, 2023 and February 1, 2023, the District was closed on February 1, 2023 to protect the safety of students and staff; and

WHEREAS, the Board believes it is in the best interests of the District that the employee work calendar remains in effect as originally adopted and that the closure day not be made up; and

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled and those required to work during emergency closings;

WHEREAS, employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that compensating employees, contractual and noncontractual, salaried and non-salaried, who suffer a loss in pay due to the one-day emergency closing which is not being made up through a revised employee work calendar serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen.

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees as provided in DEA(LOCAL), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

IT IS THEREFORE,

RESOLVED, that the Board of Trustees of the Bryan Independent School District hereby authorizes the administration to compensate employees for the one (1) school day when the District was closed, as detailed in the attached memorandum from the Bryan Independent School District Superintendent; and

FURTHER RESOLVED, that nonexempt employees who were required to work during the one-day emergency closing shall be paid at the rate described in DEA (LOCAL).

SIGNED this 21st day of February 2023.

By: _____
Dr Julie Harlin, President, Board of Trustees

ATTEST:

Felicia Benford, Secretary, Board of Trustees

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

Business Services

1. Consider Approval of Retention Stipends and Sign-On Bonuses for the 2023-2024 School Year 31



February 21, 2023

To: Board of Trustees

From: Ginger Carrabine

Re: Recommendation for retention stipends for teachers and staff, a longevity stipend for teachers with 5 or more years of experience and a sign on bonus for new teachers and for the 2023-2024 school year. These stipends will be funded from ESSER funds.

It is my recommendation that the Board approve the following retention and longevity stipends and a sign on bonus to become effective for the 2023-2024 school year.

1. All eligible teachers and staff returning for the 2023-2024 school year will receive a one-time retention stipend equal to 2% of their 2023-2024 prorated annualized base salary.
 - Stipend to be paid on the last paycheck in September of 2023.
 - For this stipend, eligible employees are defined as follows:
 - i Completed their work calendar for Bryan ISD for the 2022-2023, and are
 - ii Full time (benefit eligible) positions
2. All eligible employees will receive a one-time retention stipend(s) equal to 1% of their prorated annualized base salary to be paid in December 2023 and again in May 2024
 - 1% stipend to be paid on the December 15, 2023 paycheck
 - 1% stipend to be paid on the May 15, 2024
 - A guarantee of no less than \$250
 - For this stipend, eligible employees are defined as follows:
 - i Full time (benefit eligible) positions
3. Teachers hired in the fall semester of 2023-2024 school year at Bryan ISD, will receive a one-time stipend of \$1,000 as a sign-on bonus. If hired in the spring semester of the 2023-2024 school year the sign-on bonus will be \$500.
 - Stipend to be paid on the August 31, 2023 paycheck for teachers starting the first day of the 2023-2024 school year. For those teachers hired after the start of the school year, the stipend will be paid within 30 days.
 - For this stipend, eligible employees are defined as follows:
 - i Full time (benefit eligible) classroom teachers as defined in PEIMS

4. In order to reward teachers for their longevity, the district will pay a longevity stipend starting after completing 5 years of service based on the table below:

COMPLETED YEARS OF SERVICES	AMOUNT
5-9	\$250
10-14	\$500
15-19	\$750
20-24	\$1,000
25-29	\$1,250
30 or more	\$1,500

2. Authorize the Superintendent to Negotiate and Enter into a Contract Regarding the Facility Assessment at Bryan High School, Merrill Green Stadium, the CTE Complex Facility, and the CTE facilities at Rudder High, SFA Middle School and Davila Middle School.

Local Governance

1. Discussion of Board Policy Updates

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Board Policy Update

February 21, 2023

Policy Review Process

- Board Policy Update 120 covers LEGAL required updates along with recommended (LOCAL) policy revisions to address updates to the Texas Administrative Code.



District staff work with subcommittees to review policies aligned to their areas of responsibility and oversight.

Legal policy is reviewed for any changes that may impact district procedures or practices as well as any local policy impact.

If a local policy also needs to be adjusted, then a committee is formed and proposes policy language reflected of the new statute.

Policy Overview: A. Basic District Functions

Policy	Legal Policy Update	Local Policy Update
AIC(LLEGAL) ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS	<ul style="list-style-type: none">● Revised requirements for local improvement plans as well as modification of a campus turnaround plan due to a change in circumstances.● Other revisions reflect changes to citations of Administrative Code rules.	No updated needed.

Policy Overview: B. Local Governance

Policy	Legal Policy Update	Local Policy Update
BBB(LOCAL) BOARD MEMBERS: ELECTIONS	No updated needed.	<ul style="list-style-type: none"> For each district, the years of election have been updated to reflect upcoming election years.
BBD(LEGAL) BOARD MEMBERS: TRAINING AND ORIENTATION	<ul style="list-style-type: none"> A new Administrative Code rule requiring board members to complete an online course on school safety adopted by the SBOE. The training shall be completed every two years. 	<p style="text-align: right;">37</p>
BED(LOCAL) BOARD MEETINGS PUBLIC PARTICIPATION <i>*not part of update 120</i>		<ul style="list-style-type: none"> Updated language regarding the registration process for public comment. Guidelines for speakers moved to the request to address the Bryan ISD Board of Trustees form. Allows for a speaker to register via email no earlier than 24 hours prior to a board meeting and no later than 30 minutes prior to the start of the meeting. Speakers may also complete a request form in person 10 minutes prior to the start of the meeting. All speakers must check-in with the Executive Assistant to the Board of Trustees no later than 10 minutes prior to the start of the meeting.

Note: This summary provides a high-level overview of select policy updates. Please see the full policy update for complete details.



Policy Overview: C. Business & Support Services

Policy	Legal Policy Update	Local Policy Update
CB(LOCAL) STATE AND FEDERAL REVENUE SOURCES	No updated needed.	<ul style="list-style-type: none"> Requires the district to give public notice of federal grant applications by providing information at board meetings and publishing information on the district’s website. Authorizes the superintendent to approve the plan for use of the grant or award.
CKB(LEGAL) SAFETY PROGRAM/RISK MANAGEMENT: ACCIDENT PREVENTION AND REPORTS	<ul style="list-style-type: none"> Revisions to Administrative Code rules regarding mandatory drills and provisions addressing optional active threat exercises are also incorporated. 	No updated needed.
CKC(LOCAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS	No updated needed.	<ul style="list-style-type: none"> Requires a district's multi-hazard emergency operations plan to include responding to a train derailment near a district school if a district facility is within 1,000 yards of a railroad track.



Note: This summary provides a high-level overview of select policy updates. Please see the full policy update for complete details.

Policy Overview: D. Personnel

Policy	Legal Policy Update	Local Policy Update
CMD(LLEGAL) EQUIPMENT AND SUPPLIES MANAGEMENT: INSTRUCTIONAL MATERIALS CARE AND ACCOUNTING	<ul style="list-style-type: none">Added on Page 9 “Each district shall certify, in a format approved by the commissioner, that the district protects against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 U.S.C. 254(h)(5)(B) and (C). [See CQ]”	No update needed

Policy Overview: E. Instruction

Policy	Legal Policy Update	Local Policy Update
EHAA BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)	<ul style="list-style-type: none"> Updated language addressing administrative Code rules related to positive character traits and personal skills instruction. 	No updated needed.
EHAB(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ELEMENTARY)	<ul style="list-style-type: none"> Updated language addressing phonics curricula. 	

Policy Overview: F. Students

Policy	Legal Policy Update	Local Policy Update
FNG(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES	No update needed.	<ul style="list-style-type: none"> Revisions provide clarification complaint processes for special education, instructional resources policies, and school nutrition programs.
FO(LOCAL) STUDENT DISCIPLINE	No update needed.	<ul style="list-style-type: none"> Updated language to clarify circumstances when restraint may be used generally and to more prominently address restraint of a student who receives special education services.

Note: This summary provides a high-level overview of select policy updates. Please see the full policy update for complete details.



Policy Overview: G. Community & Governmental Relations

Policy	Legal Policy Update	Local Policy Update
GKG COMMUNITY RELATIONS: SCHOOL VOLUNTEER PROGRAM	<ul style="list-style-type: none">Updated wording for clarification of the provisions on obtaining criminal history record information.	No update needed.

Questions

Closed Session

1. Discuss Issues Pertaining to Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
2. Discussion Regarding the Duties of a Public Official and Board Operating Procedures (Texas Government Code Section 551.074)
3. Discussion Regarding Superintendent's Evaluation Process and Timeline (Texas Government Code 551.074)

Reconvene in Open Session

ADJOURN

In accordance with the Texas Open Meetings Act Subchapters D and E of Chapter 551, Texas Government Code (§551.071 Attorney/Client Consultation, §551.072 Real Estate, §551.073 Contracts for Gifts or Donations, §551.074 Personnel Matters, §551.075 Investments, §551.076 Security Devices, §551.082 Discipline of Student or Employee Complaint, §551.0821 Personally Identifiable Student Information, §551.083 Employee Groups Consultation, §551.084 Exclusion of Hearing Witnesses), the board may enter closed meeting to deliberate any subject authorized by Subchapters listed.