

**AGENDA OF REGULAR MEETING**

**BOARD OF TRUSTEES**

**SANGER INDEPENDENT SCHOOL DISTRICT**

**June 8, 2020**

**6:00 PM**

Notice is hereby given that a Regular Meeting of the Board of Trustees of the Sanger Independent School District will be held June 8, 2020 beginning at 6:00 PM, Denton County Special Education Cooperative Building, 601 Elm St, Sanger, TX 76266-9635.

The subjects to be discussed or considered, or upon which any formal action may be taken, are as listed below. Items do not have to be taken in the same order as shown on the meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **INVOCATION**
4. **RECOGNITION**
5. **PUBLIC COMMENT**
6. **REPORTS**
  - A. Financials
    1. Financials
    2. Budget Workshop
  - B. Teaching & Learning
    1. Teaching & Learning Update
    2. Annual SHAC Update
    3. Update on Pre-K Grant
  - C. Operations
    1. Operations Update
    2. Utility Data
7. **COMMUNITY INPUT: ACTION AGENDA ITEM**
8. **ACTION**
  - A. **CONSENT AGENDA**
    1. Minutes of Board Meeting
    2. Amendments to Current Budget
    3. 3rd Quarter Investment Report
  - B. Employee Sheet for June 2020

- C. Contract Authorization for Education Staffing Solutions (ESS) - Substitute Management System
- D. Discuss & Consider the Purchase of Renaissance Learning for 2020-2021 School Year
- E. Memorandum of Understanding - Career & Technical Education
- F. Discuss & Consider Linda Tutt High School Roof Replacement
- G. Discuss & Consider FDA (LOCAL) Transfer Fees
- H. Discuss & Consider Resolution of the Board of Trustees of the Sanger Independent School District Regarding Delegation of Authority During the COVID-19 Emergency
- I. Certification of Local Governments - House Bill 3834: Cybersecurity Training Program for Sanger Independent School District
- J. 2020-2021 School Board Meeting Dates
- K. Update Board Operating Procedures
- 9. **SUPERINTENDENT REPORT**
  - A. COVID-19 UPDATE
  - B. 2020-2021 School Year at a Glance
  - C. Virtual SLI Seminar - June 24-26, 2020
  - D. Waivers
- 10. **EXECUTIVE SESSION** may be called for the purposes permitted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E. Before any closed meeting 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 session.
- 11. **RECONVENE TO OPEN SESSION**
- 12. **BOARD MEMBER COMMENTS, REPORTS, AND DISCUSSION**
- 13. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551, subchapters D and E or Texas Government Code Section 418.183 (f). Before any closed meeting is convened, the presiding officer will publicly identify the section of the Act authorizing the closed meeting. All final votes, actions, or decisions, will be taken in open meeting.

This notice was posted in compliance with the Texas Open Meetings Act on at 4:00 p.m. on June 4, 2020

  
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 Dr. Tommy Hunter, Superintendent



# **CALL TO ORDER**



# **PLEDGE OF ALLEGIANCE**



# **INVOCATION**



**AWARDS,  
ACHIEVEMENTS,  
AND  
RECOGNITIONS**



# **PUBLIC COMMENT**



# REPORTS



# **FINANCIAL REPORTS**

Board Report  
 Comparison of Revenue to Budget  
 SANGER ISD  
 As of May

Fund 199 / 0 GENERAL FUND

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - REVENUES					
5700 - REVENUE-LOCAL AND INTERMEDIATE					
5710 - LOCAL REAL/PERS PROPERTY TAXES	12,859,988.00	-40,934.46	-12,090,975.08	769,012.92	94.02%
5730 - TUITION AND FEES	285,000.00	-876.00	-53,362.46	231,637.54	18.72%
5740 - OTHER REVENUES LOCAL SOURCES	275,000.00	-3,951.07	-241,117.49	33,882.51	87.68%
5750 - REVENUES-COCURRIC/ENTERPRISING	50,000.00	-3,500.00	-63,325.01	-13,325.01	126.65%
5760 - REVENUES FROM INTERMED SOURCES	55,000.00	-1,052.80	-271,215.22	-216,215.22	493.12%
<b>Total REVENUE-LOCAL AND INTERMEDIATE</b>	<b>13,524,988.00</b>	<b>-50,314.33</b>	<b>-12,719,995.26</b>	<b>804,992.74</b>	<b>94.05%</b>
5800 - STATE PROGRAM REVENUES					
5810 - PER CAPITA/FOUNDATION REVENUES	14,139,521.00	-631,441.00	-7,949,641.00	6,189,880.00	56.22%
5830 - REV/STATE AGENCIES (NOT TEA)	.00	-107,665.05	-863,054.78	-863,054.78	.00%
<b>Total STATE PROGRAM REVENUES</b>	<b>14,139,521.00</b>	<b>-739,106.05</b>	<b>-8,812,695.78</b>	<b>5,326,825.22</b>	<b>62.33%</b>
5900 - FEDERAL PROGRAM REVENUES					
5930 - FED REV DIST BY STATE(NOT TEA)	240,600.00	-240,599.00	-240,599.00	1.00	100.00%
<b>Total FEDERAL PROGRAM REVENUES</b>	<b>240,600.00</b>	<b>-240,599.00</b>	<b>-240,599.00</b>	<b>1.00</b>	<b>100.00%</b>
<b>Total Revenue Local-State-Federal</b>	<b>27,905,109.00</b>	<b>-1,030,019.38</b>	<b>-21,773,290.04</b>	<b>6,131,818.96</b>	<b>78.03%</b>

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES/EXPENSES						
11 - INSTRUCTION						
6100 - PAYROLL COSTS	-14,860,573.43	.00	11,229,277.69	1,158,413.02	-3,631,295.74	75.56%
6200 - PROFESSIONAL & CONTRACTED SVS	-173,430.00	.00	167,780.12	32,962.54	-5,649.88	96.74%
6300 - SUPPLIES AND MATERIALS	-492,667.57	33,807.20	199,722.60	4,347.53	-259,137.77	40.54%
6400 - OTHER OPERATING COSTS	-8,240.00	545.00	695.00	545.00	-7,000.00	8.43%
<b>Total Function11 INSTRUCTION</b>	<b>-15,534,911.00</b>	<b>34,352.20</b>	<b>11,597,475.41</b>	<b>1,196,268.09</b>	<b>-3,903,083.39</b>	<b>74.65%</b>
12 - INSTRUCTIONAL RESOURCES/MEDIA						
6100 - PAYROLL COSTS	-157,864.00	.00	151,381.19	16,300.78	-6,482.81	95.89%
6200 - PROFESSIONAL & CONTRACTED SVS	-17,250.00	.00	17,250.00	.00	.00	100.00%
6300 - SUPPLIES AND MATERIALS	-52,568.00	5,935.07	46,391.19	2,785.21	-241.74	88.25%
6400 - OTHER OPERATING COSTS	-200.00	.00	.00	.00	-200.00	-0.00%
<b>Total Function12 INSTRUCTIONAL</b>	<b>-227,882.00</b>	<b>5,935.07</b>	<b>215,022.38</b>	<b>19,085.99</b>	<b>-6,924.55</b>	<b>94.36%</b>
13 - CURRICULUM & STAFF DEVELOPMENT						
6100 - PAYROLL COSTS	-26,743.00	.00	23,476.13	2,559.84	-3,266.87	87.78%
6200 - PROFESSIONAL & CONTRACTED SVS	-73,000.00	.00	46,320.94	.00	-26,679.06	63.45%
6300 - SUPPLIES AND MATERIALS	-25,900.00	5,317.92	17,457.26	.00	-3,124.82	67.40%
6400 - OTHER OPERATING COSTS	-50,359.00	728.00	18,457.25	394.00	-31,173.75	36.65%
<b>Total Function13 CURRICULUM &amp; STAFF</b>	<b>-176,002.00</b>	<b>6,045.92</b>	<b>105,711.58</b>	<b>2,953.84</b>	<b>-64,244.50</b>	<b>60.06%</b>
21 - INSTRUCTIONAL LEADERSHIP						
6100 - PAYROLL COSTS	-330,494.00	.00	270,511.40	30,292.50	-59,982.60	81.85%
<b>Total Function21 INSTRUCTIONAL</b>	<b>-330,494.00</b>	<b>.00</b>	<b>270,511.40</b>	<b>30,292.50</b>	<b>-59,982.60</b>	<b>81.85%</b>
23 - SCHOOL LEADERSHIP						
6100 - PAYROLL COSTS	-1,670,397.00	.00	1,357,993.44	153,307.73	-312,403.56	81.30%
6200 - PROFESSIONAL & CONTRACTED SVS	-4,857.00	.00	599.00	.00	-4,258.00	12.33%
6300 - SUPPLIES AND MATERIALS	-29,306.00	1,704.56	18,364.25	1,667.15	-9,237.19	62.66%
6400 - OTHER OPERATING COSTS	-18,477.00	199.00	6,571.06	175.00	-11,706.94	35.56%
<b>Total Function23 SCHOOL LEADERSHIP</b>	<b>-1,723,037.00</b>	<b>1,903.56</b>	<b>1,383,527.75</b>	<b>155,149.88</b>	<b>-337,605.69</b>	<b>80.30%</b>
31 - GUIDANCE AND COUNSELING SVS						
6100 - PAYROLL COSTS	-641,787.00	.00	535,694.41	60,038.30	-106,092.59	83.47%
6300 - SUPPLIES AND MATERIALS	-77,533.00	.00	11,951.83	104.19	-65,581.17	15.42%
6400 - OTHER OPERATING COSTS	-2,133.00	.00	440.08	.00	-1,692.92	20.63%
<b>Total Function31 GUIDANCE AND</b>	<b>-721,453.00</b>	<b>.00</b>	<b>548,086.32</b>	<b>60,142.49</b>	<b>-173,366.68</b>	<b>75.97%</b>
33 - HEALTH SERVICES						
6100 - PAYROLL COSTS	-286,813.00	.00	265,157.33	28,876.27	-21,655.67	92.45%
6200 - PROFESSIONAL & CONTRACTED SVS	-660.00	.00	676.00	.00	16.00	102.42%
6300 - SUPPLIES AND MATERIALS	-14,362.00	97.99	10,219.44	607.00	-4,044.57	71.16%
6400 - OTHER OPERATING COSTS	-2,565.00	.00	2,252.15	.00	-312.85	87.80%
<b>Total Function33 HEALTH SERVICES</b>	<b>-304,400.00</b>	<b>97.99</b>	<b>278,304.92</b>	<b>29,483.27</b>	<b>-25,997.09</b>	<b>91.43%</b>
34 - STUDENT TRANSPORTATION						
6100 - PAYROLL COSTS	-569,474.00	.00	623,288.52	56,016.76	53,814.52	109.45%
6200 - PROFESSIONAL & CONTRACTED SVS	-60,800.00	1,814.00	36,725.20	1,891.20	-22,260.80	60.40%
6300 - SUPPLIES AND MATERIALS	-150,150.00	14,879.02	108,858.24	2,928.51	-26,412.74	72.50%
6400 - OTHER OPERATING COSTS	-51,500.00	287.00	55,623.34	50.29	4,410.34	108.01%
6600 - CPTL OUTLY LAND BLDG & EQUIP	-375,000.00	66,278.00	293,200.19	286,591.00	-15,521.81	78.19%
<b>Total Function34 STUDENT TRANSPORTATION</b>	<b>-1,206,924.00</b>	<b>83,258.02</b>	<b>1,117,695.49</b>	<b>347,477.76</b>	<b>-5,970.49</b>	<b>92.61%</b>
36 - CO-CURRICULAR ACTIVITIES						
6100 - PAYROLL COSTS	-917,077.00	11 .00	837,676.78	95,531.97	-79,400.22	91.34%
6200 - PROFESSIONAL & CONTRACTED SVS	-93,108.00	5,000.00	85,624.56	2,975.00	-2,483.44	91.96%
6300 - SUPPLIES AND MATERIALS	-171,948.20	35,169.77	111,270.85	9,741.38	-25,507.58	64.71%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES/EXPENSES						
36 - CO-CURRICULAR ACTIVITIES						
6400 - OTHER OPERATING COSTS	-135,253.80	3,369.79	74,692.58	-3,272.63	-57,191.43	55.22%
<b>Total Function36 CO-CURRICULAR ACTIVITIES</b>	<b>-1,317,387.00</b>	<b>43,539.56</b>	<b>1,109,264.77</b>	<b>104,975.72</b>	<b>-164,582.67</b>	<b>84.20%</b>
41 - GENERAL ADMINISTRATION						
6100 - PAYROLL COSTS	-793,792.00	.00	715,183.72	62,316.92	-78,608.28	90.10%
6200 - PROFESSIONAL & CONTRACTED SVS	-158,108.00	1,250.00	145,064.38	9,816.27	-11,793.62	91.75%
6300 - SUPPLIES AND MATERIALS	-34,296.00	1,533.59	32,335.64	4,797.54	-426.77	94.28%
6400 - OTHER OPERATING COSTS	-64,726.00	1,752.60	41,853.03	967.18	-21,120.37	64.66%
<b>Total Function41 GENERAL ADMINISTRATION</b>	<b>-1,050,922.00</b>	<b>4,536.19</b>	<b>934,436.77</b>	<b>77,897.91</b>	<b>-111,949.04</b>	<b>88.92%</b>
51 - PLANT MAINTENANCE & OPERATION						
6100 - PAYROLL COSTS	-1,150,718.00	.00	997,831.30	104,295.64	-152,886.70	86.71%
6200 - PROFESSIONAL & CONTRACTED SVS	-1,376,400.00	31,765.28	836,528.47	71,225.33	-508,106.25	60.78%
6300 - SUPPLIES AND MATERIALS	-352,700.00	20,294.89	189,990.18	12,729.41	-142,414.93	53.87%
6400 - OTHER OPERATING COSTS	-168,000.00	.00	177,834.19	.00	9,834.19	105.85%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	70,000.00	.00	.00	70,000.00	.00%
<b>Total Function51 PLANT MAINTENANCE &amp;</b>	<b>-3,047,818.00</b>	<b>122,060.17</b>	<b>2,202,184.14</b>	<b>188,250.38</b>	<b>-723,573.69</b>	<b>72.25%</b>
52 - SECURITY & MONITORING SERVICES						
6200 - PROFESSIONAL & CONTRACTED SVS	-72,500.00	852.90	72,690.44	720.00	1,043.34	100.26%
<b>Total Function52 SECURITY &amp; MONITORING</b>	<b>-72,500.00</b>	<b>852.90</b>	<b>72,690.44</b>	<b>720.00</b>	<b>1,043.34</b>	<b>100.26%</b>
53 - DATA PROCESSING SERVICES						
6100 - PAYROLL COSTS	-299,997.00	.00	200,153.64	22,387.68	-99,843.36	66.72%
6200 - PROFESSIONAL & CONTRACTED SVS	-176,000.00	.00	87,394.89	1,350.00	-88,605.11	49.66%
6300 - SUPPLIES AND MATERIALS	-74,925.00	17,778.10	45,484.72	3,866.49	-11,662.18	60.71%
6400 - OTHER OPERATING COSTS	-4,500.00	.00	4,381.79	1,960.00	-118.21	97.37%
<b>Total Function53 DATA PROCESSING</b>	<b>-555,422.00</b>	<b>17,778.10</b>	<b>337,415.04</b>	<b>29,564.17</b>	<b>-200,228.86</b>	<b>60.75%</b>
61 - COMMUNITY SERVICES						
6100 - PAYROLL COSTS	-146,997.00	.00	150,298.33	15,677.09	3,301.33	102.25%
6300 - SUPPLIES AND MATERIALS	-19,500.00	.00	4,408.48	.00	-15,091.52	22.61%
6400 - OTHER OPERATING COSTS	-4,000.00	.00	433.00	.00	-3,567.00	10.82%
<b>Total Function61 COMMUNITY SERVICES</b>	<b>-170,497.00</b>	<b>.00</b>	<b>155,139.81</b>	<b>15,677.09</b>	<b>-15,357.19</b>	<b>90.99%</b>
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-383,171.00	.00	295,381.59	207,600.59	-87,789.41	77.09%
<b>Total Function71 DEBT SERVICE</b>	<b>-383,171.00</b>	<b>.00</b>	<b>295,381.59</b>	<b>207,600.59</b>	<b>-87,789.41</b>	<b>77.09%</b>
93 - PAYMENTS-SHARED SERVICES						
6400 - OTHER OPERATING COSTS	-800,000.00	.00	405,267.15	.00	-394,732.85	50.66%
<b>Total Function93 PAYMENTS-SHARED</b>	<b>-800,000.00</b>	<b>.00</b>	<b>405,267.15</b>	<b>.00</b>	<b>-394,732.85</b>	<b>50.66%</b>
95 - PAYMENTS TO JUV JUSTICE ALTERN						
6200 - PROFESSIONAL & CONTRACTED SVS	-8,500.00	.00	.00	.00	-8,500.00	-.00%
<b>Total Function95 PAYMENTS TO JUV JUSTICE</b>	<b>-8,500.00</b>	<b>.00</b>	<b>.00</b>	<b>.00</b>	<b>-8,500.00</b>	<b>-.00%</b>
99 - TAX APPRAISAL						
6200 - PROFESSIONAL & CONTRACTED SVS	-90,000.00	.00	70,409.34	.00	-19,590.66	78.23%
<b>Total Function99 TAX APPRAISAL</b>	<b>-90,000.00</b>	<b>.00</b>	<b>70,409.34</b>	<b>.00</b>	<b>-19,590.66</b>	<b>78.23%</b>
<b>Total Expenditures</b>	<b>-27,721,320.00</b>	<b>320,359.68</b>	<b>21,098,524.30</b>	<b>2,465,539.68</b>	<b>-6,302,436.02</b>	<b>76.11%</b>

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - REVENUES					
5700 - REVENUE-LOCAL AND INTERMEDIATE					
5740 - OTHER REVENUES LOCAL SOURCES	700.00	.00	.00	700.00	.00%
5750 - REVENUES-COCURRIC/ENTERPRISING	641,396.00	-168.44	-343,384.00	298,012.00	53.54%
5760 - REVENUES FROM INTERMED SOURCES	3,000.00	.00	-291.30	2,708.70	9.71%
<b>Total REVENUE-LOCAL AND INTERMEDIATE</b>	<b>645,096.00</b>	<b>-168.44</b>	<b>-343,675.30</b>	<b>301,420.70</b>	<b>53.28%</b>
5800 - STATE PROGRAM REVENUES					
5820 - STATE REV DISTRIBUTED BY TEA	5,600.00	.00	-5,234.84	365.16	93.48%
5830 - REV/STATE AGENCIES (NOT TEA)	.00	-3,452.97	-28,068.31	-28,068.31	.00%
<b>Total STATE PROGRAM REVENUES</b>	<b>5,600.00</b>	<b>-3,452.97</b>	<b>-33,303.15</b>	<b>-27,703.15</b>	<b>594.70%</b>
5900 - FEDERAL PROGRAM REVENUES					
5920 - FED REV DISTRIBUTED BY TEA	719,000.00	-136,480.80	-568,418.59	150,581.41	79.06%
<b>Total FEDERAL PROGRAM REVENUES</b>	<b>719,000.00</b>	<b>-136,480.80</b>	<b>-568,418.59</b>	<b>150,581.41</b>	<b>79.06%</b>
<b>Total Revenue Local-State-Federal</b>	<b>1,369,696.00</b>	<b>-140,102.21</b>	<b>-945,397.04</b>	<b>424,298.96</b>	<b>69.02%</b>

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES/EXPENSES						
35 - FOOD SERVICES						
6100 - PAYROLL COSTS	-635,496.00	.00	519,118.08	51,503.41	-116,377.92	81.69%
6200 - PROFESSIONAL & CONTRACTED SVS	-70,000.00	.00	24,599.18	4,193.08	-45,400.82	35.14%
6300 - SUPPLIES AND MATERIALS	-663,000.00	.00	426,294.55	44,880.93	-236,705.45	64.30%
6400 - OTHER OPERATING COSTS	-1,200.00	.00	.00	.00	-1,200.00	-.00%
<b>Total Function35 FOOD SERVICES</b>	<b>-1,369,696.00</b>	<b>.00</b>	<b>970,011.81</b>	<b>100,577.42</b>	<b>-399,684.19</b>	<b>70.82%</b>
<b>Total Expenditures</b>	<b>-1,369,696.00</b>	<b>.00</b>	<b>970,011.81</b>	<b>100,577.42</b>	<b>-399,684.19</b>	<b>70.82%</b>

	<u>Estimated Revenue (Budget)</u>	<u>Revenue Realized Current</u>	<u>Revenue Realized To Date</u>	<u>Revenue Balance</u>	<u>Percent Realized</u>
5000 - REVENUES					
5700 - REVENUE-LOCAL AND INTERMEDIATE					
5710 - LOCAL REAL/PERS PROPERTY TAXES	2,886,838.00	-8,629.78	-2,710,195.56	176,642.44	93.88%
5740 - OTHER REVENUES LOCAL SOURCES	11,000.00	-225.26	-7,313.70	3,686.30	66.49%
<b>Total REVENUE-LOCAL AND INTERMEDIATE</b>	<b>2,897,838.00</b>	<b>-8,855.04</b>	<b>-2,717,509.26</b>	<b>180,328.74</b>	<b>93.78%</b>
5800 - STATE PROGRAM REVENUES					
5820 - STATE REV DISTRIBUTED BY TEA	.00	.00	-68,287.00	-68,287.00	.00%
<b>Total STATE PROGRAM REVENUES</b>	<b>.00</b>	<b>.00</b>	<b>-68,287.00</b>	<b>-68,287.00</b>	<b>.00%</b>
<b>Total Revenue Local-State-Federal</b>	<b>2,897,838.00</b>	<b>-8,855.04</b>	<b>-2,785,796.26</b>	<b>112,041.74</b>	<b>96.13%</b>

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES/EXPENSES						
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-2,853,050.00	.00	1,980,865.00	.00	-872,185.00	69.43%
<b>Total Function71 DEBT SERVICE</b>	<b>-2,853,050.00</b>	<b>.00</b>	<b>1,980,865.00</b>	<b>.00</b>	<b>-872,185.00</b>	<b>69.43%</b>
<b>Total Expenditures</b>	<b>-2,853,050.00</b>	<b>.00</b>	<b>1,980,865.00</b>	<b>.00</b>	<b>-872,185.00</b>	<b>69.43%</b>





# **Teaching & Learning**

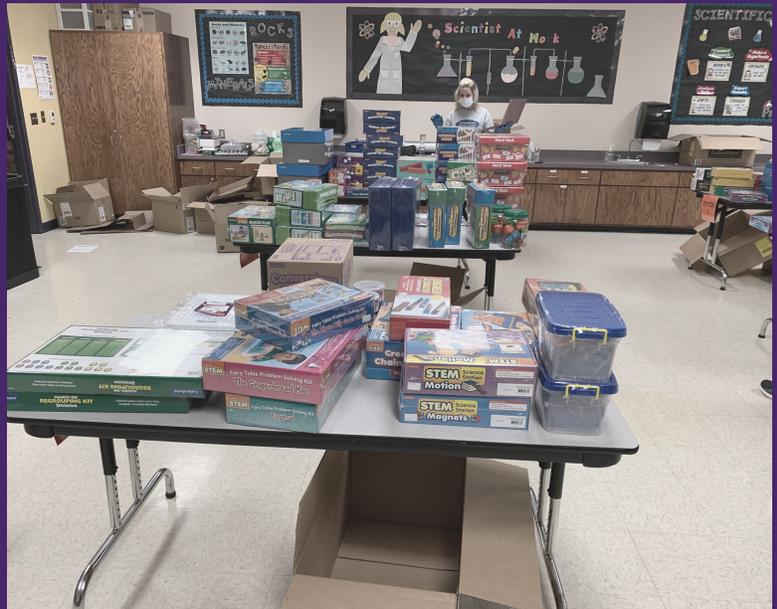
## *Teaching and Learning*

- Online Registration for Returning Students K-12 is June 8th
- Online Registration for New Students PK-12 is June 15th
- Summer School for ELL students in PK/K
- Summer School for SHS students in the Edgenuity Program
- Programs Evaluations
- Compliance Reporting

## *SHAC update*

- SISD won \$1,500 for the snack challenge
  - 130/324 students completed the challenge to eat healthy
  - 80% to PE departments & 20% to Culinary Arts
- Culinary Arts Program won \$800 for their participation in the Kids Fit Menu Invitational
- Guest speakers for meetings next year--  
Denton MHMR to discuss Mental Health  
Camp Gladiator to discuss physical fitness for our students while at home

# PREK/SSI COMMUNITY PARTNERSHIP GRANT UPDATE



**iPads and Learning Materials are in!**



# **DEPARTMENT OF OPERATIONS**



## Sanger Independent School District

Operations Report

June 2020

---

### Transportation

We received the salvage permits from the state during the week of May 25<sup>th</sup> for the buses that will be crushed. All necessary documentation has been sent to get the bus grant reimbursement. These are the three buses that were replaced in December/January from the Texas Volkswagen Environmental Mitigation Program grant.

### Maintenance/Environmental

- SHS Portable- We received the grant from the City of Sanger on Monday, June 1<sup>st</sup>. We are currently in the process of scheduling the move and set-up of the building. Multiple quotes have been received for the electrical and data/fire conduits. Paint has been ordered. Once set-up we will immediately begin preparing it for the upcoming school year.
- SHS Plumbing Line- Mrs. Clements has received three quotes so far for repairing the underground drain line on the north side of SHS. Quotes range from \$37,000.00-\$174,000.00.
- SHS- Gymnasium Roof Drain- A meeting was held on May 13<sup>th</sup> to discuss the project of relocating the four gymnasium roof drains and upsizing the single roof drain and two scuppers on the lower roof of the west athletic wing to handle the additional load. No issues were noted.
- Baseball/Softball Field Infield Renovation- Quotes were received from four different vendors. We held a meeting on June 2<sup>nd</sup> and discussed the different proposals. One was chosen and a purchase order has been generated. This work will renovate our infields on both the baseball and softball field removing the lip that has formed over the years. Scope of work includes sod cutting the existing lip as needed in both fields, loosen infield soil and lips, add infield product if needed, laser-grading the infields to specification to allow proper drainage and play, re-sod lip area with Tif-419 Bermuda grass. Both fields will also be verticut during this time which will remove the built-up thatch thus created a healthier, better performing, turf.
- CCI greenhouse- The permit was approved and received on May 26<sup>th</sup> from the City of Sanger. I am in the process of setting up a meeting with the company that will be building and installing the structure.



## **Sanger Independent School District**

- Safety Audits have now been completed at all campuses. Once necessary information is received it will be uploaded in the Texas State Safety Centers District Audit Reporting (DAR) program. Once completed a report will be presented at an upcoming board meeting. All campuses have improved safety measures since the last audit performed three years ago. We do have a list of recommendations that will be discussed and acted on accordingly.
- The district received approval notification for a safety and security grant on June 1st. This grant was submitted back in December 2019. The grant is valued at \$44,643.00. This money is to be used for upgrading two-way communication throughout the district and video surveillance.

John Knowles  
Executive Director for Operations

Sanger ISD Utility Report  
Paid: 5/2020

Month 9

	2019/2020 Budget	September	October	November	December	January	February	March	April	May	June	July	August	YTD	YTD % of Budget
<b>Electric</b>															
Sanger High School	\$ 198,000.00	\$ 24,723.31	\$ 23,081.55	\$ 13,184.08	\$ 12,373.68	\$ 12,550.97	\$ 12,589.60	\$ 11,912.54	\$ 9,471.10	\$ 10,310.59				\$ 130,197.42	66%
Linda Tutt High School	\$ 26,500.00	\$ 2,757.52	\$ 3,197.20	\$ 2,386.36	\$ 1,585.84	\$ 1,276.84	\$ 1,250.56	\$ 1,893.52	\$ 1,337.48	\$ 580.72				\$ 16,266.04	61%
Sanger Middle School	\$ 126,500.00	\$ 14,397.36	\$ 17,383.68	\$ 13,384.23	\$ 9,537.36	\$ 9,033.56	\$ 8,528.16	\$ 11,397.48	\$ 8,848.60	\$ 3,251.88				\$ 95,762.31	76%
Clear Creek Intermediate	\$ 58,500.00	\$ 6,811.67	\$ 5,981.93	\$ 4,606.53	\$ 4,335.68	\$ 5,186.02	\$ 5,453.71	\$ 3,825.15	\$ 2,210.36	\$ 2,535.29				\$ 40,946.34	70%
Chisholm Trail Elementary	\$ 53,500.00	\$ 5,921.08	\$ 6,746.80	\$ 4,855.48	\$ 3,809.56	\$ 3,578.80	\$ 3,415.84	\$ 4,578.04	\$ 3,177.00	\$ 1,388.92				\$ 37,471.52	70%
Butterfield Elementary School	\$ 67,500.00	\$ 8,396.55	\$ 7,464.86	\$ 4,525.45	\$ 3,849.63	\$ 3,985.73	\$ 4,119.77	\$ 3,543.05	\$ 2,301.84	\$ 2,805.26				\$ 40,992.14	61%
Sanger Sixth Grade	\$ 36,000.00	\$ 4,204.32	\$ 5,308.44	\$ 3,727.68	\$ 2,191.08	\$ 1,770.84	\$ 1,532.88	\$ 2,071.32	\$ 1,872.00	\$ 738.96				\$ 23,417.52	65%
	\$ 566,500.00	\$ 67,211.81	\$ 69,164.46	\$ 46,669.81	\$ 37,682.83	\$ 37,382.76	\$ 36,890.52	\$ 39,221.10	\$ 29,218.38	\$ 21,611.62				\$ 385,053.29	68%
<b>Water/Sewer</b>															
Sanger High School	\$ 106,000.00	\$ 4,708.05	\$ 5,496.70	\$ 4,690.11	\$ 3,049.53	\$ 3,204.91	\$ 2,222.10	\$ 3,675.26	\$ 2,997.00	\$ 2,173.60				\$ 32,217.26	30%
Linda Tutt High School	\$ 7,400.00	\$ 563.35	\$ 593.71	\$ 541.66	\$ 530.52	\$ 533.55	\$ 467.56	\$ 611.05	\$ 506.00	\$ 457.40				\$ 4,804.80	65%
Sanger Middle School	\$ 45,000.00	\$ 3,775.64	\$ 3,960.74	\$ 4,371.78	\$ 4,614.22	\$ 3,614.59	\$ 4,179.98	\$ 4,827.91	\$ 4,218.68	\$ 4,891.34				\$ 38,454.88	85%
Clear Creek Intermediate	\$ 13,000.00	\$ 1,476.13	\$ 1,512.97	\$ 1,377.89	\$ 1,414.73	\$ 1,328.77	\$ 1,086.66	\$ 1,672.61	\$ 1,162.00	\$ 1,022.92				\$ 12,054.68	93%
Chisholm Trail Elementary	\$ 20,000.00	\$ 1,446.19	\$ 1,930.01	\$ 1,824.41	\$ 1,641.44	\$ 1,541.97	\$ 1,247.25	\$ 2,033.77	\$ 1,322.00	\$ 981.32				\$ 13,968.36	70%
Butterfield Elementary School	\$ 40,000.00	\$ 4,324.21	\$ 7,762.61	\$ 7,885.41	\$ 6,043.41	\$ 1,519.41	\$ 1,220.39	\$ 1,912.64	\$ 1,290.00	\$ 1,144.31				\$ 33,102.39	83%
Sanger Sixth Grade	\$ 20,000.00	\$ 1,083.98	\$ 1,452.43	\$ 1,285.18	\$ 1,236.85	\$ 1,155.14	\$ 1,085.11	\$ 1,627.27	\$ 1,265.00	\$ 1,085.69				\$ 11,276.65	56%
	\$ 251,400.00	\$ 17,377.55	\$ 22,709.17	\$ 21,976.44	\$ 18,530.70	\$ 12,898.34	\$ 11,509.05	\$ 16,360.51	\$ 12,760.68	\$ 11,756.58				\$ 145,879.02	58%
<b>Telephone</b>															
Sanger High School	\$ 11,500.00	\$ 1,134.53	\$ 1,135.93	\$ 1,145.37	\$ 1,080.50	\$ 920.27	\$ 867.43	\$ 929.65	\$ 921.32	\$ 921.41				\$ 9,056.41	79%
Linda Tutt High School	\$ 2,500.00	\$ 225.20	\$ 225.60	\$ 227.36	\$ 152.46	\$ 54.26	\$ 117.84	\$ 108.74	\$ 108.24	\$ 108.34				\$ 1,328.04	53%
Sanger Middle School	\$ 12,000.00	\$ 665.02	\$ 665.72	\$ 671.60	\$ 615.64	\$ 497.46	\$ 517.10	\$ 507.70	\$ 512.59	\$ 512.74				\$ 5,165.57	43%
Clear Creek Intermediate	\$ 3,500.00	\$ 266.30	\$ 266.48	\$ 268.76	\$ 268.76	\$ 267.74	\$ 267.85	\$ 267.85	\$ 267.40	\$ 267.45				\$ 2,408.59	69%
Chisholm Trail Elementary	\$ 12,500.00	\$ 433.40	\$ 433.80	\$ 449.40	\$ 385.86	\$ 326.61	\$ 326.72	\$ 326.72	\$ 326.22	\$ 326.27				\$ 3,335.00	27%
Butterfield Elementary School	\$ 6,300.00	\$ 266.30	\$ 266.48	\$ 268.76	\$ 268.76	\$ 267.74	\$ 267.85	\$ 267.85	\$ 267.40	\$ 267.45				\$ 2,408.59	38%
Sanger Sixth Grade/ADMIN	\$ 21,000.00	\$ 657.91	\$ 658.33	\$ 699.89	\$ 773.60	\$ 536.55	\$ 536.88	\$ 536.88	\$ 547.04	\$ 547.19				\$ 5,494.27	26%
	\$ 69,300.00	\$ 3,648.66	\$ 3,652.34	\$ 3,731.14	\$ 3,545.58	\$ 2,870.63	\$ 2,901.67	\$ 2,945.39	\$ 2,950.21	\$ 2,950.85				\$ 29,196.47	42%
<b>NATURAL GAS</b>															
Sanger High School	\$ 20,000.00	\$ 55.81	\$ 31.94	\$ 901.81	\$ 2,316.44	\$ 3,174.01	\$ 3,022.21	\$ 2,427.67	\$ 1,012.48	\$ 808.28				\$ 13,750.65	69%
Linda Tutt High School	\$ 2,500.00	\$ 45.90	\$ 57.87	\$ 121.96	\$ 295.11	\$ 442.99	\$ 470.11	\$ 438.80	\$ 160.70	\$ 65.16				\$ 2,098.60	84%
Sanger Middle School	\$ 15,000.00	\$ 210.60	\$ 250.74	\$ 1,034.49	\$ 2,116.03	\$ 2,385.16	\$ 2,474.80	\$ 2,467.65	\$ 1,048.94	\$ 636.96				\$ 12,625.37	84%
Clear Creek Intermediate	\$ 2,500.00	\$ 76.69	\$ 102.06	\$ 165.55	\$ 272.62	\$ 446.23	\$ 409.90	\$ 334.71	\$ 154.62	\$ 175.19				\$ 2,137.57	86%
Chisholm Trail Elementary	\$ 4,500.00	\$ 79.77	\$ 103.73	\$ 222.97	\$ 378.93	\$ 543.03	\$ 470.75	\$ 441.08	\$ 227.48	\$ 216.45				\$ 2,684.19	60%
Butterfield Elementary School	\$ 5,200.00	\$ 91.23	\$ 128.04	\$ 301.54	\$ 468.26	\$ 579.77	\$ 623.73	\$ 539.44	\$ 194.52	\$ 520.19				\$ 3,446.72	66%
Sanger Sixth Grade/ADMIN	\$ 9,000.00	\$ 139.36	\$ 156.74	\$ 279.69	\$ 953.61	\$ 1,231.90	\$ 1,248.17	\$ 1,039.47	\$ 348.57	\$ 253.07				\$ 5,650.58	63%
	\$ 58,700.00	\$ 699.36	\$ 831.12	\$ 3,028.01	\$ 6,801.00	\$ 8,803.09	\$ 8,719.67	\$ 7,688.82	\$ 3,147.31	\$ 2,675.30				\$ 42,393.68	72%
<b>Fuel (Propane/Gas/Diesel)</b>															
	\$ 108,150.00	\$ 1,465.27	\$ 10,102.12	\$ 26,221.00	\$ 14,630.00	\$ 10,912.06	\$ 5,985.00	\$ 1,111.35	\$ 13,929.64	\$ -				\$ 84,356.44	78%
<b>Copiers (XEROX)</b>															
	\$ 85,553.00	\$ 1,545.04	\$ 4,786.35	\$ 8,000.71	\$ 8,766.69	\$ 7,664.62	\$ 7,299.15	\$ 9,661.44	\$ 7,300.49	\$ 6,128.13				\$ 61,152.62	71%

Utility usage costs are paid after each billing cycle, therefore, creating a month lag.



# Sanger Independent School District

601 Elm St., Sanger, Texas 76266

## PUBLIC OPEN FORUM/COMMUNITY INPUT FORM

This form is used to register one’s desire to speak before the Sanger ISD Board of Trustees at a Regular Called Board Meeting. Please complete and submit this form to the Board Secretary prior to the beginning of the meeting.

You may address the Board:

- During Community Input for Issues NOT on the Posted Agenda
- During any Posted Action Agenda Item
- During any Public Hearing (this form is not necessary for Public Hearings)

All comments must be made to the Board as a whole, not to individuals. Comments will be limited to five (5) minutes, and each speaker will be allowed one opportunity to speak for each item requested. Your comments must be related to the issue when speaking during Action Agenda Items.

You may have your position recorded without speaking by checking and filling in the appropriate boxes below. If the information you have to present will exceed five (5) minutes, the Board recommends it to be submitted in writing to the Board Secretary for distribution to the Board.

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

Community Input – Topic: \_\_\_\_\_

Action Agenda Item: #(s) \_\_\_\_\_

Comments: (Additional Comments Attached)



**ACTION**



# **CONSENT AGENDA**

**Minutes of Regular Meeting**  
**May 11, 2020**  
**The Board of Trustees**  
**Sanger Independent School District**

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A Regular Meeting of the Board of Trustees of Sanger Independent School District was held Monday, May 11, 2020, beginning at 4:00 PM in the via Zoom Communication Systems.

**1. CALL TO ORDER**

Presenter: Board

President Ken Scribner called the meeting to Order at 4 p.m. noting a quorum was present.

Members present: Ken Scribner, Jimmy Howard, Ann Marie Afflerbach, Lisa Cody, Mitch Hammonds, Sarah York, Dr. Dale Gleason

- 2. EXECUTIVE SESSION - 4:00 p.m.** May be called for the purposes permitted in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E. Before any closed meeting 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 session.

- A. 551.074 - Deliberate the Appointment, Employment, Evaluation, Reassignments, Duties, Discipline, or Dismissal of a Public Employee or to Hear a Complaint or Charge Against an Employee

Presenter: Board

1. Superintendent Evaluation and Contract

**3. RECONVENE TO OPEN SESSION – 6:26 p.m.**

**4. PLEDGE OF ALLEGIANCE**

**5. INVOCATION by Ken Scribner**

**6. ACTION AFTER EXECUTIVE SESSION**

Presenter: Board

- A. Superintendent Evaluation and Contract

Presenter: Board

*Motion to approve Dr. Hunter's Evaluation as reviewed made by Mitch Hammonds and Seconded by Sarah York*

*Vote: 7:0*

*Motion to extend Dr. Hunter's Superintendent Contract through June 30, 2023, was made by Jimmy Howard and Seconded by Ann Marie Afflerbach*

*Vote: 7:0*

*Motion to increase Dr. Hunter's salary by 4% effective June 1, 2020 was made by Lisa Cody and Seconded by Dr. Dale Gleason*

*Vote: 7:0*

**7. ELECTION: MAY 2, 2020**

Presenter: Dr. Tommy Hunter

- A. Certification of Cancellation and Unopposed Candidates set for May 2, 2020

Presenter: Dr. Tommy Hunter

- B. Appointment of Board Member to Place 1 Vacancy from May 11 through the next Regular Board Election Scheduled, May 2021

Presenter: Board

*Motion to appoint Mr. Jimmy Howard in the Place 1 Vacancy from May 11 through the next Regular School Board Election in May 2021 was made by Mitch Hammonds and Seconded by Sarah York*

*Vote: 7:0*

- C. Recognition of Outgoing Board Members

Presenter: Board

Recognition plaque presented to Dr. Dale Gleason for his six years of service to education.

- D. Administer Oath of Office to newly elected and appointed board members

Presenter: Marta Chavez

Oath was administered to Mitch Hammonds, Jimmy Howard and Zach Thompson

- E. Reorganization of the Board

*President: Motion to Nominate Ken Scribner by Jimmy Howard and Seconded by Mitch Hammonds – 7:0 Vote*

*Vice-President: Motion to Nominate Sarah York by Ken Scribner - 7:0 Vote*

*Secretary: Motion to Nominate Ann Marie Afflerbach by Sarah York – 7:0 Vote*

**8. RECOGNITION**

Presenter: Leann Loyless

Mrs. Loyless announced the Teacher along with the Para-Professional of the Year from each campus.

BES: Teacher, Tracy Arnold; Para Teresa Delio; CTE: Teacher Tabitha McCuiston, Para Margaret Martinez; CCI: Teacher Dawn Payne, Para Nicole Harris; SGC: Teacher Joely Beam, Para Maria Valdez; MS: Tanya Sikes, Para Jody Howard; HS: Carly Sperry, Para Niki Nelson; LT: Joe Prado; Para Anna Murillo.

**9. PUBLIC COMMENT – None**

**10. REPORTS**

- A. Financials

Presenter: Monica Miller

Mrs. Miller reviewed information as presented in BoardBook.

- B. Operations

Presenter: John Knowles

1. Utility Data

Presenter: John Knowles

Mr. Knowles present the Utility Data as presented in BoardBook.

C. Teaching & Learning

Presenter: Leann Loyless

Mrs. Loyless noted that Learning At Home is in progress and reports that clearing of lockers with minimal contact has been completed and set for students to come and pick up their items. Mrs. Loyless answered questions from the board.

11. **COMMUNITY INPUT: ACTION AGENDA ITEM - None**

12. **PREVIEW: FOR DISCUSSION ONLY**

Presenter: Ken Scribner

A. TASB Nomination for Board Region 11, Position C TASB Director

Presenter: Ken Scribner

Mr. Scribner noted if anyone was interested in running for the position to contact him prior to our June 8 Board Meeting.

13. **ACTION**

A. CONSENT AGENDA

Presenter: Dr. Tommy Hunter

1. Minutes of Board Meeting

Presenter: Dr. Tommy Hunter

2. Amendments to current budget

Presenter: Monica Miller

*Motion to approve consent agenda as presented was made by Mitch Hammonds and Seconded by Ann Marie Afflerbach*

*Vote: 7:0*

B. Employee Sheet - May 2020

Presenter: Monica Miller

*Motion to approve Employee Sheet for May 2020 as presented was made by Sarah York and Seconded by Lisa Cody*

*Vote: 7:0*

C. Audit Form Approval 2019-2020 Fiscal School Year

Presenter: Monica Miller

*Motion to approve Audit Engagement Letter from Hankins, Eastup, Deaton, Tonn & Seay as presented was made by Jimmy Howard and Seconded by Mitch Hammonds*

*Vote: 7:0*

D. Discuss & Consider 2020-2021 ESC Region 11 Service Contract

Presenter: Dr. Tommy Hunter

*Motion to approve the 2020-2021 ESC Region 11 Service Contract as presented was made by Ann Marie Afflerbach and Seconded by Sarah*

**York**

**Vote: 7:0**

E. Approval of Allotment and TEKS Certification 2020-2021

Presenter: Tommy Hunter

***Motion to approve the Allotment and TEKS Certification for 2020-2021 as presented was made by Lisa Cody and Seconded by Jimmy Howard***

**Vote: 7:0**

F. Discuss & Consider Linda Tutt High School Roof Replacement

Presenter: John Knowles

***Motion to table this item as requested by Mr. Knowles in order to review New specs criteria and placement in June agenda was made by Mitch Hammonds and Seconded by Ann Marie Afflerbach***

**Vote: 7:0**

G. Discuss & Consider Possession and Usage Agreement with TxDot

Presenter: Dr. Tommy Hunter

***Motion to approve the Possession and Usage Agreement from TxDot as presented was made by Lisa Cody and Seconded by Jimmy Howard***

**Vote: 7:0**

**14. SUPERINTENDENT REPORT**

Presenter: Dr. Tommy Hunter

A. COVID-19 Update – campuses have sent last instruction packet

B. 2020 Graduation Update – review of details for May 19

**15. BOARD MEMBER COMMENTS, REPORTS, AND DISCUSSION**

**16. ADJOURNMENT**

With no further business, meeting adjourned at 7:21 p.m.

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**Board President**

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**Board Secretary**

**May 11, 2020**

20-May

**SANGER INDEPENDENT SCHOOL DISTRICT**  
**BUDGET AMENDMENT 20-05**  
**2019-2020**

GENERAL OPERATING	INCREASE	DECREASE	NOTATION
199-12-6119	\$20,000.00		LIBRARY SALARIES
199-34-6121	\$50,000.00		TRANSPORTATION SALARIES
199-41-6399	\$20,000.00		POSTAGE
199-51-6629	\$167,000.00		LINDA TUTT ROOF REPLACEMENT
199-52-6219	\$5,000.00		
199-61-6129	\$10,000.00		TCDC SALARIES
199-99-6213	\$10,000.00		TAX APPRAISAL COSTS
199-11-5745		\$123,000.00	INSURANCE RECOVERY
199-11-6117		\$159,000.00	SALARY ACCRUALS
<b>TOTAL</b>	<b>\$282,000.00</b>	<b>\$282,000.00</b>	

**SANGER INDEPENDENT SCHOOL DISTRICT  
MONTHLY CASH AND INVESTMENT REPORT  
FOR THE MONTH MAY 2020**

Account	Market Value 30-Apr-20	Interest Earnings	Deposits and Transfers In	Checks and Transfers Out	Market Value 31-May-20	Average rate of return
<b>LONE STAR INVESTMENTS:</b>						
General Fund	\$11,274,140.03	\$2,748.71	\$1,083,580.92	\$2,500,000.00	\$9,860,469.66	0.3130%
Worker's Comp Fund	\$4,672.41	\$1.24	\$0.00	\$0.00	\$4,673.65	0.3130%
Interest and Sinking Fund	\$844,580.51	\$225.26	\$8,629.78		\$853,435.55	0.3130%
<b>SANGER BANK:</b>						
Clearing Account Gen Operating	\$922,940.49	\$106.38	\$2,543,304.56	\$2,781,223.29	\$685,128.14	0.1500%
Activity Account	\$185,754.25	\$21.60	\$34,392.76	\$25,084.78	\$195,083.83	0.1500%
Workers Compensation Fund	\$83,513.55	\$9.64	\$0.00	\$3,752.18	\$79,771.01	0.1500%
Certificates of Deposit	\$1,780,390.21	\$7,954.11	\$0.00		\$1,788,344.32	0.3090%
<b>FNC CERTIFICATES OF DEPOSIT</b>						
	\$1,813,469.52	\$8,118.65	\$0.00	\$0.00	\$1,821,588.17	
<b>TEXAS CLASS INVESTMENT POOL</b>						
	\$1,002,964.44	\$643.48		\$0.00	\$1,003,607.92	0.3700%
	<u>\$16,909,460.97</u>	<u>\$19,829.07</u>	<u>\$3,669,908.02</u>	<u>\$5,310,060.25</u>	<u>\$16,292,102.25</u>	

The investment activities are in compliance with the District investment policies and House Bill 2459.

**INVESTMENT OFFICERS:**

\_\_\_\_\_  
Dr. Tommy Hunter

\_\_\_\_\_  
Monica Miller, CFO/HR

## Employment Sheet # 12

TO: Board Members  
 FROM: Dr. Tommy Hunter  
 DATE: June 8, 2020  
 RE: PERSONNEL INFORMATION

EXEMPT Personnel

**NEW HIRES:**

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>New/Existing Position</u>
Paul Hines	CTE	History Teacher/Coach	Existing
Melissa Whitlock	SMS	Tech Apps Teacher	Existing
Spring Tompkins	SMS	7 <sup>th</sup> ELA Teacher	Existing
Aimee Ellis	CTE	1 <sup>st</sup> Grade Teacher	Existing
Tracy Slovacek	CTE	1 <sup>st</sup> Grade Teacher	Existing
Kara Clark	CTE	2 <sup>nd</sup> Grade Teacher	Existing
Jerri Kinworthy	SHS	SPED Teacher	Existing
Amanda Mendoza	CTE	Music Teacher	Existing
Dakota Baker	BES	3 <sup>rd</sup> Grade Teacher	Existing
Stephanie Hull	BES	4 <sup>th</sup> Grade Teacher	Existing
Michael O'Toole	BES	4 <sup>th</sup> Grade Teacher	Existing

**RESIGNATIONS:**

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>Status /Reason</u>
Tatiana Zvolanek	CTE	1 <sup>st</sup> Grade Teacher	Resignation
Kyle Sandlin	LTHS	PE Teacher & Coach	Resignation
Penny Lamoria	BES	5 <sup>th</sup> Grade Teacher	Resignation

NON-EXEMPT Personnel

**NEW HIRES:**

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>New/Existing Position</u>
Amanda McIntire	SGC	Library Aide	Existing

**RESIGNATIONS:**

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>Status/Reason</u>
Dorothy (Maxine) Henderson	Enviro. Services	Custodian	Retirement
Pam Stephens	SMS & Transportation	Sped Para & Bus Driver	Retirement

## Employment Sheet # 12

TO: Board Members  
FROM: Kim Phillips  
DATE: June 8, 2020  
RE: PERSONNEL INFORMATION

### EXEMPT Personnel

#### NEW HIRES:

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>New/Existing Position</u>
Leslie Bullock	DCSEC	LSSP	New Position
Victoria Juarez	DCSEC	Speech/Lang. Pathologist	Existing Position

#### DISTRICT TRANSFERS:

<u>Name</u>	<u>From/To</u>	<u>Assignment</u>	<u>New/Existing Position</u>
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#### RESIGNATIONS:

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>Status /Reason</u>
Allison Collins	DCSEC	Transition Specialist	Resignation

### NON-EXEMPT Personnel

#### NEW HIRES:

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>New/Existing Position</u>
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#### DISTRICT TRANSFERS:

<u>Name</u>	<u>From/To</u>	<u>Assignment</u>	<u>New/Existing Position</u>
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#### RESIGNATIONS:

<u>Name</u>	<u>Campus</u>	<u>Assignment</u>	<u>Status/Reason</u>
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## Sanger ISD Substitute Solutions Summary

Texas is facing a state-wide teacher shortage and one of the impacts is that Texas districts are struggling to find enough high-quality substitute teachers and substitute paraprofessionals.

Each day a large percentage of substitute needs are not met in districts across Texas. This leaves school administrators scrambling to find solutions. The substitute shortage has a negative effect on student achievement, harms teacher morale, creates safety and security concerns, and impedes the district's ability to reach strategic performance goals.

Despite hard work and strong processes implemented by the Sanger ISD Human Resources team, the district's daily "fill rate" was only 75.3% for the 18-19 school year. This left over 1,200 substitute requests unfilled with a disproportionate impact on the Secondary campuses.

ESS is a national K-12 Substitute Management company designed specifically to help school districts ensure that they have enough high-quality substitute staff. ESS has been in business for over 19 years, works with over 700 districts across the country and regularly achieves fill rates of 94%-98% for their partner Districts. Here in Texas they are working with 16 Districts including Denton ISD, Frisco ISD, Aubrey ISD and Celina ISD. In total they are serving over 300 Texas schools comprised of over 230,000 Texas students. This chart shows some examples of the track record of success that ESS has established here in Texas and with other key clients:

District	Before ESS Partnership	ESS Partnership		
	Fill Rate	Substitutes Requested	Filled	Fill Rate
Denton ISD, TX (18-19 school year)	88.8%	40,654	38,724	95.3%
Royse City ISD, TX (18-19 school year)	83.6%	9,132	8,653	94.8%
Celina ISD, TX (18-19 school year)	90.4%	3,194	3,164	99.1%
South Texas ISD, TX (18-19 school year)	92.0%	4,257	4,135	97.1%
Everman ISD, TX (18-19 school year)	58.5%	8,660	6,214	93.3%
Savannah-Chatham Public Schools, GA (18-19 school year)	94.8%	85,291	83,727	98.2%
Beaufort County Schools, SC (18-19 school year)	77.8%	39,184	37,480	95.6%

Sanger ISD has done extensive due diligence on possible solutions to address the substitute shortage in the district. District leadership requested a customized proposal from ESS and have met with ESS multiple times to tailor a solution that is specific to the needs of the Sanger community. ESS has proposed a solution whereby the company will handle all the tasks associated with the substitute program as outlined here:



ESS will provide regional and national resources to ensure that Sanger ISD has the best possible people and processes dedicated to providing the district with more high-quality substitutes.

This chart shows the dedicated management team that Sanger ISD will receive in this proposal:



ESS has a clear goal for Sanger ISD and that is to fill 95%+ of the daily substitute needs in the district with a well-trained substitute and this applies to the breadth of substitute needs: teachers, paraprofessionals, nurses, etc. This goal will be pursued by retaining all the qualified current substitutes and then recruiting 24-7-365 to substantially increase the size of the active substitute pool.

The ESS team will provide live onsite training that can be customized for Sanger ISD to substitutes in the district and then provide ongoing training to ensure that classrooms are covered by professional, well-trained substitutes. Sanger ISD will maintain control of the required qualifications, background check requirements, and pay rates for substitutes in the district. If a substitute is provided that is not a good fit for the needs of a classroom ESS will remove that substitute upon feedback from the district. Sanger ISD maintains control of who is in their classrooms and who is teaching their students. ESS is a partner dedicated to executing on the strategic vision of the district and is accountable to Sanger ISD administration and schools daily. Additionally, ESS will provide the entire substitute pool with weekly pay via direct deposit and will offer the entire substitute pool access to affordable health, dental, and vision insurance along with access to a 401(k) program.

ESS understands that the fiscal environment for public schools in Texas is very tight at this time and has offered Sanger ISD pricing that is as close as possible to break-even versus the current substitute program total costs. ESS will provide all services outlined at a price rate of "daily substitute pay rate \* 1.33".

This pricing includes the Regional and National Support, initial and ongoing training programs, employee incentive and recognition programs, and all substitute employee-related expenses, i.e. payroll taxes, workers' compensation, unemployment, general liability, Affordable Care Act compliance, etc. for all substitute employees. And to be clear, Sanger ISD will only pay ESS for substitute placements. ESS only gets paid by providing Sanger ISD with substitutes. There are no extra fees. For the 18-19 school year the total cost of the Sanger ISD substitute program vs. the cost of what it would have been in partnership with ESS is shown here:

Sanger ISD Substitute Program Costs	Current Program	ESS Partnership (Payroll * 1.33)	ESS Partnership Payroll * 1.33 (with 4% reduction in total substitutes requested)
<b>Total Payroll</b>	\$ 239,397	\$ 239,397	\$ 229,821
Payroll Taxes	\$ 3,471		
General Liability Insurance	\$ 3,830		
Workers Compensation Insurance	\$ 3,830		
Personnel Savings - central office (1/3 FTE - salary and benefits)	\$ 12,000		
Soft costs - based on Denton ISD analysis	\$ 29,925		
<b>Total Substitute Program Cost</b>	\$ 292,454	\$ 318,398	\$ 305,662
<b>Cost Differential</b>		\$ 25,944	\$ 13,209
<b>Cost Differential %</b>		8.9%	4.5%

Of course, when fill rates increase the total payroll for the substitutes program will increase but a.) ESS will work within budget parameters outlined by District Administration and b.) this would be true if the district increased the fill rates as well. And the goal is to deliver higher fill rates; more high-quality substitutes for Sanger ISD students and classrooms.

ESS is a trusted and approved vendor in the TIPS Purchasing Cooperative, which Sanger ISD is already a member of, so the district can address the challenging substitute issues with ESS quickly and easily while complying with state laws and strong governance principles.

## ESS South Central, LLC

### **SUBSTITUTE STAFF PLACEMENT AGREEMENT (The Interlocal Purchasing System Contract # 170705)**

This is an Agreement, entered into as of May 26, 2020, by and between **ESS South Central, LLC** (the “Company”) located at 800 North Kings Highway, Suite 405, Cherry Hill, New Jersey 08034 and the **Sanger ISD** located at 601 Elm St Sanger, TX 76266 (hereinafter referred to as “LEA” for Local Education Agency).

#### **Background**

The Company is in the business of providing substitute teachers for LEAs, as well as other related staffing services. The LEA desires to engage the services of the Company on the terms and conditions set forth in this Agreement.

NOW THEREFORE, intending to be legally bound and acknowledging the receipt of adequate consideration, the parties hereby agree as follows:

**1. Provision of Substitute Staff.** The Company shall be the exclusive provider of substitute teachers and other staff listed in Exhibit “A” (hereinafter “**Substitute Staff**”) to fill positions at the request of the LEA on an as-needed basis, using such request mechanism(s), policies and procedures as may be established by the Company from time to time. The Company makes no guarantee that it will be able to fill all requests made by the LEA.

1.1 The LEA agrees that the Company shall be the exclusive contract provider of Substitute Staff to the LEA. All or any placement of Substitute Staff shall be made pursuant to this Agreement and the processes and procedures established by the Company, be paid by the Company, and be invoiced back to the LEA by Company.

1.2 The LEA will provide a list of staff who the LEA has employed prior to the Agreement and whom the LEA desires to remain in the pool of Substitute Staff assigned by the Company to the LEA. The LEA shall provide a written list of such personnel and may update said list, by written addition or deletion of all changes, as appropriate. If the LEA was serviced by another vendor prior to this Agreement, the LEA will also make a good faith effort to produce a list of staff who provided services through this vendor. Subject to the interview, training, background checks and certification requirements included elsewhere in the Agreement, and normal employee responsibilities attendant to employment, the Company will accept such persons for assignment to the LEA. However, as part of the transition process, the LEA certifies that the aforementioned former Substitute Staff of the LEA meet the state requirements to serve as Substitute Staff (ex. Criminal history, TB Test) for the first 90 days after Company begins services, unless Company is otherwise notified by LEA. The LEA acknowledges that the Substitute Staff will be ineligible to accept substitute assignments after said 90 day period if they are determined to be non-compliant with the laws governing educational employees in the State, which shall be Company’s responsibility to determine pursuant to the terms of the Agreement. LEA further agrees to forward to Company any report of criminal activity regarding these Substitute Staff from local, state or federal law enforcement or other governmental authorities.

**2. Treatment of Substitute Staff as Employees of the Company** All Substitute Staff provided by the Company will be treated by the LEA as employees of the Company, and not as employees of the LEA, for all purposes, including but not limited to Federal and State income tax purposes. Without limiting the preceding sentence:

2.1 The Company shall maintain all necessary personnel and payroll records for the Substitute Staff;

2.2 The LEA shall not be responsible for the payment of the wages and fringe benefits (if any) of the Substitute Staff; the Company shall withhold applicable taxes from the wages of the Substitute Staff, and shall be responsible for any payroll tax liabilities of an “employer” with respect to the Substitute Staff;

2.3 The Company shall provide applicable workers’ compensation insurance coverage for the Substitute Staff in such amounts as may be required by law; and

2.4 Substitute Staff shall not be eligible for tenure with the LEA or be entitled to participate in any of the LEA’s employee benefit plans, including pension, 403(b), profit sharing, retirement, deferred compensation, welfare, insurance, disability, bonus, vacation pay, severance pay and other similar plans, programs and agreements, whether or not reduced to writing.

2.5. In order to provide certain Substitute Staff who are obtaining the required initial or renewal State certifications, depending upon state requirements, the LEA recognizes that it may be required to execute certificate/permit/license applications and other related documents, such as a criminal history request as a representative of or on behalf of the Company. If necessary, the LEA designates the Company as its designee to submit a Substitute Staff’s credentials to the county or state department of education office to obtain the Substitute Staff certifications. The LEA recognizes that it may be required to execute certain documents to allow the Company to perform its function as its designee. In such instances, the LEA is not responsible for any of the obligations of the Company as the employer included in this Paragraph 2.

**3. The Company’s Obligations**

3.1 The Company will act in good faith to provide Substitute Staff who, if needed or applicable, (a) hold a current license and certification for the positions requested by the LEA, (b) have had a completed criminal history and child abuse background check as required by law and/or the applicable Department of Education, (c) have appropriate health screenings, inoculations and tuberculosis testing as required by the state and (d) who shall render services in accordance with applicable laws and procedures of the state and this Agreement.

3.2 In selecting Substitute Staff, the Company shall apply such screening and evaluation criteria as it may determine in its sole discretion and as may be required by the applicable law of the jurisdiction in which the services of Substitute Staff will be performed. The Company will conduct any additional screening that may be mutually agreed by the Company and the LEA, with an appropriate increase in the Company’s fees to be agreed to in advance, in writing by the LEA.

3.3 The Company seeks to provide Substitute Staff that are trained for the requested positions. The Company will provide Substitute Staff training as required by the State, including as applicable, classroom management, general rules and procedures applicable to the position, and other pertinent matters prior to any assignment of said Substitute Staff. For existing LEA staff, the Company shall provide training as requested by the LEA for a fee equal to the Company's actual cost.

3.4 The Company expects that the Substitute Staff assigned to the LEA will perform their services satisfactorily. If the LEA notifies the Company via the company electronic portal that a Substitute Staff has not performed satisfactorily within the reasonable discretion of the LEA, along with the clear reasons therefor, the Company will honor the LEA's request not to assign specific Substitute Staff. This section will in no way affect the right of Company, in its sole discretion as employer, to hire, assign, reassign, discipline and/or terminate its own employees. The LEA understands that declining the services of a specific Substitute Staff may result in the Company's inability to secure an acceptable alternate if timely notice of the request is not provided.

**4. The LEA's Obligations.** In connection with Substitute Staff provided by the Company pursuant to this Agreement, the LEA shall:

4.1 Provide information to the Substitute Staff as needed to allow the Substitute Staff to fully understand the duties and responsibilities of the placement and promptly report to Company any suspicious, unusual, inappropriate behavior or unsatisfactory performance;

4.2 Provide a safe and suitable workplace that complies with all applicable governmental safety and health standards, statutes, and regulations;

4.3 Provide Substitute Staff with (i) adequate information, training, and safety equipment with respect to hazardous substances and any inherent dangers of the workplace (including known violent students, as allowed by applicable law), (ii) emergency procedures, and (iii) school rules and protocols, policies and procedures regarding student disciplinary actions, and confidentiality of student records. Further, the LEA will provide all Substitute Staff with any training appropriate to the needs, duties, responsibilities or knowledge unique to the LEA or otherwise different than would generally be appropriate in other LEAs.

4.4 Not assign Substitute Staff to assignments which (i) have sole custody of a single student for an extended period without LEA oversight, (ii) have sole responsibility for more than one classroom of students at a time, (iii) administer or maintain custody of any student medications, (iv) have custody of cash, negotiable valuables, merchandise, credit cards, check writing materials, keys or similar property, except for student lunch money that may be collected in the normal course of business, (v) use any vehicle on behalf of the LEA; (vi) work more than eight (8) hours in a day or more than forty (40) hour per week without notice to Company;

4.5 Assign Substitute Staff only to tasks for which they have been requested, unless written consent has been given by the Company. Heavy labor, lifting, or physical activity is prohibited unless required and accepted in the job description.

4.6 Not assign Substitute Staff to travel or perform duties off the normal school premises of the LEA except for class trips which are supervised by an LEA teacher;

4.7 If Substitute Staff is assigned duties in connection with the LEA's computer systems, maintain appropriate password security and backup copies of all data;

4.8 Maintain appropriate written internal control policies and procedures to ensure the confidentiality of all student records and appropriately limit the access of Substitute Staff to such records;

4.9 Not promise any Substitute Staff an increased rate of compensation;

4.10 Comply with any reasonable restrictions imposed by the Company on the responsibilities to be assigned to any Substitute Staff;

4.11 Approve and sign paper or electronic forms supplied by the Company documenting the amount of time worked by Substitute Staff or, if representatives of the LEA are not available to approve and sign such forms, authorize such forms to be executed by representatives of the Company on behalf of the LEA;

4.12 Be responsible for keeping the Company promptly informed by email (if available) of all Substitute Staff on-site changes and any changes in the LEA or building supervisory contact information;

4.13 To the extent possible, LEA should encourage its staff to notify the Company as soon as possible of the staff's absence, but no later than 6 a.m. daily or 3 hours prior to the start of the class, whichever is earlier, through the protocols established by the Company for such notice; provided, however, the Company and the LEA recognize that the need for a substitute may occur after the above times and that in such cases the Company will use best efforts to find a substitute for such LEA requests. Calculation of fill rate will be based only on full day substitute staff who enter absences on or before midnight (12:00 am) prior to the day of absence.

4.14 Comply with all Company policies and procedures to accurately invoice the LEA, process the daily record keeping and other tasks necessary for the Company to administer and track Substitute Staff, including but not limited to, sign in and out procedures and related records;

4.15 The LEA shall be solely responsible to control staff absences and any budgetary impact resulting therefrom;

4.16 LEA represents that its actions under this Agreement do not violate its obligations under any agreement that LEA has with any labor union;

4.17 LEA shall cooperate with Company with respect to Company's recruiting efforts and activities, including but not limited to, (i) promptly sharing applications for LEA positions with Company; (ii) adding a link on the front page and employment page of the LEA's website to Company's website, and (iii) reasonably assisting Company with advertising positions on LEA social media accounts;

4.18 If allowable by state procurement law, other LEAs may utilize this Agreement if mutually agreeable to Company.

4.19 LEA shall cooperate and coordinate with Company with respect to Company's development and installation of Company's information technology (IT) systems for the LEA. The LEA understands that failure to cooperate in this regard may lead to a delay in services. Additionally, if the LEA's lack of cooperation or coordination leads to additional services or work hours beyond that which is typically necessary to build and install Company's IT systems, the LEA shall pay a rate of \$150 for each hour of additional services per Company employee.

4.20 In the event of a complaint concerning Substitute Staff, LEA shall provide Company with a written incident report. Company and LEA agree to cooperate, exchange information, and reasonably permit each other's involvement in any investigatory activities or proceedings to the extent allowable by law.

## **5. Indemnification and Limitations of Liability.**

**5.1 Indemnification of the LEA by the Company.** The Company shall indemnify and hold the LEA's Board, and its agents, employees and Board members harmless from and against all claims or losses incurred, including reasonable attorney's fees, that are proximately caused by the acts or omissions of the Company, Substitute Staff, or other employees or authorized agents of the Company, or by the Company's breach of this Agreement, except that such indemnification shall not apply to any claims or losses for which the Company is entitled to indemnification by the LEA. In addition, the Company's indemnification for any and all claims here under this Agreement shall be expressly limited to the extent of insurance coverage that is paid to the Company for such claims, if any, under the Company's insurance policies required under this Agreement.

**5.2 Indemnification of the Company by the LEA.** The LEA shall indemnify and hold the Company harmless from and against all claims or losses incurred by the Company, including reasonable attorney's fees, (i) that are proximately caused by the acts or omissions of the LEA or its employees or authorized agents, or by the LEA's breach of this Agreement; or (ii) arise from any injury to Substitute Staff or other persons on the premises of the LEA or while performing services on behalf of the LEA and not caused by the acts or omissions of the Company, Substitute Staff, or other employees or authorized agents of the Company.

**5.3 Notification; Right to Defend.** A party incurring any claim or loss for which indemnification may be provided pursuant to this section 5 shall promptly notify the other party in writing. The recipient of such notice may, at its own cost and expense, thereupon assume the defense of any third party claim using counsel reasonably satisfactory to the notifying party.

**5.4 Limitation of Damages.** Under no circumstances shall the Company be liable for special, indirect, consequential, punitive, expectancy, lost profit or goodwill damages, or for damages caused by the unsatisfactory performance of Substitute Staff that does not result in a finally adjudicated claim of damages against the LEA brought by a third party.

**5.5 Complete Agreement.** The parties agree that this section 5 sets forth their complete agreement with respect to any possible indemnification claim, and waive their right to assert any common-law indemnification or contribution claim against the other.

## **6. Fees and Payment.**

6.1. **The Company's Pricing Plan**, attached hereto as Exhibit A and made a part of this Agreement, is accepted by the LEA. The Company shall submit to the LEA a standard weekly invoice showing in reasonable detail the services provided. For hourly positions, LEA shall pay for all time actually worked by Substitute Staff, not scheduled time. Company will comply with any federal, state or local laws, if any, requiring paid leave. If federal, state or local laws require paid leave, LEA will reimburse Company for paid leave days taken by Company staff for a district assignment per the service rate set forth in the pricing exhibit.

6.2 Deleted. ■

6.3 **Changes to Pricing Plan.** In the event that the LEA requests to increase the established pay rate for Substitute Staff from that specifically listed on Exhibit A, or if the LEA requests to establish a new Substitute Staff classification or new pay rate to be paid to some or all of the Substitute Staff not identified on Exhibit A (e.g., for improved recruitment, retention or for other reasons), the billing rate to the LEA shall be determined by using the markup used on Exhibit A. The LEA shall provide the Company fourteen (14) days prior written notice of its request to change an existing pay rate or establish a new Substitute Staff classification and pay rate.

The Company may change the Pricing Plan contained on Exhibit A in the event that government (local, state or federal) mandated labor costs, including but not limited to, employee healthcare or family leave benefits, minimum wage, payroll taxes, or workers compensation rates, which are required by law, regulation or mandate are enacted, implemented, become effective or are increased after the date of this Agreement. The Pricing Plan shall be adjusted as of the effective date of the law, regulation or mandate to reflect the actual cost increase to the Company reasonably calculated on a direct or pro rata basis. For multi-year Agreements or whenever this Agreement is extended, the Pricing Plan will be modified to reflect a cost of living adjustment equal to the greater of 3% or the applicable consumer price index rate for the LEA for the twelve months preceding the most recent quarterly rate.

6.4 **Affordable Care Act.** The Patient Protection and Affordable Care Act ("ACA") became effective January 1, 2014. The ACA has a look back period that determines Substitute Staff eligibility for healthcare insurance coverage that shall begin on the beginning of this Agreement.

The Company normally hires Substitute Staff as part time employees who will work on average less than 30 hours per week such that they are not eligible for healthcare benefits under the ACA. However, should the LEA in its discretion employ Substitute Staff to work directly for LEA in addition to the hours worked for Company (example: after school program director or coach), and the combined work hours of the Substitute Staff cause the Substitute Staff to be deemed eligible to receive healthcare benefits under the ACA, the LEA agrees to reimburse the Company's cost of providing the minimum plan healthcare insurance coverage under the ACA.

6.5 **Use or Employment of Substitute Staff by the LEA Directly.** Company maintains the right to manage the schedule of its employees. Accordingly, if the LEA engages the services of any Substitute Staff other than through the Company on a per-diem, hourly or other basis, whether for services covered in this Agreement or otherwise, the LEA shall promptly notify the Company in writing and provide all information as the Company may reasonably

request. Furthermore, if LEA hires Substitute Staff for services which are provided by Company in accordance with this Agreement, for the lesser of the period for which such Company employee is engaged or the term of this Agreement, the LEA shall calculate and pay to the Company any amounts due by using the daily or hourly markup used on Exhibit A. Failure of the LEA to promptly notify the Company that it has employed Substitute Staff may result in the Company continuing to pay wages to the Substitute Staff for assignments which are not worked. In such event, the LEA shall be liable to Company for all costs, including wages paid to the Substitute Staff, lost markup, and reasonable collection costs.

If Substitute Staff is hired as a full-time employee of the LEA during the term of this Agreement, LEA shall pay to Company the sum of \$2,500.00 or ten percent (10%) of the LEA yearly salary for the employee, whichever is higher, within thirty (30) days of employment. This payment is to reimburse Company for recruitment expenses and lost revenue. This fee shall not be due if the Substitute Staff was a "district original", i.e. previously working for the LEA at the start of this Agreement.

**6.6 Non-Solicitation of Company Corporate Staff.** LEA agrees that during the term of this Agreement and for a period of 12 months after the termination of the Agreement, without obtaining the prior written consent of the Company, neither the LEA nor any of its affiliates shall directly or indirectly, for itself or on behalf of another person or entity solicit for employment or otherwise induce, influence or encourage to terminate employment with the Company or employ or engage as an independent contractor any corporate employee of the Company (i.e. employee working for Company in a role other than as "Substitute Staff") with whom the LEA had contact or who became known to the LEA in connection with this Agreement. For the purposes of this section, "Company" also includes Source 4 Solutions LLC.

**6.7 Payment.** The LEA shall pay the Company (ESS) upon receipt of invoice via an ACH Debit initiated by Company. If the LEA is unable to provide an ACH initiated by Company, the LEA can elect to provide an ACH or wire transfer. Payment not received within fifteen (15) business days after receipt of invoice will be subject to a \$25.00 late fee and 1% per month service charge. Any dispute of billing must be communicated to Company within 10 days of receipt of invoice. Any adjustments less than 10% of the invoice will not delay payment and will be applied to the following invoice. LEA shall be liable for all of the Company's reasonable costs of collection, including reasonable attorneys' fees, both (i) and (ii) to apply without any prior notice requirement.

**6.8 Sales and Use Tax.** The LEA represents that it is currently exempt from any sales and use taxes or similar governmental charges or value added tax imposed with respect to the services provided by the Company. If any such taxes or charges are otherwise due or are imposed or become due, they will be the responsibility of the LEA.

**7. Term.** The term of this Agreement shall begin on July 1, 2020 and shall remain in effect through June 30, 2021. Thereafter, the Agreement shall automatically renew on a yearly basis after the term unless either party provides written notice of termination at least one hundred and twenty (120) days prior to the end of the fiscal school year. Notwithstanding the preceding sentence, either party may terminate this Agreement if (i) the other party breaches a material provision of this Agreement and such breach is not cured within 30 days following written notice or (ii) in the case of a breach that by the terms of the breach cannot be cured within 30 days, the

breaching party has not instituted measures to cure such breach within 10 days and fully cured such breach within 90 days. Further, the Company has the right to terminate this Agreement should any student or LEA employee physically or verbally assault or injure a Company's employee, and the LEA does not respond to the incident to the Company's satisfaction. In the event either party terminates this Agreement, the LEA shall pay all amounts due under the terms of this Agreement to the Company for services provided through the date of termination.

**8. Insurance Coverage.** Each party shall, at its own cost and expense, maintain insurance coverage reasonably appropriate for the activities it conducts and the risks it assumes. The insurance coverage maintained by the Company shall include:

8.1 Workers' compensation coverage of such types and in such amounts as may be required by the laws of the jurisdiction in which the services of Substitute Staff are performed;

8.2 Commercial general liability coverage, including personal injury, blanket contractual liability, and broad form property damage, with a \$2,000,000 combined single limit per occurrence;

8.3 Umbrella coverage with a \$1,000,000 combined single limit per occurrence.

**9. Confidentiality & Non-Disparagement.** During the course of the business relationship, each party may be given access to proprietary or confidential information of the other, including, but not limited to, pricing policies, the identity and social security numbers of employees, and business policies and systems ("Confidential Information"). Each party shall hold Confidential Information of the other party in confidence, treating such Confidential Information with no less care than it treats its own, and shall not disclose such Confidential Information to any third party or use such Confidential Information for any purpose other than as contemplated by this Agreement. Upon termination of this Agreement, or sooner if requested by either party, each party shall return all Confidential Information of the other party in its possession, without retaining copies of such Confidential Information. This section shall not apply to information (i) that is in the public domain, or (ii) required to be disclosed by law or legal process.

At no time during or after the term of this Agreement and for a period of two (2) years thereafter shall either party directly or indirectly disparage the commercial business, professional or financial, as the case may be, reputation of the other party or any of their employees, management, owners or officers.

**10. Absentee Management System; Data and Intellectual Property.** To provide Substitute Staff, Company may utilize its own or the LEA's absentee management system (hereinafter "System") as it is agreed between the parties. Under either method, the Company owns all employee and absence management information data related to Substitute Staff. If the Company utilizes the LEA's System, the LEA shall allow and authorize the Company full access to the System (sometimes referred to as "Super User" status) throughout the term of the Agreement and for thirty days after termination. In the event this Agreement is terminated, Company shall have thirty (30) days to remove Company data from the System. All Company data, intellectual property, including processes, procedures and knowhow, trademarks and copyrights, are and shall remain the sole property of the Company.

## **11. Miscellaneous**

**11.1 Amendments; Waivers.** This Agreement may be amended as agreed between the parties. No amendment, modification, or waiver of any provision of this Agreement shall be binding unless in writing and signed by the party against whom the operation of such amendment, modification, or waiver is sought to be enforced. No delay in the exercise of any right shall be deemed a waiver thereof, nor shall the waiver of a right or remedy in a particular instance constitute a waiver of such right or remedy generally.

**11.2 Notices.** Any notice or document required or permitted to be given under this Agreement shall be deemed to be given on the date such notice is (i) deposited in the United States mail, postage prepaid, certified mail, return receipt requested, (ii) deposited with a commercial overnight delivery service with delivery fees paid, or (iii) transmitted by facsimile or electronic mail with transmission acknowledgment, to the principal business address of the recipient or such other address or addresses as the parties may designate from time to time by notice satisfactory under this section. A copy of any notice to the Company shall be sent to the attention of the Company's president at the regular business address of the Company.

**11.3 Governing Law.** This Agreement shall be governed by the internal laws of the LEA's state without giving effect to the principles of conflicts of laws. Each party hereby consents to the personal jurisdiction of the federal or state courts located in LEA's County, and agrees that all disputes arising from this Agreement shall be prosecuted in such courts. Each party hereby agrees that any such court shall have in personam jurisdiction over such party and consents to service of process by notice sent by regular mail to the address set forth above and/or by any means authorized by the law of the LEA's state.

**11.4 Language Construction.** The language of this Agreement shall be construed in accordance with its fair meaning and not for or against any party. The parties acknowledge that each party and its counsel have reviewed and had the opportunity to participate in the drafting of this Agreement and, accordingly, that the rule of construction that would resolve ambiguities in favor of non-drafting parties shall not apply to the interpretation of this Agreement.

**11.5 Payment of Fees.** In the event of a dispute arising under this Agreement finally resolved through litigation or alternate dispute resolution, the prevailing party shall be entitled to recover reasonable attorneys' fees and costs.

**11.6 Force Majeure.** Neither party shall be responsible for delays or failure to perform caused by acts of God (including fire, flood, storm, or other natural disturbances), war, civil war, riot, epidemic, acts of foreign enemies, terrorist activities, government sanction, strikes or other labor disputes (it being specifically understood that the existence of any picket line by a collective bargaining unit shall be considered as within this definition of force majeure), interruption or failure of electric, telephone or similar service or other causes beyond such party's control.

**11.7 Signature in Counterparts.** This Agreement may be signed in counterparts, each of which shall be deemed to be a fully-executed original.

**11.8 Signature by Facsimile.** An original signature transmitted by facsimile shall be deemed to be original for purposes of this Agreement.

**11.9 Assignment.** No party to this Agreement shall assign its rights or duties hereunder, without the prior written consent of the other parties, except that the Company may assign its rights and duties in connection with a sale or other disposition of all or substantially all of its business and may assign e-learning solutions for distance instruction to Proximity Learning, Inc., an ESS company.

**11.10 No Third Party Beneficiaries.** Except as otherwise specifically provided in this Agreement, this Agreement is made for the sole benefit of the parties. No other persons shall have any rights or remedies by reason of this Agreement against any of the parties or shall be considered to be third party beneficiaries of this Agreement in any way.

**11.11 Binding Effect.** This Agreement shall inure to the benefit of the respective heirs, legal representatives and permitted assigns of each party, and shall be binding upon the heirs, legal representatives, successors and assigns of each party.

**11.12 Titles and Captions.** All article, section and paragraph titles and captions contained in this Agreement are for convenience only and are not deemed a part of the context hereof.

**11.13 Pronouns and Plurals.** All pronouns and any variations thereof are deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

**11.14 Entire Agreement.** This Agreement constitutes the entire agreement between the parties with respect to its subject matter and supersedes all prior discussions, agreements, understandings and negotiations. The LEA and Company agree that in the event that any provision of this Agreement shall be held invalid or unenforceable for any reason, such invalidity or unenforceability shall attach only to such provision and shall not affect or render invalid any other provision of this Agreement.

**[INTENTIONALLY LEFT BLANK; SIGNATURES ON FOLLOWING PAGE]**

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth above.

**ESS South Central, LLC**

By \_\_\_\_\_  
Charles Spencer, Executive V.P.

Date \_\_\_\_\_

**Sanger ISD**

By \_\_\_\_\_  
Signature

\_\_\_\_\_  
Dr. Tommy Hunter, Superintendent

Date \_\_\_\_\_

**EXHIBIT A**

**PRICING PAID BY THE LOCAL EDUCATION AGENCY TO COMPANY**

<b>Position</b>	<b>Pay Rate</b>	<b>Company Bill Rate</b>	<b>Rule</b>
Paraprofessional/Secretary - Daily	\$65.00	\$86.45	
Teacher - Daily - non-certified	\$75.00	\$99.75	
Teacher - Long Term - non-certified	\$85.00	\$113.05	beginning on the 11th day in the same assignment
Teacher - Daily - Texas certified	\$85.00	\$113.05	
Teacher - Long Term - Texas certified	\$100.00	\$133.00	beginning on the 11th day in the same assignment
Nurse - Daily	\$75.00	\$99.75	

**For any and all substitutes who are TRS retirees that were active with the District before May 1, 2020**

Paraprofessional/Secretary - Daily	\$71.00	\$94.43	
Teacher - Daily - non-certified	\$81.00	\$107.73	
Teacher - Long Term - non-certified	\$91.00	\$121.03	beginning on the 11th day in the same assignment
Teacher - Daily - Texas certified	\$91.00	\$121.03	
Teacher - Long Term - Texas certified	\$106.00	\$140.98	beginning on the 11th day in the same assignment
Nurse - Daily	\$81.00	\$107.73	

PO Box 8036, Wisconsin Rapids, WI 54495-8036  
Phone: (800) 338-4204 | Fax: (877) 280-7642  
Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

**Sanger Indep School District - 304317**  
601 Elm St  
Sanger, TX 76266-9635  
Contact: Leann Loyless - (940) 458-7438  
Email: [leann.loyless@sangerisd.net](mailto:leann.loyless@sangerisd.net)

Reference ID: 437016  
Created: 02/29/2020

## Quote Summary

School Count: 6

Renaissance Products & Services Total	\$39,551.00
Applied Discounts	\$(1,208.40)
Shipping and Processing	\$0.00
Sales Tax	\$0.00
<b>Grand Total</b>	<b>USD \$38,342.60</b>

**This quote includes: Renaissance Accelerated Reader and Renaissance Star 360.**

To receive applicable discounts, all orders included on this quote must be received at the same time.

By signing below, you

- agree that this Quote, any other quotes issued to you during the Subscription Period and your use of the Applications, the Hosting Services and Services are subject to the Renaissance Terms of Service and License located at <https://doc.renlearn.com/KMNet/R003981304GH3CB5.pdf> which are incorporated herein by reference;
- consent to the Terms of Service and License; and
- consent to the collection, use, and disclosure of the personal information of children under the age of 13 as discussed in the applicable Application Privacy Policy located at <https://www.renaissance.com/privacy-policy/>.

To accept this offer and place an order, please sign and return this Quote.

Renaissance will issue an invoice pursuant to this Quote on the Invoice Date you specify below. If no Invoice Date is listed, Renaissance will issue an invoice within 30 days from the date of this Quote. If your organization requires a purchase order prior to invoicing, please check the box below and issue your purchase order to the Renaissance address below no later than 15 days prior to the Invoice Date. Payment is due net 30 days from the Invoice Date.

If your billing address is different from the address at the top of this Quote, please add that billing address below.

Please check here if your organization requires a purchase order prior to invoicing: [ ]

Renaissance Learning, Inc.	Sanger Indep School District - 304317
	By:
Name: Ted Wolf	Name:
Title: VP - Corporate Controller	Title:
Date: 02/29/2020	Date:
	Invoice Date:

**Mail:** PO Box 8036, Wisconsin Rapids, WI 54495-8036  
**Fax:** (877)280-7642  
**Email:** [electronicorders@renaissance.com](mailto:electronicorders@renaissance.com)  
**Phone:** (877)444-3172

# RENAISSANCE®

PO Box 8036, Wisconsin Rapids, WI 54495-8036  
Phone: (800) 338-4204 | Fax: (877) 280-7642  
Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

Quote  
# 2275630

**If changes are necessary, or additional information is required, please contact your account executive at (800) 338-4204, Thank You.**

PO Box 8036, Wisconsin Rapids, WI 54495-8036  
Phone: (800) 338-4204 | Fax: (877) 280-7642  
Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

This quote is valid for 30 days. All quotes and orders are subject to availability of merchandise. Professional development expires one year from purchase date. Alterations to this quote will not be honored without Renaissance approval. Please note: Any pricing or discount indicated is subject to change with alterations to the quote. Tax has been estimated and is subject to change without notice. Unless you provide Renaissance with a valid and correct tax exemption certificate applicable to your purchase of product and the product ship-to location, you are responsible for sales and other taxes associated with this order.

United States government and agency transactions into Arizona: The Tax or AZ-TPT item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Arizona Transaction Privilege Tax ('TPT'). The incidence of the TPT is on Renaissance Learning for the privilege of conducting business in the State of Arizona. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

Hawaii residents only: Orders shipped to Hawaii residents will be subject to the 4.166% (4.712% O'ahu Is.) Hawaii General Excise tax. United States government and agency transactions into Hawaii: The Tax or General Excise Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Hawaii General Excise Tax. The incidence of the General Excise Tax is on Renaissance Learning for the privilege of conducting business in the State of Hawaii. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

New Mexico residents only: Orders shipped to New Mexico residents will be subject to the 5.125% (Location Code: 88-888) Gross Receipts tax. United States government and agency transactions into New Mexico: The Tax or Gross Receipts Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the New Mexico Gross Receipts Tax. The incidence of the Gross Receipts Tax is on Renaissance Learning for the privilege of conducting business in the State of New Mexico. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

Students can become their most amazing selves — only when teachers truly shine. Renaissance amplifies teachers' effectiveness in the classroom — transforming data into actionable insights to improve learning outcomes. Remember, we're here to ensure your successful implementation. Please allow 30-90 days for installation and set-up.

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 Phone: (800) 338-4204 | Fax: (877) 280-7642  
 Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

### Quote Details

#### Sanger Indep School District - 304317

Products & Services	Subscription Period	Quantity	Unit Price	Discount	Total
<b>Data Integration Services</b>					
Custom Data Integration Level 4 (1,501 - 15,000 Subscriptions) - Renewal	10/01/2020 - 09/30/2021	1	\$3,125.00	\$0.00	\$3,125.00
<b>Sanger Indep School District Total</b>				<b>\$0.00</b>	<b>\$3,125.00</b>

#### Butterfield Elementary - 2485505

Products & Services	Subscription Period	Quantity	Unit Price	Discount	Total
<b>Renaissance Applications</b>					
Accelerated Reader Subscription Renewal	10/01/2020 - 09/30/2021	240	\$7.15	\$0.00	\$1,716.00
Star 360 Subscription Renewal	10/01/2020 - 09/30/2021	500	\$14.25	\$(285.00)	\$6,840.00
<b>Platform Services</b>					
Annual All Product Renaissance Platform Renewal	10/01/2020 - 09/30/2021	1	\$750.00	\$0.00	\$750.00
<b>Professional Services</b>					
Renaissance Smart Start Product Training (included with purchase)		1	\$0.00	\$0.00	\$0.00
<b>Butterfield Elementary Total</b>				<b>\$(285.00)</b>	<b>\$9,306.00</b>

#### Chisholm Trail Elementary School - 228439

Products & Services	Subscription Period	Quantity	Unit Price	Discount	Total
<b>Renaissance Applications</b>					
Star 360 Subscription Renewal	10/01/2020 - 09/30/2021	355	\$14.25	\$(202.35)	\$4,856.40
<b>Platform Services</b>					
Annual All Product Renaissance Platform Renewal	10/01/2020 - 09/30/2021	1	\$750.00	\$0.00	\$750.00
<b>Professional Services</b>					
Renaissance Smart Start Product Training (included with purchase)		1	\$0.00	\$0.00	\$0.00
<b>Chisholm Trail Elementary School Total</b>				<b>\$(202.35)</b>	<b>\$5,606.40</b>

#### Clear Creek Intermediate School - 809170

Products & Services	Subscription Period	Quantity	Unit Price	Discount	Total
<b>Renaissance Applications</b>					
Star 360 Subscription Renewal	10/01/2020 - 09/30/2021	370	\$14.25	\$(210.90)	\$5,061.60

# RENAISSANCE®

Quote  
# 2275630

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Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

Renaissance Smart Start Product Training (included with purchase)		1	\$0.00	\$0.00	\$0.00
<b>The Sixth Grade Campus Total</b>				<b>\$(133.95)</b>	<b>\$3,964.80</b>

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# Career & Technical Education Denton ISD

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## Out-of-District Memorandum of Understanding

Sanger Independent School District  
&  
Denton Independent School District  
2020-21

### Statement of Intent:

The purpose of this Career & Technical agreement is to facilitate the opportunity for other school district students to be enrolled and attend Career & Technical Education programs in the **Denton Independent School District**.

### Denton Independent School District Equal Opportunity Policy Statement

Denton I.S.D. does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing education or providing access to benefits of education services, activities and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of Rehabilitation Act of 1973, as amended; and the Title II of the Americans with Disabilities Act. For inquiries regarding non-discrimination policies.

District Student Liaison  
Dr. Gwen Perkins, Area Superintendent  
1307 N Locust Street, Denton, TX  
gperkins@dentonisd.org 940-369-0040.

District Employee Liaison  
Dr. Robert Stewart, Assistant Superintendent  
1307 N Locust Street, Denton TX  
dlopez@dentonisd.org, 940-369-0000.

# Memorandum of Understanding

## DENTON ISD

### Sarah and Troy LaGrone Advanced Technology Complex Out of District Enrollment for Sanger Independent School District

The Denton Independent School District (Denton I.S.D.) and all other school districts which have students seeking enrollment in Career and Technical Education (CTE) programs presented by Denton ISD at the Sarah and Troy LaGrone Advanced Technology Complex (ATC) enter into this Memorandum of Understanding to facilitate the opportunities for Out of District (OOD) students.

Within this Memorandum of Understanding the following words and phrases shall be defined as:

1. Home District: the independent school districts in which the Out-of-District student is enrolled, not including the Denton Independent School District; and
2. Out-of-District Student: a student enrolled in the Career & Technical Education programs whose home district is not Denton Independent School District.

#### I. Enrollment

- a. Denton I.S.D. will:
  - i. provide partnering school districts with yearly updated Out of District Procedure Manual to include application information, testing, and deadlines;
  - ii. provide information concerning enrollment opportunities and enrollment packets to Home District counselors;
  - iii. allow enrollment and participation in its CTE courses for Out-of-District students as space is available.; and
  - iv. will coordinate OOD student interviews and testing schedules with Home District counselors.
- b. Home District will:
  - i. Notify their students regarding their selection status; and
  - ii. Complete an enrollment packet for each of their students selected for the CTE program.

#### II. Attendance

- a. The Denton I.S.D. will provide attendance reports on a weekly basis to the OOD school district and enrollment verification at the beginning of each semester.
- b. The Denton I.S.D. will provide the Home District of an OOD student with the student's grade report at the end of grading periods per school year and at the end of each semester based upon the Denton ISD grading period calendar.
- c. The Home District will handle all attendance documentation and truancy related issues concerning students.
- d. The Denton I.S.D. shall provide appropriate academic, grade and/or instructional records for students who are released from the facility.

### **III. Billing**

- a. Denton ISD will bill Home Districts each semester, no later than the end of October for first semester and end of March for second semester. The Home District shall remit payment to Denton I.S.D. within forty-five (45) days from the date of invoice.
- b. The Denton I.S.D. will bill Home Districts per semester based on annual TEA/ADA formula for your district.
- c. The Home District will be charged for an OOD student's attendance from the date of enrollment to the last day of each semester or until the Home District provides official withdrawal notification to Denton ISD. Billings for students that have withdrawn are prorated based on student's withdrawal date within the semester.

### **IV. Teacher of Record**

- a. The Denton I.S.D. will provide the Home District with report information for "Teacher of Record" per requirements documented in the Student Attendance Accounting Handbook for each OOD student enrolled. The Denton I.S.D. shall award credits when the OOD student has complied with the provisions of the Texas Administrative Code and according to local Denton I.S.D. policy for awarding of credits and/or grade level goals.
- b. Denton I.S.D. instructional personal shall hold the appropriate certification or permits as required by the Texas Education Agency. Official copies of certification shall be filed with the Denton I.S.D. and CTE Director. Denton I.S.D. Human Resources shall provide documentation that all district instructional personnel assigned to the ATC have successfully passed background checks and fingerprint checks to be kept on file at human resources. The documentation should include appropriate certifications and "highly qualified" statements.

### **V. Student Records**

- a. Student records, including the enrollment packet completed by the Home District and attendance records and grade records, pertaining to their enrollment in CTE programs shall be maintained at the ATC by the registrar in accordance with the Denton I.S.D. records retention policy.
- b. To the extent allowed by Federal and State law, including but not limited to the Individuals with Disabilities Education Improvement Act ("IDEA"), the Family Educational Rights and Privacy Act ("FERPA"), and the Health Insurance Portability and Accountability Act ("HIPAA"), the Denton I.S.D. administrators and professional employees shall have access to medical and juvenile information and records to the extent that it applies to the performance of the terms of the Agreement. Each Denton I.S.D. employee involved in this program shall follow all Denton I.S.D. policies and procedures relating to the confidentiality of student information. No student information shall be released to anyone outside of the Denton I.S.D. for any purpose without appropriate legal authorization.
- c. The Denton I.S.D. shall shred all OOD student records, except for grade and attendance records, at the end of each school year.

## **VI. Students with Disabilities**

- a. Students identified by their Home District as being eligible for receiving Special Education services and enrolling in the CTE programs, will be required to have an ARD meeting attended by a member of the ATC staff/Administration.
- b. Upon enrollment, Home District shall provide Denton I.S.D. documentation for all Special Education and 504 students within the first six weeks of school.
- c. Home District will be responsible for any additional costs associated with Denton I.S.D. complying with the requirements of personnel, teacher training, modifications and/or equipment necessary to accommodate students eligible for receiving Special Education services.
- d. Student special education eligibility folders containing documents for audit under Texas Administrative Code shall be maintained by the Home District. On request from Denton I.S.D. the Home District will make such information available for examination by the auditors from the Texas Education Agency and staff or other eligible persons as defined by the Family Education Rights and Privacy Act of 1972 (Buckley Amendment).

## **VII. Duties of OOD Students**

- a. The Denton I.S.D. Student Code of Conduct is available for all students and parents on line at <http://www.dentonisd.org/Domain/5589>, and a printed copy will be provided upon request. Each OOD student is expected to thoroughly review and will be held responsible for knowledge of the Student Code of Conduct.
- b. OOD Students must provide their own transportation to the ATC for attendance of their classes.
- c. OOD Students enrolled in Denton I.S.D. CTE program will adhere to the Denton I.S.D. calendar and attendance will be taken pursuant to the Denton I.S.D. calendar.
- d. OOD Students will be required to have a health card on file at the ATC.
- e. OOD Students will be held responsible to the same extent as Denton I.S.D. students for all costs associated with the repair or replacement of damaged property resulting from the action of the student. Damage which equals or exceeds fifty dollars (\$50.00) may result in criminal charges against the student, and other disciplinary actions.
- f. OOD Students are expected to meet all application and testing deadlines.
- g. OOD students that lose credit due to excessive absences must complete the credit recovery process through ATC credit recovery program before the end of April.

## **VIII. Student Discipline**

- a. The Denton I.S.D. policies, guidelines, student handbook and student code of conduct prevail at all times.
- b. Students who are verbally or physically aggressive, who damage property, or who do not come under instructional control may be dismissed from class immediately. The teacher or ATC Administration may initiate the dismissal.
- c. Denton I.S.D. Student Code of Conduct Violations that result in the OOD student being placed in In School Suspension Class (ISSC), Disciplinary Alternative Education Program (ADEP), or Juvenile Justice Alternative Education Program (JJAEP) shall be deemed to be

sufficient cause for removal from the CTE programs, with the Home District being responsible for any further disciplinary actions deemed necessary by the Home District. The date of the OOD student's removal will be considered the date of official withdrawal from the CTE program.

**IX. Default and Termination**

- a. If either party shall default in the performance of any of the terms or conditions of this Agreement, that party shall have ten (10) days after delivery of written notice of such default within which to cure such default. If the defaulting party fails to cure its default in such period of time, then the non-defaulting party shall have the right without further notice to terminate this Agreement.
- b. This Agreement may be terminated by either party, at its sole decision, with or without cause, and without prejudice to any other remedy to which it may be entitled at law or in equity, by giving written notice no later than April 1 of the prior school year, to the other party of its intention to terminate.

**X. Notification**

All notices, requests, and other communications under the MOU shall be in writing and mailed to the proper addresses as follows:

DENTON I.S.D.:

Dr. Jamie Wilson  
Superintendent  
1307 North Locust Street  
Denton, Texas 76201

Carla Ruge, CTE Director  
Geise Support Building  
1303 North Elm St  
Denton, Texas 76201  
Telephone: 940-369-0452

HOME DISTRICT: Sanger Independent School District

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**XI. Terms of Agreement**

- a. This Memorandum Of Understanding will be reviewed annually by the signatory districts. This Memorandum Of Understanding may be revised, modified or amended at any time upon mutual agreement between the Home District and Denton Independent School District.
- b. No revision, modification, or amendment of this Memorandum Of Understanding shall be valid unless in writing and duly executed by the Superintendents of the Denton I.S.D. and Home District.
- c. The failure of the Parties to enforce, or insist upon, compliance with any of the terms or conditions of this Agreement shall not constitute a general waiver or relinquishment of any such terms or conditions, but the same shall be and remain at all times in full force and effect.
- d. Each of the individual affixing their signature below represents to the other party that they are a duly-authorized official of their school district with the power to encumber their district with the obligations set forth herein.

WITNESS our signatures as evidence of our agreement to this Memorandum of Understanding and willingness to abide by its stated obligations.

DENTON INDEPENDENT SCHOOL DISTRICT

Sanger Independent School District

\_\_\_\_\_  
Jamie Wilson, Ed.D., Superintendent

\_\_\_\_\_  
\_\_\_\_\_, Superintendent  
Printed Name

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## Sanger Independent School District

Executive Summary

Date: June 8, 2020

Agenda Section: Action  
Subject: Linda Tutt High School Roof Replacement

### **Background Information**

The roof on Linda Tutt High School was damaged after a storm came through last spring (2019) and is in need of replacement. Roofing engineers took core samples, which were laboratory analyzed and showed significant damage. The proposed new roof consist of a 50 mil. Durolast single ply membrane placed on new 1/2" dens deck (gypsum board) and will include a 20yr warranty. Durolast is normally placed on a layer of foam insulation, however, using dens deck instead of the foam gives it a hail rating of up to 2" in diameter. The proposed roof is the same type that is currently on the middle school. I have attached the proposal and detailed scope of work. The complete price for the proposed roof is \$166,518.00, which includes installation. The LTHS roof is part the June 2019 insurance claim.

### **Recommendation**

The district recommends the approval to replace the Linda Tutt High School roof based on the information above as part of the summer 2020 projects.

### **Suggested Motion**

"I make the recommendation to move forward with replacing the Linda Tutt High School roof as presented."



Respectfully submitted,

John Knowles  
Executive Director for Operations



# Parsons Commercial Roofing, Inc

Serving the Building Industry Since 1948

Home Office: P.O. Box 21835 Waco, TX 76702-1835 • Fax (254) 881-1995 • www.parsonsroofing.com  
Waco (254) 881-1733 • Temple (254) 773-3777 • Killeen 254-554-5888 • Austin (512) 264-0606 • Dallas (214) 361-0174  
San Antonio (210) 340-1610 • Toll Free (877) 881-1733

Submitted To: Sanger ISD Attn: Tommy Hunter ("Purchaser") Date: 4/9/2020  
Street: 601 Elm St. Job Name: Linda Tutt High School  
City, State, Zip: Sanger, TX 76266 Job Location: 404 Hughes St. Sanger, TX 76266  
Telephone: 940-458-7916 Contractors Work To Begin: TBD  
E-Mail Address: \_\_\_\_\_ Salesman: Rodney Castilleja  
Fax: \_\_\_\_\_

Subject to a prompt acceptance within 30 days from above date, and further subject to all terms and conditions on the front side hereof.  
PARSONS COMMERCIAL ROOFING, INC. ("Contractor") Proposes to furnish materials and labor as hereafter specified for the "Work" described as follows:

### Scope Of Work:

1. Remove debris from roof area.
  2. Install 1/2 " Dens Deck cover board over existing roofing system, fastening in accordance with roofing manufacturer.
  3. At 2 canopies entries, install additional insulation to help eliminate ponding water.
  4. At upper pitched roof, adhere a 1/2" Dens Deck cover board.
  5. Contractor shall furnish and mechanically fasten, a white 50 mil single-ply membrane roofing system that is fabricated of a weft inserted low-shrink, anti-wicking polyester fabric and has a thermoplastic coating material laminated to both sides as manufactured by Duro-Last Roofing, Inc.
  6. At upper pitched roof area, fully adhere a Duro-Last 50mil membrane to Dens Deck cover board.
  7. Install prefabricated flashings around all curbs, deck penetrations and drains in accordance with membrane manufacturer specifications.
  8. Encapsulate all parapet walls and cover expansion joints with Duro-Last membrane.
  9. Install 24ga prefinished fascia bar with Kynar-coated metal cover, at roof perimeter. Cover color shall be chosen by building owner.
  10. Dispose of all debris in an approved facility in accordance with all local, state and federal regulations.
  11. Includes, as issued by manufacturer, a 20 year Labor and Material Warranty.
  12. Includes all Workmen Compensation and General Liability Insurance.
  13. Install walkpads on serviceable side of AC units.
- Per discussed by Rodney Castilleja:  
adding drains, conductor heads and downspouts to match on the upper roof at 100 Indian Ln, Sanger, TX 76266 Per engineer specs.  
Not to exceed \$6,000.00  
TIPS Contract #180702

The Contract sum due Contractor for the Work is: Price includes Bonds Base Bid \$166,518.00  
Terms: 50% draw upon order of materials and balance due upon completion Sales Tax ( not included )

## Parsons Commercial Roofing, Inc

By: \_\_\_\_\_ By: \_\_\_\_\_  
Title: \_\_\_\_\_ Title: \_\_\_\_\_

ACCEPTANCE: The undersigned ("Purchaser") by execution hereof accepts this document and all of its terms and conditions contained herein and on the front side hereof as a binding contract.

Date: \_\_\_\_\_ Date : \_\_\_\_\_

THE STATE OF TEXAS

COUNTY OF \_\_\_\_\_

THIS INSTRUMENT was acknowledged before me on \_\_\_\_\_ By: \_\_\_\_\_

<b>Authority</b>	<p>The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.</p> <p>A resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester.</p>
<b>Transfer Requests</b>	<p>A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent or designee. Transfers shall be granted for one regular school year at a time.</p>
Factors	<p>In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history and attendance records.</p>
Transfer Agreements	<p>A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District. Violation of the terms of the agreement may result in a transfer request not being approved the following year.</p>
<b>Tuition</b>	<p>The Board shall determine the amount of tuition to be charged within the statutory limits.</p> <p>Children of nonresident District employees and transfer students whose parent(s) or guardian(s) pay property taxes in the District shall be exempt from paying tuition.</p>
Waivers	<p>The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian. [See FP]</p>
Nonpayment	<p>The District may initiate withdrawal of students whose tuition payments are delinquent.</p>
<b>Appeals</b>	<p>Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.</p>

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
THE SANGER INDEPENDENT SCHOOL DISTRICT  
REGARDING DELEGATION OF AUTHORITY  
DURING THE COVID-19 EMERGENCY**

WHEREAS, the Board of Trustees (“Board”) of the Sanger Independent School District (“District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District;

WHEREAS, on March 13, 2020, the Governor of the State of Texas declared a statewide emergency, and, later that same day, the President of the United States declared a national emergency regarding COVID-19;

WHEREAS, the Board recognizes that COVID-19 is an unforeseen and unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID- 19 a pandemic, and that additional emergency declarations may follow in the coming days and weeks;

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community and therefore desires to ensure that the school district and community are prepared to the fullest extent possible to protect the health and safety of students, staff, and community in light of COVID-19;

WHEREAS, the Board seeks to retain its employees, reduce turnover, increase morale, help employees focus on work-related matters while at work, and facilitate the return to duty of employees if schools are closed and believes that an additional public purpose exists in doing so; and

WHEREAS, the Board believes the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address this ever-changing emergency situation in the best interest of the health, safety, and well-being of its students, staff, community, and the citizenship at-large;

IT IS THEREFORE RESOLVED THAT the Board of Trustees finds a substantial public purpose exists in protecting the health and safety of its students, staff, and community and therefore in ensuring that the school district and community are prepared to the fullest extent possible to protect the health and safety of students, staff, and community in light of COVID-19;

In furtherance of the public purposes so stated in this Resolution, the Board of Trustees makes the following delegations to the Superintendent and designee(s) in order to efficiently and effectively prepare the school district in response to the declarations of emergency announced by the State of Texas, as well as in preparation for the potential declarations of emergencies by other local, state, and/or national and international officials:

1. The authority to act in the place of the Board under Board Policy DEA(LOCAL) and thus make all decisions regarding payment of employees during an emergency closure, to implement the provisions of Board Policy DEA(LOCAL), and to make determinations regarding the purpose and parameters of any such payments;
2. The authority to make decisions regarding the compensation of exempt employees during an emergency closure and to implement those decisions;
3. The authority to alter the District's 2019-2020 and 2020-2021 school calendars by changing and/or adding school/instructional hours and work/school days as necessitated by any emergency closure or related concerns;
4. The authority to create guidelines and make determinations regarding absences, leave time, leave days, and compensation of any employee who is quarantined as a result of COVID-19 and/or who tests positive for COVID-19 and who presents appropriate medical documentation regarding themselves and/or an immediate family member, in the sole discretion of the Superintendent or designee(s), in compliance with Texas and federal law;
5. The authority to seek any necessary waivers from the Texas Education Agency without further action of the Board of Trustees regarding missed instructional days, low attendance, or any matters related to the emergency closures as part of this Resolution;
6. The authority to declare a catastrophe and take all actions as appropriate in accordance with Texas Government Code Section 552.233 regarding temporary suspension of the Texas Public Information Act;
7. The authority to procure, negotiate, and execute contracts for goods and services that are necessary to mitigate, prevent, restore, and repair damage caused to District equipment, personal property, and facilities or to protect the safety of District students and staff, given that the emergency of COVID-19 and its potential spread constitutes an unforeseen emergency/matter of urgent public necessity, and the delays posed by competitive procurement of contracts necessary to restore, replace, and/or repair equipment, personal property, and/or school facilities will prevent or substantially impair the conduct of classes or other essential school activities;
8. In the event other waivers or immediate action is needed, the Superintendent is authorized to take other action and to submit/apply for other waivers in accordance with guidance and instructions from national and state authorities and/or agencies;
9. The authority to act outside any and all policies relating to grading, report cards, and other traditional instructional parameters;

10. The authority to suspend the timelines for complaints/grievances under Board policies DGBA (Local), FNG (Local) and GF (Local); and

11. The authority granted by this resolution is effective for a closure with a maximum duration of 60 business and/or school days unless the Board takes action to authorize such delegations for a longer duration.

**PASSED AND APPROVED** this \_\_\_\_ day of \_\_\_\_\_ 2020 by the Board of Trustees for the Sanger Independent School District.

\_\_\_\_\_  
By: Ken Scribner, Board President

\_\_\_\_\_  
Attest: Ann Marie Afflerbach, Board Secretary

# SANGER INDEPENDENT SCHOOL DISTRICT

## House Bill 3834 Certification for Local Governments

According to Section 2054.5191, Government Code, the governing body of a local government, shall:

- verify and report on the completion of a cybersecurity training program by employees of the local government, and
- require periodic audits to ensure compliance with this section.

By signing below, you indicate that you agree with the following statements:

- I certify that the local government is in compliance with the employee security awareness training requirements of Section 2054.5191, Government Code.
- I certify that the local government is in compliance with the audit requirements of Section 2054.5191, Government Code.

_____ Signature	_____ Date
KEN SCRIBNER	BOARD PRESIDENT
_____ Printed Name	_____ Title

_____ Signature	_____ Date
DR. TOMMY HUNTER	SUPERINTENDENT
_____ Printed Name	_____ Title

_____ Signature	_____ Date
_____ Printed Name	_____ Title

_____ Signature	_____ Date
_____ Printed Name	_____ Title

_____ Signature	_____ Date
_____ Printed Name	_____ Title

_____ Signature	_____ Date
_____ Printed Name	_____ Title

**SANGER INDEPENDENT SCHOOL DISTRICT  
ANNUAL MEETING AGENDA  
2020-2021  
6:00 PM**

**August 2020**

Regular Meeting – August 10, 2020

**September 2020**

Regular Meeting – September 14, 2020

**October 2020**

Regular Meeting – October 12, 2020

**November 2020**

Regular Meeting – November 9, 2020

**December 2020**

Regular Meeting – December 14, 2020

**January 2021**

Regular Meeting – January 11, 2021

**February 2021**

Regular Meeting – February 8, 2021

**March 2021**

Regular Meeting – March 15, 2021

**April 2021**

Regular Meeting – April 12, 2021

**May 2021**

Regular Meeting – May 10, 2021

**June 2021**

Regular Meeting – June 14, 2021

**July 2021**

Regular Meeting – July 12, 2021

## Duties and Responsibilities of a Board Member

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to other's ideas.
- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.
- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.
- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.
- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.
- I will be continuously guided by what is best for all students of the District.

### **Board of Trustees**

Mr. Ken Scribner, President

Mrs. Sarah York, Vice-President

Mrs. Ann Marie Afflerbach, Secretary

Mrs. Lisa Cody

Mr. Mitch Hammonds

Mr. Zach Thompson

Mr. Jimmy Howard

Dr. Tommy Hunter, Superintendent

# **SANGER INDEPENDENT SCHOOL DISTRICT**

601 Elm Street  
Sanger, TX 76266



## **BOARD OF TRUSTEES STANDARD OPERATING PROCEDURES**

Board Update  
6/8/2020

# **1. DEVELOPING BOARD MEETING AGENDA**

## **A. Who can place items on the agenda**

1. Agendas are created by the administration in consultation with the Board President.
2. Board members must request to Board President, in advance, any item they wish to have considered for placement on the agenda.
3. The Board President alone can place an item on the agenda. If two Board members request an item for the agenda, Board President will place it on the agenda.
4. In accordance with Texas Open Meetings laws, no member can place an item on the agenda less than 72 hours in advance of the meeting, except in an emergency as per the Texas Government Code.
5. Agendas are finalized five days prior to regular monthly meeting date.

## **B. Items that cannot be on the agenda**

1. All personnel issues must be conducted in an Closed Session unless specifically required by the Texas Open Meetings laws.
2. Anything that violates right to privacy, i.e., Texas Open Meetings Act, Texas Open Records Act, cannot be placed on the agenda.

## **C. Use of Consent Agenda**

- Routine Items
- Annual Renewals of Region 11 and TEA Items
- Budget Amendments
- Gifts, Donations, and Bequests
- Financial Information
- Minutes of Regular and Special Board Meetings
- Minutes of Joint Meetings with City of Sanger
- Updates of Board Policy

## **D. Timeline**

The Board President may set time limitations on any agenda item, as he/she deems necessary/appropriate.

**D. VICE PRESIDENT**

1. Shall act in capacity of President in absence of President.

**E. SECRETARY**

1. Shall keep accurate record of Closed Sessions.
2. shall sign all legal documents required by law

**13. ROLE OF BOARD IN CLOSED SESSION**

- A. The Board can only discuss those items listed on the Closed Session agenda and as limited by law.
- B. The Board must vote in public session.
- C. Information during Closed Session must remain confidential.

**14. MEDIA INQUIRIES**

- A. The Superintendent shall be the official spokesperson for the Board to the media on issues of media attention.
  1. All Board members who receive calls from the media should direct them to the Superintendent and notify him/her of the call.

**15. ANONYMOUS PHONE CALLS/LETTERS**

The Board of Trustees encourages input; however, anonymous calls or letters will not receive Board attention, discussion, or response, and will not result in directives to the administration.

**16. RESPONSE TO LETTERS**

- A. The Board of Trustees encourages input. A signed letter will be forwarded to the Superintendent and Board member will send a response using standard format. The Superintendent will respond and send copy to the full Board.

**17. REVIEWING BOARD OPERATING PROCEDURES**

Standard Board Operating Procedures will be reviewed and updated as needed.

- f) All Board members shall observe the parliamentary procedures.

*A copy of TASB's Guide to Parliamentary Procedures will be provided to each Board member.*

- g) Discussion of motions:
  - 1. All discussions shall be directed solely to the business currently under deliberation.
  - 2. The Board President has the responsibility of keeping the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
- h) The Board President has the right to recognize a Board member prior to giving their comments.

### **3. VOTING**

- A. The Board President will vote on all action items.
- B. All Board members present will vote on all action items.

### **4. INDIVIDUAL BOARD MEMBER REQUEST FOR INFORMATION OR REPORT**

- A. Board members shall request information and/or reports through the Board President to the Superintendent. If the Board President questions the request, the request goes to the full Board for a majority vote.
- B. The Superintendent will gather the information and/or report and disseminate it in a timely manner to the entire Board.
- C. The Board will develop any specific criteria for staff reports.

### **5. CITIZEN REQUEST/COMPLAINT TO INDIVIDUAL BOARD MEMBERS**

- A. The Board member should hear the citizen problem for full understanding of persons involved, date, and place.
  - 1. Repeat problem back verbatim to citizen.
  - 2. Issue chain of command to citizen.
  - 3. Remind the citizen of due process and that the Board member must remain impartial in case the situation goes before the Board.
- B. Refer citizen to appropriate person/chain of command.  
**MUST GO THROUGH COMMAND CHAIN**

- C. The Board member must talk to the Superintendent within 24 hours relaying communication.
- D. The Superintendent will respond to citizen in a timely manner.

## **6. EMPLOYEE REQUEST/COMPLAINT TO INDIVIDUAL BOARD MEMBER**

- A. The Board member will hear employee's problem for full understanding of persons involved, and date and place.
  - 1. Repeat problem back verbatim to employee.
  - 2. Issue chain of command to employee.
  - 3. Remind employee of the due process procedure and remain impartial.
- B. Refer to appropriate person/chain of command.  
**MUST GO THROUGH COMMAND CHAIN**
- C. The Board member must talk with the Superintendent within 24 hours relaying communication.
- D. The employee will hear something from the Superintendent within a timely manner unless the employee requests no contact from the Superintendent.

## **7. BOARD MEMBER VISIT TO SCHOOL CAMPUS**

- A. All Board members are encouraged to attend any school's events as their time permits.
- B. Board members are not to go unannounced into teacher's classrooms or individual buildings for the purpose of evaluations.
- C. Board members must notify the Superintendent/building principal of their visits.

## **8. COMMUNICATIONS**

- A. The Board is committed to and encourages community input through surveys, public forums, and on-going communication activities.
- B. The Superintendent will communicate with all Board members via voicemail and monthly communiqués.
- C. The Superintendent will meet with the Board President on a routine basis to discuss issues of the District.
- D. The Superintendent will communicate information in a timely manner to all Board members.

- E. Requests to Superintendent from Board President will be distributed to all Board members.
- F. The Board will keep Superintendent informed via voice mail, telephone, and FAX.
- G. The Board will communicate with its community through public hearings, regular Board meetings, and regular publications.
- H. Individual Board members cannot speak in an official capacity outside the boardroom.

## **9. EVALUATION OF SUPERINTENDENT**

- A. The Board President obtains input from all other members on Board approved indicators.
- B. The Evaluation is conducted in Closed Session by consensus.
- C. The Evaluation will be conducted every **May**.

## **10. EVALUATION OF THE BOARD**

- A. The Evaluation is conducted through the TEAM of EIGHT training.
- B. The Evaluation is conducted annually.

## **11. CRITERIA AND PROCESS FOR SELECTING BOARD OFFICERS**

- A. Individual members make nominations for officer positions.
- B. When possible, a Board member must have a minimum of two years Board experience before holding an officer position.
- C. Reorganization of the Board is held in May of each year.

## **12. ROLE AND AUTHORITY OF BOARD MEMBER AND/OR BOARD OFFICERS** *(Set down by State Statute)*

- A. No Board member or officer has authority outside the Board meeting.
- B. No Board member can direct employees in regard to performance of their duties.
- C. **PRESIDENT**
  - 1. shall preside at all Board meetings
  - 2. shall appoint committees
  - 3. shall call special meetings
  - 4. shall sign all legal documents required by law

## **2. MEMBER CONDUCT DURING BOARD MEETINGS**

*Anytime four or more Board Members are gathered, it is considered a meeting.*

**A.** Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

### **B. Board response to patrons addressing the Board**

1. The Board members can hear comments.
2. The Board President may direct administration to investigate item(s) and report back to Board at a designated meeting or have the item placed on the next agenda.
3. The Board President recognizes all Board members prior to any Board member asking clarifying questions.

### **C. Discussion of Employee Performance (Board/Audience)**

1. The Board will not entertain comments on individual personnel in public session.
2. The Board will not entertain comments on individual students in public session.

### **D. Hearings and Open Forums**

1. During hearings and/or open forums, the Board is assembled to gather input only.
2. The Board will not answer questions or enter into two-way dialogue except with their attorney in the case of an employee hearing.
3. The rules for the open forum will be strictly adhered to:
  - a) The Board will limit response to 5 minutes per testifier.
  - b) The Board will accept written and/or oral testimony.
  - c) The Board will not allow duplicate testimony.
  - d) The Board President and/or Board's attorney is sole Judge.
  - e) The Board will not allow any derogatory comments.



# **SUPERINTENDENT REPORT**



SANGER ISD

# COVID-19 UPDATES

# 2020-2021 COVID Response Calendar

180

Regular Instructional Day

87
93

State Testing Days

First / Last Day of Instruction

Instructional Days - Fall Semester

Instructional Days - Spring Semester

7
51

PD / Non-Instructional  
School Breaks

July				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

August				
M	T	W	Th	F
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24	25	26	27	28
31				

September				
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October				
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November				
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December				
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February				
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March				
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April				
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May				
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31		80		

June				
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2020-2021 School Year  
Sanger ISD



**July 2020**

S	M	T	W	Th	F	S
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19	20	21	22	23	24	25
26	27	28	29	30	31	

**August 2020**

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30	31					

**September 2020**

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20	21	22	23	24	25	26
27	28	29	30			

**October 2020**

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**November 2020**

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**December 2020**

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**Semester/Nine-Week**

August 12 - October 9 (42 days)  
October 14 - December 18 (43 days)  
January 7 - March 4 (38 days)  
March 16 - May 27 (51 days)

**Student Days = 450 Minutes**

1st 9 Weeks = 18,900  
2nd 9 Weeks = 19,350  
3rd 9 Weeks = 17,100  
4th 9 Weeks = 22,950  
Total Minutes = 78,300  
Minutes Needed 75,600

**Staff Development/Workday**

August 3 - 11, 2020  
October 12 - 13, 2020  
January 5 - 6, 2021  
March 15, 2021  
May 28, 2021

**Bad Weather/Make Up**

(if needed)  
April 2, 2021  
April 23, 2021

**Holidays and Non-School Days**

September 7, 2020 - Labor Day  
November 23-27, 2020 - Thanksgiving Holiday  
December 21, 2020 - January 4, 2021- Christmas Holiday  
January 18, 2021 - MLK Day  
February 12 & 15 - Student / Staff Holiday  
March 5-12, 2021 - Spring Break  
May 31, 2021 - Memorial Day

**Early Release**

November 20, 2020  
December 18, 2020  
March 4, 2021  
May 27, 2021

**Graduation**

May 25, 2021

**January 2021**

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24	25	26	27	28	29	30
31						

**February 2021**

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28						

**March 2021**

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**April 2021**

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**May 2021**

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**June 2021**

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20	21	22	23	24	25	26
27	28	29	30			

**SD** Staff Development  
**BW** Bad Weather/Make Up

Adopted: March 16, 2020 by Sanger Board of Trustees

( ) Begin/End of 9 wks  
**H** Holidays/Other Non School  
**E** Early Release

82

The show must go on...

**ONLINE**



# 2020 VIRTUAL SLI - Schedule of Events

Due to the unprecedented situation with COVID-19, we have been thoughtfully creating an online experience that provides members the rich, time-critical learning that you experience at SLI. But we didn't want to deliver webinars, and ignore the reason this event is special - Interactivity!

Pre-recorded sessions will be cast at specific times when the speakers can participate in live chats. Sponsors and exhibitors will be available live to participate. We have even found ways to connect you with peers to talk about crucial topics you face now. The [Schedule of Events](#) is set for June 24–26. Attendees are given time between sessions to take care of personal matters, check work emails, and get outside for fresh air. The recorded sessions will be available for 30 days after the virtual conference. The only difference will be that the live Q&A with presenters and networking rooms will not be available. **If you have the opportunity to take SB1566 – New Evaluating School Performance – SISD will then be in compliance until 2022 (this is a 2 yr. criteria and we took it in 2018)**

## Wednesday, June 24

Twilight Session..... 6–7 p.m.  
Twilight Session..... 7:30–8:30 p.m.  
  
Night Owl Networking..... 8:30–9:30 p.m.

Grab a late-night snack and drop in on one of the many conversations facilitated by an experienced trustee. We know you miss the time talking in the hallways and during meals; this online space is our way to help board members connect. Seek out friends from past SLIs or make new ones in these virtual café sessions. *No CE credit, just networking, and discussion.*

## Thursday, June 25

[General Session](#).....8–9 a.m.  
  
Morning Breakout Sessions.....9:30–10:30 a.m.  
Morning Breakout Sessions.....11:30 a.m.–12:30 p.m.  
  
Afternoon Breakout Sessions..... 1:30–2:30 p.m  
Afternoon Breakout Sessions..... 3:30–4:30 p.m.  
  
Chatty Hour..... 5–6 p.m.

End your virtual day by dropping in on one of the discussion rooms. Attendees can choose which "room" to join for conversations with other board members, facilitated by an experienced trustee. Seek out friends from past SLIs or make new ones in these virtual café-style sessions. *No CE credit, just networking, and discussion.*

## Friday, June 26

Sunrise Session ..... 7–8 a.m.  
  
Morning Breakout Sessions.....8:30–9:30 a.m.  
Morning Breakout Sessions.....11:30 a.m.–12:30 p.m.  
  
Closing Session.....1:30–2:30 p.m.



# **EXECUTIVE SESSION**



**RECONVENE  
TO OPEN  
SESSION**



# **BOARD COMMENTS**



# ADJOURNMENT