



# Agenda of Called Meeting / Work Session

## Monday, August 23, 2021

### The Board of Trustees

### Richardson ISD

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A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Monday, August 23, 2021, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

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

- I. **CALL TO ORDER** **3**
- II. **PUBLIC COMMENT SECTION**  
Comments from visitors who complete a card requesting to address Board Members.
  - A. Agenda Related Topic
- III. **ACTION / INFORMATION ITEMS**
  - A. Consider COVID-19 Leave Resolution 5  
Action Item
  - B. Consider COVID-19 Vaccination Incentive 7  
Action Item
  - C. Consider Cooperation Agreement between RISD and the Lake Highlands Public Improvement District Corporation (Sculpture Installation) 10  
Action Item
  - D. Superintendent's Start of School Update  
Information Item
- IV. **ENTER CLOSED MEETING in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney.**
  - A. Redistricting Update following 2020 Census 14  
Action/Information Item
  - B. Mask Mandate Litigation Update  
Action/Information Item

A motion was made by Debbie Rentería and seconded by Regina Harris that the board authorize the Richardson Independent School District to join the La Joya ISD litigation pending in the 353rd Judicial District Court in Travis County,

Texas; Cause No. D-1-GN-21-003897.

The motion passed 5 - 2.

- V. **RECONVENE OPEN MEETING to vote on matters considered in Closed Meeting, if applicable.**
- VI. **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, 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 or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



## **RICHARDSON INDEPENDENT SCHOOL DISTRICT**

### **VISION STATEMENT**

Richardson ISD: Where all students connect, learn, grow and succeed.

### **MISSION**

The mission of the Richardson Independent School District is to ensure that ALL students connect, learn, grow, and succeed through relevant and personalized learning experiences distinguished by -

- A welcoming and accepting climate;
- A safe, innovative, and adaptive environment; and
- A supportive, invested, and collaborative culture among students, staff, families, and community.

### **BELIEFS**

We believe that –

- It is necessary to meet all basic needs;
- All people have immeasurable value and deserve respect;
- All people have something unique to contribute;
- All people have the freedom to choose their own path;
- Embracing our differences strengthens us, and leveraging our differences propels us;
- All people need meaningful relationships to build valuable connections and inspire a sense of community;
- Serving others strengthens our local and global communities;
- All people can continuously learn, adapt, and grow;
- Failures are valuable opportunities to explore, learn, and succeed; and
- We strengthen our future by nurturing and preparing children and youth.

## **STRATEGIC OBJECTIVES**

1. All students will maximize their intellect and skills to create their own futures.
2. All students will develop strength of character.
3. All students will contribute to local and global communities.
4. All students will belong to a community of meaningful connections and positive relationships.

## **STRATEGIES**

1. We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs all of our students.
2. We will guarantee that all students will perform at or above grade level.
3. We will recruit, retain, and reward quality personnel.
4. We will ensure all families, businesses, and community partners are fully engaged in the mission of our district.
5. We will actively pursue creative funding sources and responsibly manage current resources to support our mission.
6. We will ensure that our facilities and infrastructure adapt to support our mission.

## **PARAMETERS**

1. We will stand firm in our commitment to all students.
2. We will be unrelenting in our pursuit of excellence.
3. We will treat all people with dignity and respect.
4. We will seek input from all stakeholders.
5. We will honor tradition but not allow it to hold us back.
6. We will operate with persistence and integrity.
7. We will practice responsible stewardship of all of our resources.

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** August 23, 2021

**Submitted by:** Christopher B. Goodson, Ed.D.  
Assistant Superintendent, Human Resources

**ACTION ITEM**

**TOPIC: Additional COVID Employee Leave**

**BACKGROUND INFORMATION:**

On or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended.

Federal paid leave provided through the Families First Coronavirus Response Act (FFCRA) provided employees with up to ten (10) days of paid leave for specific reasons associated with COVID. The FFCRA benefits expired on December 31, 2020.

In the fall of 2020, Richardson ISD provided employees the ability to enroll in a locally developed COVID-19 Employee Sick Leave Bank. Enrolled employees could receive up to ten days of paid leave if the employee was diagnosed with COVID-19 or was required to quarantine due to being a close contact of a COVID-19 case.

The District Strategic Plan includes a strategy that focuses on recruiting and retaining quality personnel.

**SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent recommends that the Board of Trustees approve the following resolution:

**PROPOSED RESOLUTION**

**WHEREAS**, the District's Board of Trustees ("Board") recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter "COVID-19") and its potential spread, and continue to extend these declarations;

**WHEREAS**, the territory included in the District is within the areas declared a disaster and an emergency area;

**WHEREAS**, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended;

**WHEREAS**, the Board and Administration are following advice and directives from federal, state and local authorities in responding to COVID-19;

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

**WHEREAS**, in accordance with current public health guidance for COVID-19 Prevention in K-12 schools, the Center for Disease Control (“CDC”) recommends that, “schools should... allow flexible, non-punitive, and supportive paid sick leave policies and practices that encourage sick workers to stay home without fear of retaliation, loss of pay, or loss of employment level...”;

**WHEREAS**, employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated;

**WHEREAS**, the District benefits from employees not being at District facilities when at possible risk of spreading, ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19;

**IT IS THEREFORE RESOLVED THAT** the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community in light of COVID-19.

In furtherance of these public purposes, the Board of Trustees creates additional leave for the 2021-22 school year as outlined below:

The Board hereby establishes (“COVID Extended Leave”). COVID Extended Leave is additional paid leave available to contract and non-contract employees when: (1) the employee is test confirmed to have COVID-19; (2) if the employee is required to quarantine, pursuant to the District’s COVID plan/RISD Blueprint, for “close contact” with an individual positively identified as having COVID-19; or (3) the employee is the sole caretaker of a minor who is subject to qualification (1) or (2) above.

Up to a total of five days of COVID Extended Leave is available to employees who have used five days of accrued sick leave days and have exhausted applicable COVID-19 Sick Leave Bank days if applicable, subject to applicable exceptions as required in accordance federal, state, and local laws and regulations. The Superintendent or designee shall develop administrative regulations surrounding the implementation of the leave in accordance with current state and federal law.

The authority granted by this Resolution is effective until the end of the 2021-2022 school year, unless the Board takes action discontinue this authority, or to authorize continuation for a longer duration.

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** August 23, 2021

**Department:** Superintendent

**Submitted by:** Dr. Jeannie Stone

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**ACTION ITEM**

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**TOPIC: COVID-19 Vaccination Incentive Payment for Employees**

**BACKGROUND INFORMATION:**

The COVID-19 pandemic continues to threaten the health and safety of our community. In response to the recent resurgence in the infection rate, County Judge, Clay Jenkins, raised the threat level to “Red,” the highest and most severe level. The Centers for Disease Control and Prevention (CDC) and local health officials urge Dallas County residents to take all reasonable precautions to guard against the spread of COVID-19. RISD developed Back to School Blueprints for students and staff that set out public health protocols designed to keep the COVID-19 virus out of our schools. RISD also has partnered with community healthcare organizations to provide several vaccination clinics that were available to employees, their families, and eligible students. Medical evidence continues to confirm the effectiveness of the vaccines made available to protect persons who are vaccinated by reducing transmission risk and lessening symptoms of infection. As a part of our ongoing efforts to protect the health and safety of our students and staff, the Administration recommends that the Board of Trustees authorize the implementation of a plan that will offer a one-time payment of up to \$500.00 as an incentive to employees who provide proof of a complete COVID-19 vaccination.

**SUPERINTENDENT’S RECOMMENDATION:**

The Superintendent recommends that the Board of Trustees approve the payment of a one-time COVID-19 vaccination incentive payment up to \$500.00 for employees as a part of the District’s ongoing efforts to protect the health and safety of our students, staff, and visitors.

**PROPOSED RESOLUTION**

**WHEREAS**, the COVID-19 pandemic continues to threaten the health and safety of our community and taking appropriate steps to provide a safe and healthy environment for students, staff, and visitors is of paramount importance; and

**WHEREAS**, the Administration has<sup>7</sup> implemented health and safety protocols

designed to provide healthy and safe school and work environments so students that staff may attend school and work regularly and avoid absences due to COVID-19 infection and illness; and

**WHEREAS**, as a part of the ongoing efforts to provide a safe and healthy environment for our students, staff, and visitors, the Administration has recommended that the Board approve a vaccination incentive payment for employees; and

**WHEREAS**, the board finds that offering an incentive for employees to obtain a COVID-19 vaccination serves a valuable public purpose of helping create a more safe and healthy school and work environment, reduces the potential spread of the virus to students and staff, supports wellness, reduces student and staff absences, and, thereby, reduces disruption of District operations due to widespread absences; and

**WHEREAS**, offering an incentive to staff to obtain a vaccination supports the Board's goals and strategic objectives;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Richardson Independent School District, authorizes the Superintendent to develop a program and appropriate procedures to offer to employees an incentive to obtain a COVID-19 vaccination and to pay vaccinated employees a one-time payment up to \$500.00.



**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** August 23, 2021  
**Department:** Operations  
**Submitted by:** Sandra Hayes, Assistant Superintendent, Operations

**ACTION ITEM**

**TOPIC: Cooperation Agreement between Richardson ISD and The Lake Highlands Public Improvement District Corporation**

**BACKGROUND INFORMATION:**

The Lake Highlands Public Improvement District (PID) has an agreement with the City of Dallas to provide services and improvements within a geographic region. The PID contacted the District about the possibility of placing artwork on land RISD owns at the northwest corner of White Rock Trail and Church Road. Specifically, the PID proposes to erect a Pegasus sculpture and install landscaping at this site. The PID would retain ownership of the sculpture and would maintain the site. RISD does not currently use the site and has no plans to use the small area where the PID proposes to install the sculpture. The site plans show a visually appealing tableau with the statute and proposed landscaping. The proposed term for this agreement would be for 10 years with the option of two, five-year renewals. The proposed agreement also provides that RISD and the PID would jointly share costs for damage to the improvements on the site caused by criminal activity such as vandalism, other than to the Pegasus Statue, up to \$5000 each, subject to funding availability of both parties. THE PID would be solely responsible for costs related to damages to the statute.

**SUPERINTENDENT’S RECOMMENDATION:**

The Superintendent recommends that the Board of Trustees approve the Cooperation Agreement between RISD and The Lake Highlands Public Improvement District for improvements to be made on property owned by RISD located at the northwest corner of White Rock Trail and Church Road.

## PROPOSED RESOLUTION

**WHEREAS**, the District has an opportunity to enter into a cooperative arrangement with the Lake Highlands Public Improvement District (PID) to erect a Pegasus statue on and landscape district-owned property located at the northwest corner of White Rock Trail and Church Road; and

**WHEREAS**, the PID would erect the statue and maintain the site and the parties would jointly bear the costs of damages for vandalism and other criminal mischief on district property up to \$5,000; and

**WHEREAS**, RISD is not currently using and has no plans in the foreseeable future to use the land in question; and

**WHEREAS**, entering into cooperative arrangements with other public entities and community organizations that result in benefits to RISD and our larger community support all of the Boards strategic goals and objectives;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Richardson Independent School District, hereby authorizes the District to enter into the Cooperation Agreement By and Between the Richardson Independent School District and the Lake Highlands Public Improvement District Corporation as attached hereto and further authorizes the Superintendent or her designee to execute such documents and take such other actions as reasonably necessary under the agreement.



# CHURCH ROAD TRESTLE



**RESOLUTION  
BOARD OF TRUSTEES OF THE  
RICHARDSON INDEPENDENT SCHOOL DISTRICT**

**ADOPTING REDISTRICTING CRITERIA**

STATE OF TEXAS       §  
                                  §  
COUNTY OF DALLAS   §

WHEREAS, members of the Board of Trustees of the Richardson Independent School District currently are elected from five single-member districts and two at-large places of the District; and

WHEREAS, section 11.052(i) of the Texas Education Code provides that not later than the 90<sup>th</sup> day before the date of the first regular election at which trustees officially may recognize and act on the last preceding federal census, the Board shall re-divide the District into the appropriate number of trustee districts if the census data indicates that the population of the most populous district exceeds the population of the least populous district by more than ten percent; and

WHEREAS, the Board intends to comply with all applicable state and federal laws in connection with reconfiguring the single-member district of RISD;

THEREFORE, under sections 11.051 – 11.053, 11.057, 11.061 – 11.062 of the Texas Education Code, and all other applicable law;

BE IT RESOLVED AND ORDERED that the Board of Trustees of the Richardson Independent School District shall observe the following criteria to the greatest extent possible in reconfiguring the District's single-member districts:

1. Follow easily identifiable geographic and political boundaries when possible.
2. Develop single-member districts that are as nearly of equal populations as compared to the total population according to the census as can practicably be drawn. In doing so, RISD should endeavor to keep the total deviation between the largest and smallest district at or within 10 percent.
3. Develop single member districts that are compact and composed of contiguous territory.
4. Preserve incumbent-constituency relations to the degree possible by placing the residence of existing trustees in separate single-member districts.
5. Maintain communities of interest within single-member districts where possible and attempt to avoid splitting neighborhoods when redrawing single-member district lines.
6. Consider the racial and language minority status of residents only to the extent needed to avoid violating the Fifteenth Amendment and Equal Protection

Clause of the Fourteenth Amendment of the US Constitution, the Voting Rights Act of 1965, as amended, and the Texas Education Code (e.g., avoid retrogression of minority voting rights by drawing a plan where minority voting strength is not diminished relative to the existing plan).

7. Preserve existing single-member district boundaries to the degree possible.

UNANIMOUSLY PASSED AND ADOPTED by the Board of Trustees of the Richardson Independent School District on this 24<sup>th</sup> day of August, 2021.

By: Karen Clardy  
Name: Karen Clardy  
Title: President, Board of Trustees

Date Signed: August 24, 2021

Attest:

By: Debbie Rentería  
Name: Debbie Rentería  
Title: Secretary, Board of Trustees

Date Signed: August 24, 2021