



*Shemeka Millner-Williams  
Interim Superintendent of Schools*

**Certified Notice of Posting and Agenda  
of Lancaster ISD Board of Trustees**

*Virtual Meeting via Zoom  
December 17, 2020 @ 6:30 PM*

**1. Zoom Video Conference & Call-in Information**

The public may access this meeting via Zoom video conference:

[Join Zoom Meeting](#), Meeting ID: 955 7997 9213, Passcode: 717952, by calling 1-346-248-7799 or by calling toll-free 1-833-302-1536.

**2. District Goals**

Goal 1 - (G1) Improve Student Performance

Goal 2 - (G2) Fiscal Responsibility and Financial Transparency

Goal 3 - (G3) Campus Safety

Goal 4 - (G4) Improve Internal and External Communication

**3. Call Meeting to Order**

**4. Citizens Communication**

Should you wish to address the Board during public comment, please submit your name and address to [info@lancasterisd.org](mailto:info@lancasterisd.org) by 5:00 p.m. on Wednesday, December 16, 2020. Please put the following in the subject line of the email: "Public Comment for December 17, 2020 Board Meeting."

**5. Recess to Closed Session**

As authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551 Tex. Gov't Code: §551.071(Legal advice with school attorney), §551.072 (Deliberation regarding real property), §551.074 (Personnel matters), and §551.076 (Deliberation regarding security devices or security audits).

**6. Reconvene in Open Session**

Consider and take Possible Action on Items Discussed in Closed Session

**7. Recognitions**

A. Recognition of Students, Staff, Community Members, Donations, and Gifts

**8. Adoption of Consent Agenda**

A. Consider approval of the following Minutes - BE(LOCAL)



# Lancaster ISD Board Agenda

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**Meeting Type:** Regular

**Meeting Date:** 12/17/2020

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**Category:** Consent Agenda

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**Item Name:** Approval of meeting minutes.

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**Related Goals (District and/or Strategic):** Goal 4: Improve Internal and External Communication

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**Currently Budgeted?**  Yes  No  No Budgetary Impact  
(If Yes, description provided under Fiscal Implications).

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**Attachments:**  Yes  No

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**Primary Contact Person:** Shemeka Millner-Williams, Acting Superintendent

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**Presenter:** Marion Hamilton, School Board President

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**Explanation** Approval of meeting minutes for Oct. 29 , 2020 Called Meeting (amended), Nov. 9, 2020 Called Meeting (amended), Nov 16, 2020 election Canvass, Nov. 19, 2020 Regular Meeting, and Nov. 23, 2020 Called Meeting.

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**Intended Audience:** Internal/External.

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**Impact or Expected Outcome:** N/A

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**Recommendation:** Administration recommends approval of this item.

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**Fiscal Implications and Funding Source:** None.

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**Frequency Monitored:** Monthly

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**District Contact:** Mrs. Margo Enriquez

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1. October 29, 2020 - Called Meeting (amended)

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**Minutes of Called Meeting  
The Board of Trustees Lancaster ISD  
October 29, 2020 at 6:00 p.m.**

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The Board of Trustees of Lancaster ISD met in a public meeting via Zoom videoconferencing.

**1. Call Meeting to Order**

Board President Clark called the meeting to order at **6:01 p.m.**

**Trustees present:** Ty G. Jones, Rhonda Davis, Marion Hamilton, LaShonjia Harris, LaRhonda Mays, Ellen Clark, and Carolyn Morris (joined meeting at 6:05 p.m. and joined closed session at 6:23 p.m.).

**2. Citizens Communication on Posted Agenda Items**

None presented.

**3. Recess to Closed Session**

The Board went into closed session at **6:05 p.m.** for the purpose of consideration of matters for which closed or executive sessions are authorized by the Texas Open Meetings Act, Texas Government Code §551.071 (Legal advice with school attorney), §551.072 (Deliberation regarding real property), §551.074 (Personnel matters), and §551.076 (Deliberation regarding security devices or security audits).

A. Discussion of the Timely Submitted Superintendent's Evaluation Score Sheets - BJCD(LEGAL and LOCAL)-(G4)

B. Discuss the Revised 10.29.20 Superintendent Contract - BJCD(LEGAL and LOCAL)-(G4)

**4. Reconvene in Open Session**

The Board reconvened into a regular meeting at **6:39 p.m.** to Consider and take Possible Action on Items Discussed in Closed Session.

A. Consider and take possible action on the Superintendent's Evaluation and revised 10.29.20 Superintendent Contract - BJCD(LEGAL and LOCAL)-(G4)

President Clark asked for a motion to approve the Superintendent's Evaluation and revised 10.29.20 Superintendent Contract.

Trustee Hamilton made the motion, seconded by Trustee Morris, to postpone the item until legal counsel can be obtained as a board.

Trustee Jones stated that he will vote to postpone because some of the items listed within the contract will require the board to have legal counsel to identify those that are in the best interest of the district. Items 2.6, 3.18, and he does not have access to other portions of the contract, but those specifically jumped out as items that definitely need review because those put the district in a financial situation.

Trustee Morris made a friendly amendment to Trustee Hamilton's motion that all of the items that are related to evaluations and contracts be tabled/postponed until legal counsel has had

opportunity to speak with board members, answer their questions, and then look at the situation and bring it back to the board. Ms. Hamilton accepted the amendment.

Motion failed 4-3.

President Clark asked for a vote on the original motion by Trustee Hamilton, and seconded by Trustee Morris, to postpone item until legal counsel can be obtained as a board.

Motion failed 4-3.

President Clark asked for any other action to take on the Superintendent's Evaluation and Contract.

Trustee Davis made the motion, seconded by Trustee Mays, to approve the Superintendent's Evaluation and contract amendments.

Motion carried 4-2-1.

Trustee Hamilton: "As board members, we represent our districts. One of our duties is to make sure we obtain fiscal (information) for our communities and for the school district to make sure we stay in solid financial standing. We cannot make informed decisions. We really need an attorney, where we can ask their opinion and then make a good decision. Things are being forced upon us to go ahead and vote on and that is not right."

Trustee Jones: The evaluation tool is absent of his submission. That information must be included within the summary. The revisions in the contract places the district in a financial disadvantage. Not in the best interest of the district to move forward without consulting with legal counsel.

Dr. Granger: "Madam President I want to thank the Board for the evaluation. I do want to acknowledge the board for the board members who did provide the evaluation. Thank you for acknowledging the hard work and dedication that I've given to this district for nine years. I just want to acknowledge this great team that we have here in Lancaster ISD. And also, I want to say thank you board members for the one-year extension. Just so to be clear, I did not ask for any raise or anything in the contract. The only thing that I asked for it's a one-year extension which is normal. And I think that should be known, because I think the wrong message is a being communicated. Thank you so much Board."

**5. Adjournment:**

President Clark adjourned the meeting at 7:01 p.m.

[October 29, 2020 Board Meeting Video](#)

X

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Marion Hamilton  
School Board President

X

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Ty G. Jones  
School Board Secretary

2. November 09, 2020 - Called Meeting (amended)

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**Minutes of Called Meeting  
The Board of Trustees Lancaster ISD  
November 9, 2020 at 2:00 p.m.**

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The Board of Trustees of Lancaster ISD met in a public meeting via Zoom videoconferencing.

**1. Call Meeting to Order**

Board President Clark called the meeting to order at **2:00** p.m.

**Trustees present:** Ty G. Jones, Rhonda Davis, Marion Hamilton, LaShonjia Harris, LaRhonda Mays, Ellen Clark, and Carolyn Morris.

**2. Citizens Communication on Posted Agenda Items**

None presented.

**3. Recess to Closed Session**

The Board went into closed session at **2:03 p.m.** for the purpose of consideration of matters for which closed or executive sessions are authorized by the Texas Open Meetings Act, Texas Government Code §551.071 (Legal advice with school attorney), §551.072 (Deliberation regarding real property), §551.074 (Personnel matters), and §551.076 (Deliberation regarding security devices or security audits).

A. Consultation with Legal Counsel Concerning Legal Issues Relating To:

1. Proposed Voluntary Separation Agreement and Release and Employment Status of Superintendent

**4. Reconvene in Open Session**

Board reconvened into a regular meeting at **3:38 p.m.** to Consider and take Possible Action on Items Discussed in Closed Session.

A. Discuss and Take Appropriate Action Regarding Proposed Voluntary Separation Agreement and Release and Employment Status of Superintendent –

President Clark asked for a motion to approve and take Appropriate Action Regarding Proposed Voluntary Separation Agreement and Release and Employment Status of Superintendent.

Trustee Mays, seconded by Trustee Davis, moved to take appropriate action and approve the proposed voluntary separation agreement and release of the superintendent.

Trustee Morris: Mrs. Morris will vote no and is not in support of this release. Mrs. Morris said that there is a great financial impact and it is a sad day financially for the district. Mrs. Morris asked that we pray for the children in Lancaster ISD.

Trustee Jones: Mr. Jones is not in support of this release. Mr. Jones would like to work together in the best interest of students. Mr. Jones stated that the superintendent would have the support of the board for the vision and mission of the district. The agreement is premature and does not afford the board opportunity to work together and puts the district in a severe financial situation. Those funds could be used for students and teachers.

Trustee Hamilton: Ms. Hamilton is not in support. This agreement is not in the best interest of the students, staff, and community. She is also concerned of the financial impact to the district. Ms. Hamilton states that this could have been handled in a professional way.

Trustee Clark: Board President Clark said, "I regretfully and with a broken heart vote yes because it's what we need to do."

Motion carried 4-3.

Note: Motion had to be repeated due to meeting not being properly recorded.

5. **Recess to Closed Session**

The Board went into closed session at **3:45 p.m.** for the purpose of consideration of matters for which closed or executive sessions are authorized by the Texas Open Meetings Act, Texas Government Code §551.071 (Legal advice with school attorney), §551.072 (Deliberation regarding real property), §551.074 (Personnel matters), and §551.076 (Deliberation regarding security devices or security audits).

B. Discuss and Take Appropriate Action Regarding Proposed Appointment of Interim Superintendent –

6. **Reconvene in Open Session**

Board reconvened into a regular meeting at **4:08 p.m.** to Consider and take Possible Action on Items Discussed in Closed Session.

B. Discuss and Take Appropriate Action Regarding Proposed Appointment of Interim Superintendent –

President Clark called for a motion to approve and take Appropriate Action Regarding Proposed Appointment of Interim Superintendent.

Trustee Jones made a motion, seconded by Trustee Mays to appoint Shemeka Millner-Williams as Acting Superintendent.

7. **Adjournment**

President Clark adjourned the meeting at 4:14 p.m.

Note: Meeting video not available.

X

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Marion Hamilton  
School Board President

X

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Ty G. Jones  
School Board Secretary



**Minutes of Called Meeting  
The Board of Trustees Lancaster ISD  
November 16, 2020 at 5:30 p.m.**

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The Board of Trustees of Lancaster ISD met in a public meeting via Zoom videoconferencing.

**1. Call Meeting to Order**

Board President Ellen Clark called the meeting to order at **5:30** p.m.

Trustees Present: Ellen Clark, Rhonda Davis, Marion Hamilton, Ty G. Jones, and Carolyn Morris.

Note: Only two board officers are required to canvass election returns. President Ellen Clark and Board Secretary Rhonda Davis presided over the meeting.

Trustee Morris stated that President Ellen Clark denied two board members requests to add items to this agenda.

President Clark noted that the items requested are on the agenda for the regular board meeting scheduled Thursday, November 19, 2020. Ms. Clark also noted that board policy states that the election of officers will be done at the first meeting after the election and there was no emergency to elect officers and that board operating procedures states that a called meeting is at the discretion of the president. Ms. Clark stated that those two items were not added to the meeting and she choose not to add them because some trustees could not attend. Ms. Clark believes that (election of officers) is an important meeting and that all trustees should attend.

**2. Citizens Communication on Posted Agenda Items**

None presented.

**3. Canvass Returns of General Election**

I, Ellen Clark, the presiding officer of the canvassing authority for the Lancaster ISD Board of Trustees, sat on the canvassing board on November 16, 2020 at 5:30 p.m. to canvass the Lancaster ISD Trustee General Election held on the 3<sup>rd</sup> day of November of 2020. I do hereby certify that the following is a total of all votes received.

The following candidate for the Lancaster ISD Board election has been certified as unopposed pursuant to the order issued on March 24, 2020, cancelling the election that was scheduled to be held on November 3, 2020 and is hereby elected: LaShonjia Harris for the unexpired term in District 2 (up for re-election May 2021).

**Lancaster ISD District 4**

Candidate	Early in Person	Early Mail-in	Election Day	Provisional	Total Votes
LaRhonda Mays	877	78	135	1	1,091
Daryle W. Clewis	296	24	47	0	367
Keandrea Bailey	258	17	46	0	321
<b>Total Votes</b>					<b>1,779</b>

Therefore, it is found and declared that LaRhonda Mays had the largest number of votes and was re-elected to the District 4 seat of the Lancaster ISD Board of Trustees subject to taking the Oath of Office.

**Lancaster ISD District 5**

Candidate	Early in Person	Early Mail-in	Election Day	Provisional	Total Votes
Alton Dixon	940	75	120	0	1135
Ty G. Jones	1133	64	139	0	1336
<b>Total Votes</b>					<b>2471</b>

Therefore, it is found and declared that Ty G. Jones had the largest number of votes and was re-elected to the District 5 seat of the Lancaster ISD Board of Trustees subject to taking the Oath of Office.

**Lancaster ISD District 7**

Candidate	Early in Person	Early Mail-in	Election Day	Provisional	Total Votes
Ellen Clark	1061	153	121	1	1336
Kendall L. Smith	1378	61	116	1	1556
<b>Total Votes</b>					<b>2892</b>

Therefore, it is found and declared that Kendall L. Smith had the largest number of votes and was newly elected to the District 7 seat of the Lancaster ISD Board of Trustees subject to taking the Oath of Office.

I certify that the electronic figures provided by the Dallas County Elections Clerk’s office as listed above are correct.

**4. Adjournment**

President Clark adjourned the meeting at 5:39 p.m.

[November 16, 2020 Board Meeting Video](#)

**X**

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Marion Hamilton  
School Board President

**X**

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Ty G. Jones  
School Board Secretary



**Minutes of Regular Meeting  
The Board of Trustees Lancaster ISD  
November 19, 2020 at 6:30 p.m.**

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The Board of Trustees of Lancaster ISD met in a public meeting via Zoom videoconferencing.

**Call Meeting to Order**

Board Secretary Rhonda Davis called the meeting to order at **6:31** p.m.

**Trustees present:** Rhonda Davis, Marion Hamilton, LaShonjia Harris, Ty G. Jones, Carolyn Morris, Kendall L. Smith, and LaRhonda Mays (joined the meeting at 6:07 p.m.).

**Recess to Closed Session**

No items presented. Board did not meet in executive session.

**Recognitions and Commendations**

A. Recognition of Students, Staff, Community Members, and Gifts

- Back to School Nov 3, 2020 – 657 7<sup>th</sup> through 12<sup>th</sup> grade students returned to campus
- Veterans Day Nov 11, 2020
- Dr. Kanisha Waites – Mental Health Webinar Series
- Platform4Life Donated \$5,000 to Lancaster High School Students
- Lions Club Peace Poster Contest entries from LISD, advanced to next round:
  - Kierra Watson, 7<sup>th</sup> grade
  - Dillan Ballard, 6<sup>th</sup> grade
  - Emmanuel Cortes, 6<sup>th</sup> grade
  - Faith Glenn, 6<sup>th</sup> grade
- Signing Day Commitments
  - Elijah Hughley, Western Kentucky University
  - Wade Taylor IV, Texas A&M
  - Jalen Williams, Southeastern Oklahoma State University
- Lancaster High School Boys Basketball ranked #1 in the state
- Lancaster High School Volleyball Team in playoffs (undefeated)
- Lancaster High School Football Team in playoffs (undefeated)

B. Oath of Office of Elected Trustees for District 4, 5, 7 and Unopposed Candidate for District 2 Vacated Seat- BBB(LEGAL) – (G4)

Judge Valancia Nash administered the Oath of Office to Trustees Ty G. Jones and Kendall L. Smith.

Note: Trustees LaShonjia Harris and LaRhonda Smith took the Oath of Office prior to this meeting.

**Citizens Communication on Agenda Items**

Arnetra Douglas, 1811 Athena Dr., Lancaster, TX 75134 (Action C) – Ms. Douglas addressed the Superintendent’s salary, the voluntary release of the Superintendent, and the cost to the school district.

## Adoption of Consent Agenda

A. Consider approval of the following Minutes - BE(LOCAL):

1. October 29, 2020 - Called Board Meeting
2. October 29, 2020 - Regular Board Meeting
3. November 9, 2020 - Called Board Meeting

Secretary Rhonda Davis asked for a motion to approve the adoption of the consent agenda item A, Approval of Minutes, as presented.

Trustee Ty G. Jones made the motion, seconded by Trustee Carolyn Morris, to approve consent agenda items presented.

Motion carried 7-0.

B. Consider approval of the October 2020 Financial Reports - CAA(LOCAL)-(G2)

Secretary Rhonda Davis asked for a motion to approve the adoption of the consent agenda item B, October 2020 Financial Reports as presented.

Trustee Ty G. Jones made the motion, seconded by Trustee Carolyn Morris, to pull consent agenda item B until Trustee Morris receives a copy of the October 2020 Financial Reports.

Motion carried 4-3.

Board President Marion Hamilton came back to this item and asked for a motion to approve item B, October Financial Reports.

Trustee Carolyn Morris made the motion, seconded by Kendall L. Smith to approve consent item B as presented.

Motion carried 7-0.

## Action Items

A. Discussion and possible approval to consider the Reorganization of the Board Officers pursuant to LISD Board Policy - BDAA(LEGAL)-(G4)

Board Secretary Rhonda Davis, seconded by Trustee LaShonjia Harris, nominated Trustee Ty G. Jones for President of the Board. Mr. Jones declined the nomination.

Trustee Carolyn Morris nominated Marion Hamilton, seconded by Marion Hamilton for Board President.

Motion carried 4-3.

Board Secretary Rhonda Davis asked for nominations for Board Vice President.

Trustee Marion Hamilton nominated Trustee Carolyn Morris, seconded by Kendall L. Smith for Board Vice President.

Motion carried 4-3.

Board Secretary Rhonda Davis asked for nomination for Board Secretary.

Trustee Carolyn Morris nominated Ty G. Jones, seconded by Kendall L. Smith Board Secretary.

Motion carried 7-0.

After the nomination and naming of new board officers, Trustee Rhonda Davis turned the meeting over to the new President of the School Board, Marion Hamilton.

- B. Discussion and possible approval of the Acceptance of the Platform4Life Donation in the amount of \$5,000 - CDC(LEGAL and LOCAL)-(G2)

**Presenter: Patonia Bell, Chief of Data & Accountability**

Donation of \$5,000 to Lancaster High School Students in the McKinney Vento Program.

Platform4Life works to combat poverty, generational cycles, and also believes a positive social network, along with personal life skills training, enable those they serve to become self-sufficient, have an enriched life, and the ability to “pay it forward” in the community. The donation would be given in to increments of \$2,500 in the form of gift cards. Parents would pick up the gift cards and sign on behalf of the students to maintain a record of card distribution.

President Marion Hamilton asked for a motion to accept the Platform4Life Donation in the amount of \$5,000.

Trustee Carolyn Morris made the motion, seconded by Trustee Ty G. Jones, to accept the \$5,000 donation.

Motion carried 7-0.

- C. Discussion and possible approval of Budget Amendments - CE(LEGAL and LOCAL), CAA(LOCAL)-(G2)

**Presenter: Shonna Pumphrey, Chief Financial Officer**

The function 41 expenditure budget must be increased by \$2,244,000 to cover the voluntary separation board agreement. This will decrease budgeted fund balance by the respective amount.

Trustee Carolyn Morris made the motion, seconded by Ty G. Jones, to table this item until the December meeting.

Trustee Jones asked how this would impact the fund balance if not tabled. Mrs. Pumphrey shared that it would reduce the fund balance to virtually nothing (\$629,811). That is, provided that all of the revenue projections hold. The PEIMS data is being processed now and not submitted, that may impact revenue numbers. The district will not receive the certified state comptroller property values until January. That potentially will also impact revenue numbers. Any shift in projections can potentially wipe out the \$629,811 remaining. In August, the district budgeted fairly conservatively to allow some cushion, in the event of unforeseen activities in this pandemic. This amendment would virtually clear out any of the reserves.

Mr Jones asked which programs would be impacted. Mrs. Pumphrey shared that function 41 is the administrative function, which covers salaries of 24 central administration office employees, all board expenditures, legal fees, and several other administrative and operating costs. The budget expenditure is not part of the current adopted budget and to pay that would put the district in a bind.

Mr. Jones asked that given the current conditions, how long would it take to recover from this amendment. Mrs. Pumphrey stated that she would not be able to say, but that it would most likely impact the 2021-22 school year.

Mr. Jones stated that TEA would penalize the district and asked if that would impact the district the upcoming school year. Mrs. Pumphrey did verify that the district would be impacted the upcoming school year in the reduction of state aid in any amount over one-year salary and benefits paid.

Motion carried 4-3.

- D. Discussion and possible approval of the Teacher Laptop Lease Agreement Extension - CH(LEGAL and LOCAL)-(G2)

**Presenter: Sonya Butler, Chief Technology Officer**

Ms. Butler asked that the Board consider the extension of contract 001-6743358-001 of 550 teacher and student laptops. The extension will cost \$80, 687.94 and would be until June of 2021. Extending the renewal will allow the district a new refresh cycle for three years.

Trustee Morris asked if there was a reason as to why the district opts to lease versus buying. Ms. Butler shared that leasing allows the district to pay in three payments versus paying all at once, if purchased. Ms. Butler also shared that the devices are under warranty. Leasing affords the district to refresh and obtain devices that are up to date.

Trustee Carolyn Morris made the motion, seconded by Trustee Kendall L. Smith to approve the Teacher Laptop Lease Agreement Extension.

Motion carried 7-0.

### **Adjournment**

Trustee Morris made the motion, seconded by President Hamilton, to adjourn the meeting. Meeting adjourned at 7:21 p.m.

[November 19, 2020 Board Meeting Video](#)

X

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Marion Hamilton  
School Board President

X

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Ty G. Jones  
School Board Secretary



**Minutes of Called Meeting**  
**The Board of Trustees Lancaster ISD**  
**November 23, 2020 at 6:00 p.m.**

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The Board of Trustees of Lancaster ISD met in a public meeting via Zoom videoconferencing.

**1. Call Meeting to Order**

Board President Marion Hamilton called the meeting to order at **6:04** p.m.

**Trustees present:** Marion Hamilton, Carolyn Morris, Ty G. Jones, Rhonda Davis, LaShonjia Harris, LaRhonda Mays, and Kendall L. Smith.

**2. Citizens Communication on Posted Agenda Items**

Patrick McDonald, 603 Hilton Dr. Lancaster, TX 75146 (Goal 2) – “What I want to address is the transparency of what’s been going on with our board. I think the citizens of Lancaster, we don’t understand how two-million dollars can be given away and then another million in state funding, that’s three million dollars. I’m assuming there’s about 400 to 500 teachers in Lancaster ISD. At 500, that would be a \$6,000 raise for each teacher. A \$6,000 raise! None of that is going into effect because we are giving it away to someone, who did a great job I think, but we have no idea why he was asked to leave. From just a parent’s point of view, it looks like some dirty work was done under the table. Somebody is passing the buck, and there is plenty bucks to be passed around so far. This does not look good at all!”

Ellen Clark, 954 Nokomis Dr., Lancaster, TX 75146 (A)- “Accountants can twist and report numbers in lots of ways to prove what they want to deceive the taxpayers in to believing this district is financially broke. Lancaster budget is 74 million, 30 million coming in the next 60 days in real estate taxes. State funds are about 40 million. The rainy day fund is about 20 million. Your report of \$600,000 balance makes me ask where the millions went. This district had a paid liability insurance with TASB for legal fees. You fired that attorney to use one the district is paying out of their own money, plus another attorney tonight. Attorney fees could be close to what the separation agreement is. There is a way to eliminate the 1.8 million penalty, you just need to talk. You called me a racist to get rid of me. Tonight shows you had a bigger target. Per CFO’s report to me, we left this district in solid financial condition. Academically LISD is as good as virtual learning allows. I love Lancaster ISD and I would never do anything to hurt it. Thank you.”

Alton Dixon, 614 Canvass Ct., Lancaster, TX 75146 (whole agenda) – “What I have an issue with is, when it comes to the school board, is the divisiveness that I’ve seen. I also have an issue that what we are dealing with today, I feel like that the community is not involved with. So as a pastor of a church here, speaking in agreement with other pastors, that what we will be doing moving forward, is making sure that we are making all of you accountable. The day you all feel you don’t have to be accountable to the community, is the day you all may lose your seats. Because the community is what this is about and not about your personal agendas and your personal motives. Have a great day.”

John Richardson, 1004 N. Jefferson St., Lancaster, TX 75146 – “I also have a concern, as Mr. McDonald has, about the transparency of this group. My personal interest, and the interest of the organization that I represent, is the Lancaster Interdenominational Ministerial Alliance. What I

want to say is that we've had some wonderful collaboration together with the school district and it began with the separated superintendent. We were asked to do prayer invocation at the opening of those meetings. As of the last meeting on the 19<sup>th</sup>, that has ceased. I'm just concerned that we were doing great and forging again a relationship that was profitable, not only for the faith community, but for the district itself and I'm not quite sure what that relationship will be going forward, future wise. But I'm concerned also about the transparency because I'm not aware of it and I try estimate it, calculate it, and everything else concerning what the situation is with the present agenda. From my standpoint, there was a great job being done at schools. Level went up."

Patricia Richardson, 1004 N. Jefferson St., Lancaster, TX 75146 – "I too am concerned, as an educator, as a business owner, as a individual that loves the Lancaster district. What is the secrecy? What is it that we are hiding? Why can't we be open? Why can't it be all about the children? Why can't it be the families and parents who are happy to have their children in public school in Lancaster? Rather than have more charter schools and more other schools coming in taking those children that are in the public schools out? Because there is something that is just not right with the board."

Rophietta London, 1503 Rebecca Ln, Lancaster, TX 75134 (A-J) – "I am an educator. I've worked for the district for 20 years and I am a teacher here and I live here. Like everybody else, the transparency and I don't understand what's going on with the board. The last year we were a B district, high school was given 5 distinctions. The district is moving and improving the schools and then we come back to our board and we cannot get along. We cannot find peace for our kids. Our kids are suffering. Our teachers are suffering. That makes no sense. No sense whatsoever. But hey, you look like fools arguing amongst yourselves. That's ridiculous. That's it."

LaMentre Williams, 2831 Hillview Ln. Lancaster, TX 75134 – "At one time this district was broke. The scholars, nor the teachers, had what they needed to be successful. It does not make sense to put money or give money away when the teachers need it, the scholars need it to be successful. I mean, you even have 9 million dollars to plant funds for Lancaster on the budgeting part of things. The secrecy, hush-hush, we have pay taxes. We're going to hold us accountable. But for who approved it, it makes no sense why this just continues and it's a big deal about not even wanting to seek an attorney before decisions are made which are in the best interest of community and scholars. Bottom line, it's the scholars! That's all."

Adrienne Jackson, 1328 Neches Pl., Lancaster, TX 75146 (A-F) – "There is a time to be silent and there is a time to speak. I've determined that now is more important to speak up than ever before. I have lived in this district for over 30 years. Then on November the 9<sup>th</sup> there was a Board of Trustees (meeting), met and discussed a voluntary separation agreement and release of employment status of the superintendent. This agreement was approved. At that time, I was concerned that the school board would take such a action with such a talented superintendent, who was loved and adored by the staff and the students. It was stated at the time, that this was in the best interest of the district, its students, and Dr. Granger. I still didn't quite understand! But, after reading all of this ridiculous actions that are taking place tonight by this board, the people that we have nominated to actually represent the people of Lancaster, it makes things a little bit more clear for me."

### 3. Recess to Closed Session

The Board went into executive session at **6:23 p.m.** as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551 Tex. Gov't Code Section 551.071: Legal Advice from School attorney; Discussion of pending and/or anticipated litigation. Tex. Gov't Code Section 551.074: Personnel Issues.

- A. Legal advice from school attorney, personnel issues, and contract issues, regarding Dr. Elijah Granger, including possible action to rescind Voluntary Separation Agreement between Granger and Lancaster ISD.
- B. Legal Advice and Discussion of pending litigation, *Hamilton, et al. v. Lancaster ISD*, Cause No. DC-20-16656, 116<sup>th</sup> District Court, Dallas, Texas.
- C. Discussion of suspension with pay of Dr. Elijah Granger.
- D. Discussion of suspension without pay of Dr. Elijah Granger.
- E. Discussion of proposed termination of Dr. Elijah Granger.
- F. Discussion of submission of report to Texas Education Agency, State Board for Educator Certification and/or Investigations, regarding Dr. Elijah Granger.
- G. Discussion of Interim Superintendent selection and hiring process.
- H. Discussion regarding hiring a forensic auditor.

### 4. Reconvene in Open Session

The Board reconvened into a regular meeting at **9:48 p.m.** to Consider and take Possible Action on Items Discussed in Closed Session.

Note: Trustees Rhonda Davis, LaShonjia Harris, and LaRhonda Mays did not return from closed session to the regular open meeting.

- A. Discussion and take possible action regarding rescission of the Voluntary Severance Agreement and Release between Dr. Elijah Granger and Lancaster ISD.

President Marion Hamilton made the motion, seconded by Trustee Carolyn Morris, to table this item to consider a revised Voluntary Separation Agreement with counsel in closed meeting.

Trustee Jones: "We are moving in this direction to minimize the district's exposure from the original separation of services agreement. We will allow counsel to negotiate to minimize the district's exposure and ensure that funds are available for teachers, students, and staff."

Trustee Morris: "I would like to echo what Trustee Jones just said and let the community know that this action is in the best interest of the district. I want to apologize to the listeners and the community that it took us so long. But we had to get legal advice. We are directed and we are getting information from our legal counsel to move forward with this action item. Thank you."

Trustee Kendall L. Smith: "I would like to add degree of clarity for the sake of the listening audience. There was another item below, item number three, where we are talking about possible termination. I want you guys to understand that two could possibly work in tandem

and that they influence each other. By tabling that item, we would also be tabling any discussions of termination.”

Trustee Hamilton: “I echo Mrs. Morris, Mr. Smith, and Mr. Jones, that we are definitely working in the best interest of the district and for our community.

Motion carried 4-0.

Note: motion was repeated due to meeting not being recorded.

- B. Discussion and take possible action to suspend Superintendent Dr. Elijah Granger, with pay.

President Marion Hamilton made the motion, seconded by Trustee Carolyn Morris, that the Board vote to suspend Superintendent Emeritus, Dr. Elijah Granger with pay, effective immediately, until revised Voluntary Separation Agreement is complete and to instruct Dr. Granger that he is prohibited from communicating by any means with any employee of Lancaster ISD, except through District counsel designated by the Board, and is also prohibited from accessing, copying, or removing from District premises or systems, any and all records, documents, emails, audio or video recordings, related to District business, operations, or Dr. Granger’s employment with the District, except upon approval in writing of his written requests, to be submitted to the designated District counsel.

Motion carried 4-0.

Note: motion was repeated due to meeting not being recorded.

- C. Discussion and take possible action to propose suspending Superintendent Dr. Elijah Granger, without pay.

No action taken on this item (tabled).

- D. Discussion and take possible action to propose termination of Dr. Elijah Granger.

No action taken on this item (tabled).

- E. Discussion and possible action to submit report to Texas Education Agency/State Board for Educator Certification/Investigations, regarding Dr. Elijah Granger.

President Marion Hamilton made the motion, seconded by Trustee Carolyn Morris, that the Board authorize a report to Texas Education Agency/State Board for Educator Certification/Investigations, regarding Dr. Elijah Granger.

Motion carried 4-0.

- F. Discussion and take possible action to revise board policy BDD (LOCAL).

Trustee Carolyn Morris made a motion, seconded by Trustee Kendall L. Smith, to revise Board Policy BDD (LOCAL) to revert back to BDD (LEGAL). That is procurement of legal services under Texas Education Code 11.151(e).

Trustee Smith: I would like to give a little more clarity to that point. Just to try to describe this policy in it's most rudimentary form. This is the item that prohibits any one individual from seeking legal counsel without consent of the Board.

Trustee Ty G. Jones asked that the updated policy be read for clarity.

Attorney Sharesa Alexander, O'Hanlon, Demerath & Castillo, read the revised policy. The Board shall retain an attorney or attorneys, as necessary, to serve as the District's legal counsel and representative in matters requiring legal services. Services to be performed and reasonable fees and expenses to be paid by the District shall be set forth in writing between the Board and the attorney or attorneys.

Individual Board members shall channel legal inquiries through the Superintendent, Board President, or Board's designee, as appropriate, when seeking advice or information from the District's legal counsel.

A staff request for legal advice from the District's legal counsel must be submitted through the Superintendent.

Advice from legal counsel shall be reported to the Board upon request of the Board or when deemed necessary by the Superintendent, Board President, or Board's designee.

Motion carried 4-0.

G. Discussion and take possible action to revise board policy DC (LOCAL).

President Marion Hamilton asked Ms. Alexander to read the policy.

The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.

The Board retains final authority for employment of contractual personnel.

Trustee Carolyn Morris made the motion, seconded by President Marion Hamilton, to accept the reversal of local to what was stated by Ms. Alexander.

Trustee Ty G. Jones: "The importance of this policy change will afford the Board to have more control or more local control, than just providing this total authority to the Superintendent, which will also provide the administrators aslo different protections, by us being able to have a discussion by their potential employment."

Motion carried 4-0.

H. Discussion and take possible action regarding re-designation of legal counsel for Lancaster ISD by the Board of Trustees.

President Marion Hamilton made the motion, seconded by Trustee Carolyn Morris, to designate the following attorneys to provide legal counsel and/or to represent Lancaster ISD in litigation and other legal matters. The recommended attorneys would be O'Hanlon, Demerath & Castillo, which are our general counsel and board counsel. Lineberger, Gotham, Blair & Sampson LLP, our tax counsel. Walsh, Gallegos, Trevino, Russo & Kyle, which are our Special Education attorneys. And I also would like to state any attorneys representing the district as insurance defense counsel and chosen by the Texas Association of School Boards and any other insurer of the district. Any other attorneys currently representing the district must provide the board with a brief written explanation of the scope and their representation and the status of that representation before any invoices for legal services will be paid. I move that the board utilizes the following attorneys as I presented.

Due to technical difficulties, President Marion Hamilton read the list of attorneys again at the request of Ms. Alexander.

The attorneys the district will be using are O'Hanlon, Demerath & Castillo, general counsel. Lineberger, Gotham, Blair & Sampson, tax attorney. Walsh, Gallegos, Trevino, Russo & Kyle, Special Education. Eichelbaum, Wardell, Hanson, Powell & Munoz, and any other attorneys that are representing the district for insurance basis and that are chosen by TASB (Texas Association of School Boards), or any other insurer of the district.

Trustee Morris: "Thank you for outlining those attorneys and that the public knows that the board has full control and at any point can go back and review legal counsel to understand and to know what will be paid to each firm. Thank you."

Trustee Jones: "This particular item is associated with policy BDD (LOCAL) and this is one of the means for us to regain local control from the board itself and having an idea of which attorneys are being utilized to provide services for our students and for our district. Thank you."

Motion carried 4-0.

I. Discussion and take possible action on the Interim Superintendent selection and hiring process.

President Hamilton made the motion, seconded by Trustee Carolyn Morris, that the Board utilize the assistance of O'Hanlon, Demerath & Castillo P.C., pending a fee negotiations, to aid the Board with its Interim Superintendent selection and hiring process and officially reappoint Shemeka Millner as Acting Superintendent.

Trustee Carolyn Morris: "I want the community to know that we are looking at what is in the best interest of the district and we are only doing the part, not the interim superintendent but acting superintendent, because originally it was stated that it was for 14 to 21 days. We are just ensuring that is still the process for the acting superintendent. Thank you."

Motion carried 4-0.

J. Discussion and take possible action regarding hiring a forensic auditor.

Trustee Kendall L. Smith made the motion, seconded by Trustee Carolyn Morris, to table this item and refine the scope of the audit.

Trustee Kendall L. Smith: “For the sake of those listening and watching, please be aware that we are very much interested in persuing a digital, a forensicts audit. We’d like to be sure that we’re thorough in all that we ask and we are also being cost conscious. It’d be very easy to pull the trigger and say look at every detail, but that may be doing way too much and that can be quite costly. So, just so you are aware, there are other items that we investigating and we want to talk about, discuss, and figure out what areas we want to focus on before we hire a forensics team.”

Trustee Morris: Trustee Smith, I echo what you are saying. I want the public to know that this Board intends to be transparent and be good stewards of our childrens dollars, and definitely our taxpayers and whatever we are obligated for debt on. I hope that we are being as transparent as possible, if not, please let the Board know. Thank you.

Motion carried 4-0.

5. **Adjournment:**

Trustee Carolyn Morris made the motion, seconded by President Marion Hamilton to adjourn the meeting at 10:23 p.m.

Motion carried 4-0.

[November 23, 2020 Board Meeting Video](#)

X

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Marion Hamilton  
School Board President

X

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Ty G. Jones  
School Board Secretary





# Lancaster ISD Board Agenda

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**Meeting Type:** Regular

**Meeting Date:** December 17, 2020

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**Category:** Consent Agenda

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**Item Name:** Approval of November 2020 Financial Reports

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**Related Goals (District and/or Strategic):** Goal 2: Financial Responsibility and Transparency

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**Currently Budgeted?**  Yes  No  No Budgetary Impact  
(If Yes, description provided under Fiscal Implications.)

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**Attachments:**  Yes  No

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**Primary Contact Person:** Shemeka Millner-Williams

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**Presenter and District Contact:** Shonna Pumphrey

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**Explanation:** The following reports include the Revenue and Expenditure Fund Summary, General Fund Expenditure Budget Status Report, Bank Reconciliations and Portfolio Investment Report as of and for the month ending November 30, 2020 and are presented as unaudited.

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**Intended Audience:** All District Stakeholders

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**Impact or Expected Outcome:** Financial Transparency and Analysis

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**Recommendation:** Administration recommends the approval of the attached Financial Reports as presented.

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**Fiscal Implications and Funding Source:** None

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**Frequency Monitored:** Continuously.....Audited annually.

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**Project Start Date: November 1, 2020**

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**Project Completion Date: November 30, 2020**

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**Lancaster Independent School District Statement of Revenues, Expenditures and Changes in Fund Balance  
As Of Date 11-30-2020**

	Budget	Encumbrance Outstanding	YTD Actuals	Balance	YTD %	Prior Year YTD%
<b>General Fund Revenues</b>						
Local Revenue	29,871,698.00	-	1,722,054	28,149,644	5.76%	5.85%
State Revenue	43,648,409.00	-	17,562,341	26,086,068	40.24%	43.36%
Federal Revenue	930,355.00	-	31,678	898,677	3.40%	16.54%
<b>Total General Fund Revenue</b>	<b>74,450,462</b>	<b>-</b>	<b>19,316,073</b>	<b>55,134,389</b>	<b>25.94%</b>	<b>25.99%</b>
<b>General Fund Expenditures</b>						
11 Classroom Instruction	39,057,936	359,959	11,080,676	27,617,301	29.29%	30.03%
12 Instructional Resources & Media Services	612,616	551	149,476	462,589	24.49%	27.78%
13 Curriculum/Instructional Staff Development	1,100,741	6,386	145,373	948,982	13.79%	36.40%
21 Instructional Leadership	1,075,350	6,636	246,483	822,231	23.54%	19.82%
23 School Leadership	4,256,239	12,353	1,033,484	3,210,402	24.57%	26.15%
31 Guidance & Counseling Services	2,486,743	2,325	668,975	1,815,443	27.00%	30.53%
32 Social Work Services	20,000	-	-	20,000	0.00%	0.00%
33 Health Services	774,692	2,785	154,240	617,667	20.27%	21.15%
34 Student (Pupil) Transportation	2,437,719	5,315	584,041	1,848,363	24.18%	25.09%
35 Child Nutrition	10,340	-	16	10,324	0.15%	0.00%
36 Cocurricular/Extracurricular Activities	1,908,592	83,976	496,291	1,328,325	30.40%	28.79%
41 General Administration	4,151,580	147,488	912,428	3,091,664	25.53%	22.83%
51 Plant Maintenance & Operations	9,456,640	418,330	1,990,845	7,047,465	25.48%	21.36%
52 Security & Monitoring Services	1,437,103	70,602	314,044	1,052,457	26.77%	23.21%
53 Data Processing Services	1,878,164	89,062	711,139	1,077,963	42.61%	49.64%
61 Community Services	51,996	-	10,127	41,869	19.48%	21.51%
71 Debt Services	713,300	64,356	495,658	153,286	78.51%	68.66%
95 Payments to JJAEP	23,000	20,000	3,000	-	100.00%	10.00%
99 Other Intergovernmental Charges (DCAD)	153,900	115,437	38,463	-	100.00%	49.97%
<b>Total General Fund Expenditures</b>	<b>71,606,651</b>	<b>1,405,561</b>	<b>19,034,759</b>	<b>51,166,331</b>	<b>28.67%</b>	<b>28.68%</b>
<b>Excess of Revenues Over(Under) Expenditures</b>	<b>2,843,811</b>	<b>(1,405,561)</b>	<b>281,314</b>	<b>3,968,058</b>		
<b>Other Financing Sources</b>	<b>35,000</b>	<b>-</b>	<b>35,778</b>	<b>(778)</b>		
<b>NET CHANGE IN FUND BALANCES</b>	<b>2,878,811</b>	<b>(1,405,561)</b>	<b>317,092</b>	<b>3,967,280</b>		

**LANCASTER INDEPENDENT SCHOOL DISTRICT  
PORTFOLIO INVESTMENT REPORT  
November 1, 2020 Through November 30, 2020**

<u>Fund/Description</u>	<u>Beginning Value 11/1/2020</u>	<u>Deposits/ Purchases</u>	<u>Withdrawals/ Maturities</u>	<u>Interest</u>	<u>Ending Value 11/30/2020</u>	<u>Balance per G/L</u>	<u>Variance</u>	<u>Market Value Qtr 4</u>
<b>General Fund:</b>								
Lone Star*	\$ 17,671,282.24	\$ 1,213,491.09	\$ -	\$ 1,155.35	\$ 18,885,928.68	\$ 18,885,928.68	\$ -	\$ 17,321,298.80
TexPool	\$ 374,748.95	\$ -	\$ -	\$ 37.94	\$ 374,786.89	\$ 374,786.89	\$ -	\$ 374,706.50
<b>General Fund Totals</b>	<b>\$ 18,046,031.19</b>	<b>\$ 1,213,491.09</b>	<b>\$ -</b>	<b>\$ 1,193.29</b>	<b>\$ 19,260,715.57</b>	<b>\$ 19,260,715.57</b>	<b>\$ -</b>	<b>\$ 17,696,005.30</b>
<b>Debt Service Fund:</b>								
Lone Star*	\$ 5,608,469.52	\$ 517,044.76	\$ -	\$ 369.79	\$ 6,125,884.07	\$ 6,125,884.07	\$ -	\$ 5,468,219.34
TexPool	-	-	-	-	-	-	-	-
<b>Debt Service Fund Totals</b>	<b>\$ 5,608,469.52</b>	<b>\$ 517,044.76</b>	<b>\$ -</b>	<b>\$ 369.79</b>	<b>\$ 6,125,884.07</b>	<b>\$ 6,125,884.07</b>	<b>\$ -</b>	<b>\$ 5,468,219.34</b>
<b>QZAB Project Fund:</b>								
Lone Star	\$ 3,907.10	\$ -	\$ -	\$ 0.26	\$ 3,907.36	\$ 3,907.36	\$ -	\$ 3,906.92
<b>Capital Projects Fund:</b>								
Lone Star 2015	\$ 939,269.00	\$ -	\$ -	\$ 59.89	\$ 939,328.89	\$ 939,328.89	\$ -	\$ 9,399,226.44
Lone Star 2016	1.64	\$ -	\$ -	\$ -	1.64	1.64	\$ -	1.64
Lone Star 2017	6,724,346.45	\$ -	\$ -	\$ 428.79	6,724,775.24	6,724,775.24	\$ -	8,979,855.92
TexPool	104,021.40	\$ -	\$ -	\$ 10.52	104,031.92	104,031.92	\$ -	104,009.62
<b>Capital Projects Funds</b>	<b>\$ 7,767,638.49</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 499.20</b>	<b>\$ 7,768,137.69</b>	<b>\$ 7,768,137.69</b>	<b>\$ -</b>	<b>\$ 18,483,093.62</b>
<b>Child Nutrition Fund:</b>								
TexPool	\$ 101,971.86	\$ -	\$ -	\$ 10.30	\$ 101,982.16	\$ 101,982.16	\$ -	\$ 101,960.30
<b>Investment Pool Totals:</b>								
Lone Star	\$ 30,947,275.95	\$ 1,730,535.85	\$ -	\$ 2,014.08	\$ 32,679,825.88	\$ 32,679,825.88	\$ -	\$ 32,679,825.88
TexPool	\$ 580,742.21	\$ -	\$ -	\$ 58.76	\$ 580,800.97	\$ 580,800.97	\$ -	\$ 1,442,215.08
<b>Portfolio Totals</b>	<b>\$ 31,528,018.16</b>	<b>\$ 1,730,535.85</b>	<b>\$ -</b>	<b>\$ 2,072.84</b>	<b>\$ 33,260,626.85</b>	<b>\$ 33,260,626.85</b>	<b>\$ -</b>	<b>\$ 34,122,040.96</b>

This Portfolio Investment Report of the Lancaster Independent School District for the month ended November 30, 2020, is in full compliance with the District's investment policy and strategy as established by the District and the Public Funds Investment Act, Chapter 2256, of the Government Code.

Shemeka Millner-Williams, Acting Superintendent

Shonna Pumphrey, Chief Financial Officer

Lancaster Independent School District  
Revenue and Expenditure Fund Summary Report (unaudited)  
As of November 30, 2020

Fund Name	#	Revenue Budget	Revenue Received	Revenue Balance	Revenue % Received	Expenditure Budget	Expenditure Spent	Expenditure Balance	Expenditure % Spent
General Fund*	199	74,332,919	19,302,440	55,030,479	25.97%	71,410,632	18,985,727	52,424,905	26.59%
Head Start	163	70,000		70,000	0.00%	159,430	29,666	129,764	18.61%
Title IV	204	-	-	-	0.00%	-	29,200	(29,200)	0.00%
Texas Education For Homeless Children and Youth	206	-	-	-	0.00%	-	-	-	0.00%
Title I	211	-	-	-	0.00%	-	358,441	(358,441)	0.00%
SPED IDEA B	224	-	36,782	(36,782)	0.00%	-	196,719	(196,719)	0.00%
SPED IDEA B	225	-	-	-	0.00%	-	2,800	(2,800)	0.00%
Child Nutrition	240	3,553,540	153,012	3,400,528	4.31%	3,300,000	43,821	3,256,179	1.33%
Summer Feeding	242	-	-	-	0.00%	-	-	-	0.00%
Child and Adult Care Food Program	243	-	104,468	(104,468)	0.00%	-	-	-	0.00%
Carl Perkins	244	-	-	-	0.00%	78,249	25,185	53,064	32.19%
Carl Perkins Reserve	245	-	-	-	0.00%	30,000	-	30,000	0.00%
Title II Part A	255	-	-	-	0.00%	-	37,320	(37,320)	0.00%
Title III LEP	263	-	91	(91)	0.00%	-	10,054	(10,054)	0.00%
Instructional	410	786,758	-	786,758	0.00%	786,758	30,598	756,160	3.89%
Campus Activity	461	-	704	(704)	0.00%	-	3,857	(3,857)	0.00%
Scholarship	462	-	27	(27)	0.00%	2,150	80	2,070	3.72%
Foundation	463	-	5,000	(5,000)	0.00%	-	1,127	(1,127)	0.00%
School Safety and Security Grant	494	-	-	-	0.00%	-	30,252	(30,252)	0.00%
Jobs and Education for Texans Program	495	-	-	-	0.00%	-	171,127	(171,127)	0.00%
Summer Career and Technical Education Grant	493	-	-	-	0.00%	-	-	-	0.00%
Debt Service*	520	12,602,287	169,328	12,432,959	1.34%	13,844,781	2,000	13,842,781	0.01%
Capital Proj 2015	616	-	132	(132)	0.00%	-	-	-	0.00%
Capital Proj 2016	617	-	-	-	0.00%	-	-	-	0.00%
Capital Proj 2017	618	-	1,042	(1,042)	0.00%	2,343,878	604,982	1,738,896	25.81%
Construction	620	-	24	(24)	0.00%	-	-	-	0.00%
QZAB Fund	625	-	1	(1)	0.00%	-	-	-	0.00%
After School	711	-	-	-	0.00%	-	-	-	0.00%
Parent Teacher Resource Center	714	-	-	-	0.00%	-	-	-	0.00%
Concessions	715	30,769	10,936	19,833	35.54%	13,000	17,809	(4,809)	136.99%
Spirit Store	716	4,326	2,697	1,629	62.35%	11,000	6,560	4,440	59.64%
Rentals	717	12,448	-	12,448	0.00%	17,589	-	17,589	0.00%
<b>Totals</b>		<b>91,393,047</b>	<b>19,786,683</b>	<b>71,606,364</b>	<b>21.65%</b>	<b>91,997,468</b>	<b>20,587,326</b>	<b>71,410,141</b>	<b>22.38%</b>



9. **Action Items**

A. Discussion and possible approval of the District and Campus Improvement Plans - QA(LEGAL and LOCAL)- 33  
(G1),(G2),(G3),(G4)



# ***District and Campus Improvement Plans***

***2020-2021***



# District and Campus Plans

- Each school year district and campus leaders, parents and community stakeholders collaborate to develop the District and Campus Improvement Plans.
- The purpose of these plans are to identify campus needs, align goals, objectives, strategies that improve student performance.
- The district and each campus has outlined specific areas identified in the Strategic Plan that will be the major area of focus.



# Alignment to Strategic Visioning Goals 2020 -2025

- Teaching and Learning / Academic Achievement
- Recruitment, Retention and Professional Learning
- Social and Emotional Health / School Safety
- Career and Technology Education & CCMR
- Facilities and Finance
- COVID 19 Preparedness and Safety



# Formative Reviews and Updates

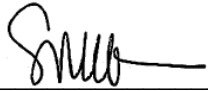
- Each campus will conduct formative reviews of their plan occurring in November, January and March.
- The district and the campuses will review previously determined goals to evaluate progress to date.
- Adjustments will be made to strategies for improvement based on progress towards goals.




# QUESTIONS ?

10. Adjournment

This notice was posted in compliance with the Texas Open Meetings Act on Monday, December 14, 2020 at 6:30 p.m.



Shemeka Millner-Williams,  
Interim Superintendent of Schools



Marion F. Hamilton, MBA-MHA  
Board President