Board of Education Special Meeting February 14, 2023



Special Meeting

Notice is hereby given that on Tuesday, February 14, 2023, the Board of Education of the Fort Worth Independent School District will hold a Special Meeting beginning at 5:30 PM at the Fort Worth Independent School District <u>Teaching and Learning Center</u>, 1050 <u>Bridgewood Drive</u>, Fort Worth, Texas. Face masks are optional but recommended when attending this special meeting. This special meeting will be televised by EdTV, the District's TV station, on Fort Worth ISD's Live YouTube channel, on Spectrum/Charter Cable Channel 192 and AT&T U-Verse 99. An electronic copy of the agenda is attached to this online notice. The subjects to be discussed or considered or upon which any formal action may be taken are listed on the agenda which is made a part of this notice. Items do not have to be taken in the order shown on this meeting notice. Members of the public may make a public comment in-person or by written statement.

The Guidelines for Public Comment were revised on the <u>Board of Education Webpage</u> and now include information regarding meeting decorum. Those individuals desiring to make a public comment may sign-up by calling 817-814-1920 by 4:00 PM the day of the meeting and may sign-up at the meeting until 5:20 PM. Individuals desiring to make a public comment by written statement may email <u>amanda.colemnan@fwisd.org</u> by 12:00 PM the day of the special meeting. Written statements will be shared with the Board of Trustees prior to the meeting and will not be read aloud during the Board meeting. Per policy <u>BED(LOCAL)</u> at all Special Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Those who need a sign language interpreter, email <u>amanda.coleman@fwisd.or</u> by 12 PM Monday, February 13, 2023.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

SPECIAL MEETING AGENDA

1. 5:30 PM - CALL SPECIAL MEETING TO ORDER - BOARD ROOM (OTHER)

2. PUBLIC COMMENT (S and T)

3. **REPORT/PRESENTATION** (V and G)

A. Intruder Detection Audit Findings

4. RECESS - RECONVENE IN BOARD CONFERENCE ROOM FOR EXECUTIVE SESSION (OTHER)

5. EXECUTIVE SESSION (S and T)

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
 - 1. Pending Litigation and Settlement Offer Davis v. Ft. Worth ISD (Texas Government Code §551.071(1) and (2))
- B. Deliberation Regarding the Appointment, Employment, Evaluation Reassignment Duties, Discipline, or Dismissal of Public Officer or Employee, Including, but Not Limited to Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)
- C. Security Implementation (Texas Government §551.076)
- D. Real Property (Texas Government Code §551.072)

6. RECONVENE IN SPECIAL MEETING - BOARD ROOM (OTHER)

7. ACTION AGENDA ITEMS (S and P)

- A. Consider and Take Possible Action Regarding Settlement of Davis v. Ft. Worth Independent School District
- B. Approve 2023 2024 Traditional, Intersessional, and Early College High School Calendars
- C. Approve Resolution to Approve Wage Continuation Payments for Employees During Emergency Closures

8. ADJOURN (OTHER)

- (V and G) Vision and Goals
- (P and A) Progress and Accountability
- (*S* and *P*) Systems and Processes
- (A and E) Advocacy and Engagement
- (*S* and *T*) Synergy and Teamwork
- (OTHER) Other

ACTION AGENDA ITEM SPECIAL BOARD MEETING February 14, 2023

TOPIC:APPROVE 2023 - 2024 TRADITIONAL, INTERSESSIONAL, AND
EARLY COLLEGE HIGH SCHOOL CALENDARS

BACKGROUND:

Fort Worth ISD calendars are developed with input from various stakeholders including the District Advisory Committee (DAC) and District Employee Relations Council (DERC) on an annual basis. The recommended 2023-2024 Traditional, Intersessional (Alice Carlson and Jo Kelly), and Early College High School calendars meet the 75,600 minutes' state requirement. District calendars are designed to meet the instructional needs of Fort Worth ISD students. Testing dates, staff days, holidays, fall, winter, and spring breaks were considered and discussed when developing the calendars.

STRATEGIC GOAL:

1 - Increase Student Achievement

ALTERNATIVES:

- 1. Approve 2023 2024 Traditional, Intersessional, and Early College High School Calendars
- 2. Decline to Approve 2023 2024 Traditional, Intersessional, and Early College High School Calendars
- 3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Approve 2023 - 2024 Traditional, Intersessional, and Early College High School Calendars

<u>FUNDING SOURCE:</u> <u>Additional Details</u>

No Cost Not Applicable

COST:

No Cost

VENDOR:

Not Applicable

PURCHASING MECHANISM:

Not a Purchase

Purchasing Support Documents Needed:

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

All Fort Worth ISD schools, departments and community.

RATIONALE:

Approval of the 2023 - 2024 Traditional School, Intersessional (Alice Carlson and Jo Kelly), and Early College High School calendars will provide key information regarding the 2023-2024 school year for District staff, parents, students, and the Fort Worth ISD community.

INFORMATION SOURCE:

Karen Molinar

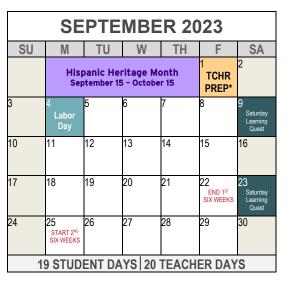
PENDING BOARD APPROVAL FORT WORTH INDEPENDENT SCHOOL DISTRICT 2023-2024 TRADITIONAL CALENDAR

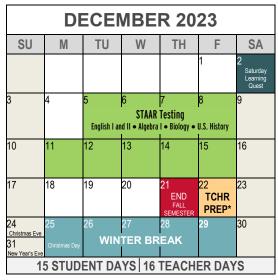
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27	28	29	30	31						
1	4 STUD	ENT DA	YS 19	TEACH	ER DAY	'S				

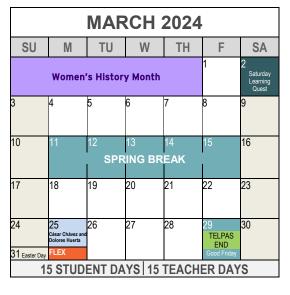
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26	27	28	29	30			
1	6 STUD	ENT DA	YS 17	TEACH	ER DAY	S	

FEBRUARY 2024							
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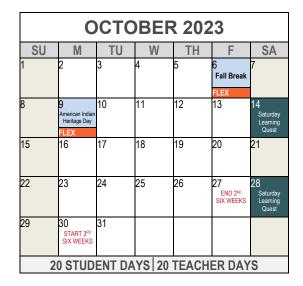
	MAY 2024							
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Asian/Pacific American Heritage Month				2 Testing - Alg s 3-8 Mathem		4 Saturday Learning Quest		
5	6	7	8	9	10	11		
12	13	14	15	16	17	18		
19	20	21	22	23 END LAST DAY	24 TCHR PREP*	25		
26	27 Memorial Day	28	29	30	31			
1	7 STUD	ENT DA	YS 18	TEACH	ER DAY	S		

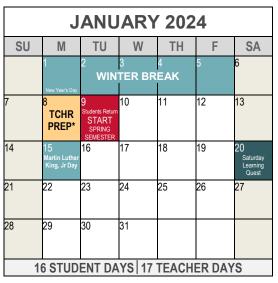


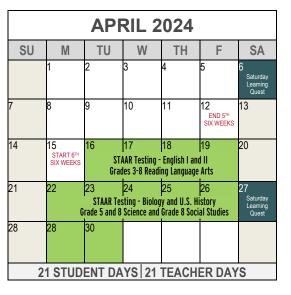


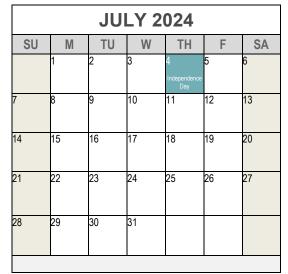










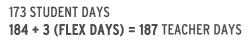


- DISTRICT HOLIDAY (SCHOOLS CLOSED)
- NO STUDENTS
- CLASSROOM TEACHER FLEX OPPORTUNITY
- STAFF DAY (NO STUDENTS)
- SEMESTER MILESTONE
- STATE TESTING

SCHOOL HOURS:

7:50 am - 2:30 pm	Pre-Kindergarten
7:50 am - 3:20 pm	Elementary School
9:00 am - 4:30 pm	Middle School
8:15 am - 3:45 pm	High School





TEACHER FLEX DAYS:

- Oct 6, 9 (Fall Break, American Indian Heritage)
- Mar 25 (Chávez/ Huerta)

STAFF DAYS (NO STUDENTS):

- Aug 7, 8, 10 (Professional Learning)
- Aug 9, 11 (Teacher Prep)
- Sep 1 (Teacher Prep)
- Nov 6 (Professional Learning)
- Dec 22 (Teacher Prep)
- Jan 8 (Teacher Prep)
- Feb 19 (Professional Learning)
- May 24 (Teacher Prep)



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DATES SUBJECT TO CHANGE Fort Worth ISD Board Approval Pending

STAAR Testing <u>Texas Education Agency</u> Student Assessment Testing Calendar posted March 22, 2022.

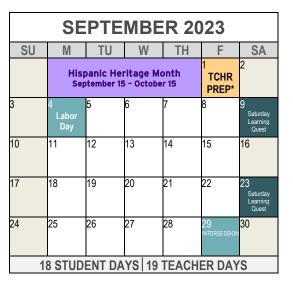
PENDING BOARD APPROVAL FORT WORTH INDEPENDENT SCHOOL DISTRICT 2023-2024 INTERSESSIONAL CALENDAR FOR ALICE CARLSON AND JO KELLY

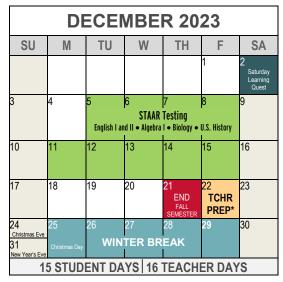
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27	28	29	30	31						
1	4 STUD	ENT DA	YS 19	TEACH	ER DAY	'S				

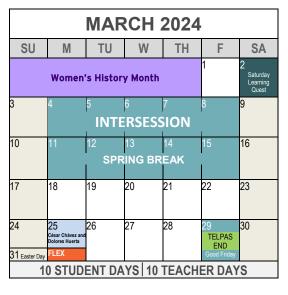
NOVEMBER 2023							
SU	Μ	TU	W	TH	F	SA	
Native American Heritage Month			1	2	3	4	
5	6 PROF LRN	7	8	9	10 Veteran's Day	11 Saturday Learning Quest	
12	13	14	15	16	17	18	
19	20 T	21 HANKS	22 GIVING	23 BREAK Thanksgiving Day	24	25	
26	27	28	29	30			
1	6 STUD	ENT DA	YS 17	TEACH	ER DAY	S	

FEBRUARY 2024								
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4	5	6	7	8	9	10 Saturday Learning Quest		
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18	19 PROF LRN TELPAS START	20	21	22	23	24 Saturday Learning Quest		
25	26	27	28	29				
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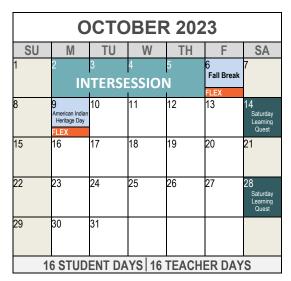
	MAY 2024								
SU	Μ	TU	W	TH	F	SA			
	Pacific A ritage Mo			2 Testing - Alg s 3-8 Mathem		4 Saturday Learning Quest			
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19	20	21	22	23	24	25			

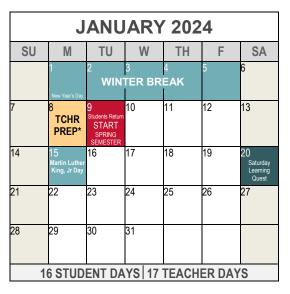


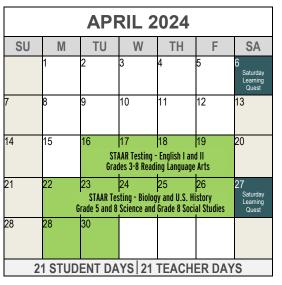


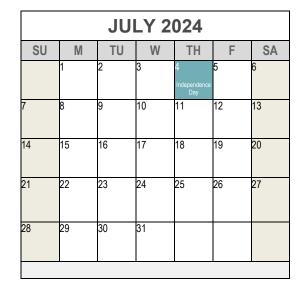














- DISTRICT HOLIDAY (SCHOOLS CLOSED) / INTERSESSION
- NO STUDENTS
- CLASSROOM TEACHER FLEX OPPORTUNITY
- PROFESSIONAL LEARNING/ PREP DAY (NO STUDENTS)
- SEMESTER MILESTONE
- STATE TESTING

SCHOOL HOURS:

7:50 am - 3:15 pm Alice Carlson 7:50 am - 3:20 pm Jo Kelly





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DATES SUBJECT TO CHANGE Fort Worth ISD Board Approval Pending

STAAR Testing <u>Texas Education Agency</u> Student Assessment Testing Calendar posted March 22, 2022.

STAFF DAYS (NO STUDENTS):

TEACHER FLEX DAYS:

184 + 3 (FLEX DAYS) = 187 TEACHER DAYS

Mar 25 (Chávez/ Huerta)

173 STUDENT DAYS

-

Aug 7, 8, 10 (Professional Learning)

Oct 6, 9 (Fall Break, American Indian Heritage)

- Aug 9, 11 (Teacher Prep)
- Sep 1 (Teacher Prep)
- Nov 6 (Professional Learning)
- Dec 22 (Teacher Prep)
- Jan 8 (Teacher Prep)
- Feb 19 (Professional Learning)
- June 10 (Teacher Prep)

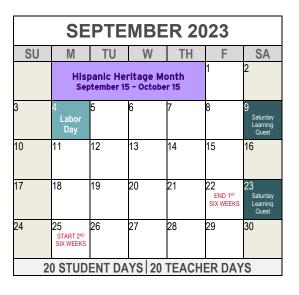
PENDING BOARD APPROVAL FORT WORTH INDEPENDENT SCHOOL DISTRICT 2023-2024 EARLY COLLEGE HIGH SCHOOL CALENDAR

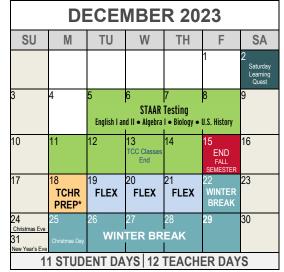
AUGUST 2023									
SU	M TU W TH F SA								
	July 31	1	2	3	4	5			
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1	4 STUD	ENT DA	YS 19	TEACH	ER DAY	′S			

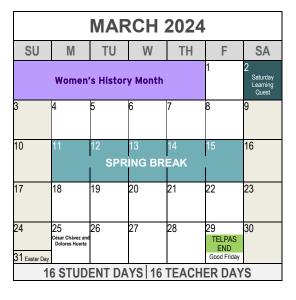
	NOVEMBER 2023							
SU	Μ	TU	W	TH	F	SA		
Native American Heritage Month			1	2	3	4		
5	6	7	8	9	10 Veteran's Day	11 Saturday Learning Quest		
12	13	14	15	16	17	18		
19	20 T	21 HANKS	22 GIVING	23 BREAK Thanksgiving Day		25		
26	27	28	29	30				
1	7 STUD	ENT DA	YS 17	TEACH	ER DAY	S		

FEBRUARY 2024							
SU	М	TU	W	TH	F	SA	
African	America	ın Histor	y Month	1	2	3	
4	5	6	7	8	9 END 4 [™] SIX WEEKS	10 Saturday Leaming Quest	
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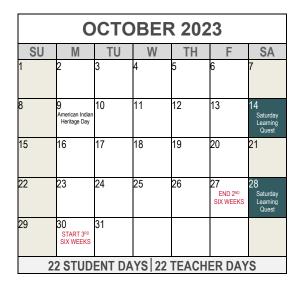
MAY 2024									
SU	Μ	TU	W	TH	F	SA			
Asian/Pacific American Heritage Month			1 2 3 STAAR Testing - Algebra I Grades 3-8 Mathematics			4 Saturday Learning Quest			
5	6	7	8 TCC End	9	10	11			
12	13	14	15	16	17	18			
19	20	21	22	23 END LAST DAY	24 TCHR PREP*	25			
26	27 Memorial Day	28	29	30	31				
1	17 STUDENT DAYS 18 TEACHER DAYS								

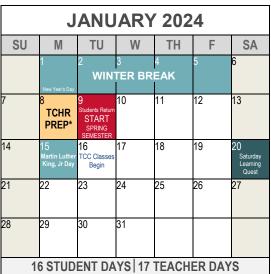


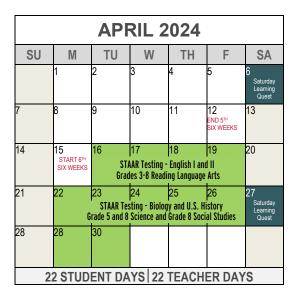


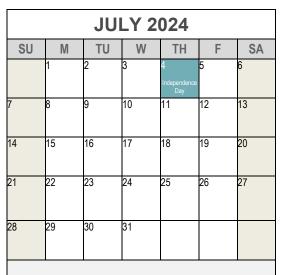


JUNE 2024									
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DISTRICT HOLIDAY (SCHOOLS CLOSED)

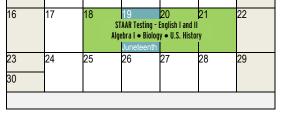
NO STUDENTS

- CLASSROOM TEACHER FLEX OPPORTUNITY
- STAFF DAY (NO STUDENTS)
- SEMESTER MILESTONE

STATE TESTING

SCHOOL HOURS:

8:00 am - 3:30 pm Early College High School



176 STUDENT DAYS 184 + 3 (FLEX DAYS) = 187 TEACHER DAYS

TEACHER FLEX DAYS:

- Dec 19, 20, 21

STAFF DAYS (NO STUDENTS):

- Aug 7, 8, 10 (Professional Learning)
- Aug 9, 11 (Teacher Prep)
- Dec 18 (Teacher Prep)
- Jan 8 (Teacher Prep)
- May 24 (Teacher Prep)

Fort Worth

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DATES SUBJECT TO CHANGE Fort Worth ISD Board Approval Pending

STAAR Testing <u>Texas Education Agency</u> Student Assessment Testing Calendar posted March 22, 2022.

ACTION AGENDA ITEM SPECIAL BOARD MEETING February 14, 2023

TOPIC:APPROVE RESOLUTION TO APPROVE WAGE CONTINUATION
PAYMENTS FOR EMPLOYEES DURING EMERGENCY CLOSURES

BACKGROUND:

The Fort Worth Independent School District closed from January 31 to February 3, 2023, due to inclement weather conditions for the safety of District students and staff. During emergency closures, most District employees are instructed not to report for work. Employees who are instructed not to report to work may suffer a loss of pay if the District is closed. Section 45.105 of the Texas Education Code allows the Board to expend District funds for the purposes necessary in the conduct of the public schools as determined by the Board. Continuing wage payments to all eligible District employees who would otherwise suffer a loss in pay due to an emergency closure serves the public purpose of maintaining morale, reducing turnover, and ensuring the continuity of District staffing when schools reopen. Payment, at a premium, of nonexempt employees who are called on to work during an emergency closure serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services and recognizing the services of essential staff.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

- 1. Approve Resolution to Approve Wage Continuation Payments for Employees During Emergency Closures
- 2. Decline to Approve Resolution to Approve Wage Continuation Payments for Employees During Emergency Closures
- 3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Approve Resolution to Approve Wage Continuation Payments for Employees During Emergency Closures.

FUNDING SOURCE:

Various Funds

COST:

\$10,741,627

VENDOR:

Not Applicable

PURCHASING MECHANISM:

Not a Purchase

Purchasing Support Documents Needed:

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

District-Wide

RATIONALE:

Continuing wage payments to all eligible District employees serves the public purpose of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen. Payment, at a premium, of nonexempt employees who were called on to work during the emergency closing serves the public purpose of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

INFORMATION SOURCE:

Karen Molinar

RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES APPROVING WAGE CONTINUATION PAYMENTS FOR EMPLOYEES DURING EMERGENCY CLOSURE

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of the Fort Worth Independent School District for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled;

WHEREAS, the Board determines that employees who were instructed not to report to work may suffer a loss of pay if the District is closed;

WHEREAS, the Board concludes that continuing wage payments to all eligible District employees designated full-time employees in the District Municipal Uniform Information System ("MUNIS"), who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

WHEREAS, the Board also concludes that continuing wage payments for all long-term classroom substitutes scheduled to work between January 31, 2023 and February 3, 2023, who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff; and

WHEREAS, the Board acknowledges that the Superintendent of Schools can define and declare emergency closings related, but not limited to, disaster, flood, extreme weather conditions, fuel curtailments, or other calamities and that the Superintendent has in fact declared such for January 31, 2023 – February 3, 2023;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Fort Worth Independent School District authorizes continued wage payments to eligible District employees designated full-time employees in the District Municipal Uniform Information System ("MUNIS") for January 31, 2023 – February 3, 2023 and for long-term classroom substitutes scheduled to work between January 31, 2023 – February 3, 2023.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees is effective for any emergency closure declared by the Superintendent of Schools within the next 60 days unless the Board takes action to extend authorization and payment beyond the 60-day time period.

RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES APPROVING WAGE CONTINUATION PAYMENTS FOR EMPLOYEES DURING EMERGENCY CLOSURE

Adopted this 14th day of February 2023, by the Board of Trustees.

Tobi Jackson School Board President Fort Worth Independent School District

Carin "CJ" Evans School Board Secretary Fort Worth Independent School District

Statutory Requirements

"Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

- 1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Law. Sec. 551.071
- 2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
- 3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
- 4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
- 5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
- 6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
- 7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

"All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session."

"This notice is posted and filed in compliance with the Open Meetings Law on February 9, 2023, at 5:45 p.m."

Christian Alvarado

Christian Alvarado Coordinator Board of Education