

*Board of Education  
Special Meeting  
February 14, 2023*



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

# Special Meeting

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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 [Teaching and Learning Center, 1050 Bridgewood Drive](#), 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 [Board of Education Webpage](#) 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 [amanda.colemnan@fwisd.org](mailto:amanda.colemnan@fwisd.org) 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 [BED\(LOCAL\)](#) 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 [amanda.coleman@fwisd.or](mailto:amanda.coleman@fwisd.or) 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

**FUNDING SOURCE:        Additional Details**

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

AUGUST 2023						
SU	M	TU	W	TH	F	SA
	July 31	1	2	3	4	5
NEW HIRE FWISD TEACHERS BEGIN 7/31/2023						
6	7	8	9	10	11	12
	PROF LRN	PROF LRN	TCHR PREP*	PROF LRN	TCHR PREP*	
13	14	15	16	17	18	19
	START FIRST DAY					
20	21	22	23	24	25	26
27	28	29	30	31		
14 STUDENT DAYS   19 TEACHER DAYS						

SEPTEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2
Hispanic Heritage Month September 15 - October 15					TCHR PREP*	
3	4	5	6	7	8	9
	Labor Day					Saturday Learning Quest
10	11	12	13	14	15	16
17	18	19	20	21	22	23
					END 1 <sup>ST</sup> SIX WEEKS	Saturday Learning Quest
24	25	26	27	28	29	30
	START 2 <sup>ND</sup> SIX WEEKS					
19 STUDENT DAYS   20 TEACHER DAYS						

OCTOBER 2023						
SU	M	TU	W	TH	F	SA
1	2	3	4	5	6	7
					Fall Break	
8	9	10	11	12	13	14
	American Indian Heritage Day				FLEX	Saturday Learning Quest
15	16	17	18	19	20	21
22	23	24	25	26	27	28
					END 2 <sup>ND</sup> SIX WEEKS	Saturday Learning Quest
29	30	31				
	START 3 <sup>RD</sup> SIX WEEKS					
20 STUDENT DAYS   20 TEACHER DAYS						

NOVEMBER 2023						
SU	M	TU	W	TH	F	SA
			1	2	3	4
Native American Heritage Month						
5	6	7	8	9	10	11
	PROF LRN				Veteran's Day	Saturday Learning Quest
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	THANKSGIVING BREAK				Thanksgiving Day	
26	27	28	29	30		
16 STUDENT DAYS   17 TEACHER DAYS						

DECEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2
						Saturday Learning Quest
3	4	5	6	7	8	9
STAAR Testing English I and II • Algebra I • Biology • U.S. History						
10	11	12	13	14	15	16
17	18	19	20	21	22	23
				END FALL SEMESTER	TCHR PREP*	
24	25	26	27	28	29	30
Christmas Eve	Christmas Day	WINTER BREAK				
31	New Year's Eve					
15 STUDENT DAYS   16 TEACHER DAYS						

JANUARY 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
	New Year's Day	WINTER BREAK				
7	8	9	10	11	12	13
	TCHR PREP*	Students Return	START SPRING SEMESTER			
14	15	16	17	18	19	20
	Martin Luther King, Jr Day					Saturday Learning Quest
21	22	23	24	25	26	27
28	29	30	31			
16 STUDENT DAYS   17 TEACHER DAYS						

FEBRUARY 2024						
SU	M	TU	W	TH	F	SA
			1	2	3	
African American History Month						
4	5	6	7	8	9	10
					END 4 <sup>TH</sup> SIX WEEKS	Saturday Learning Quest
11	12	13	14	15	16	17
	START 5 <sup>TH</sup> SIX WEEKS					
18	19	20	21	22	23	24
	PROF LRN					Saturday Learning Quest
25	26	27	28	29		
20 STUDENT DAYS   21 TEACHER DAYS						

MARCH 2024						
SU	M	TU	W	TH	F	SA
					1	2
Women's History Month						Saturday Learning Quest
3	4	5	6	7	8	9
10	11	12	13	14	15	16
SPRING BREAK						
17	18	19	20	21	22	23
24	25	26	27	28	29	30
	César Chávez and Dolores Huerta				TLPAS END	
31	Easter Day	FLEX			Good Friday	
15 STUDENT DAYS   15 TEACHER DAYS						

APRIL 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
						Saturday Learning Quest
7	8	9	10	11	12	13
					END 5 <sup>TH</sup> SIX WEEKS	
14	15	16	17	18	19	20
	START 6 <sup>TH</sup> SIX WEEKS	STAAR Testing - English I and II Grades 3-8 Reading Language Arts				
21	22	23	24	25	26	27
		STAAR Testing - Biology and U.S. History Grade 5 and 8 Science and Grade 8 Social Studies				Saturday Learning Quest
28	29	30				
21 STUDENT DAYS   21 TEACHER DAYS						

MAY 2024						
SU	M	TU	W	TH	F	SA
			1	2	3	4
Asian/Pacific American Heritage Month			STAAR Testing - Algebra I Grades 3-8 Mathematics			Saturday Learning Quest
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
				END LAST DAY	TCHR PREP*	
26	27	28	29	30	31	
	Memorial Day					
17 STUDENT DAYS   18 TEACHER DAYS						

JUNE 2024						
SU	M	TU	W	TH	F	SA
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
STAAR Testing - English I and II Algebra I • Biology • U.S. History Juneteenth						
23	24	25	26	27	28	29
30						
173 STUDENT DAYS 184 + 3 (FLEX DAYS) = 187 TEACHER DAYS						

JULY 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
				Independence Day		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
173 STUDENT DAYS 184 + 3 (FLEX DAYS) = 187 TEACHER DAYS						

- 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)



**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

100 N. UNIVERSITY DRIVE, FORT WORTH, TX 76107  
(817) 814-2000 | [www.fwisd.org](http://www.fwisd.org)

**DATES SUBJECT TO CHANGE**  
Fort Worth ISD Board Approval Pending

STAAR Testing [Texas Education Agency](http://Texas Education Agency)  
 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

AUGUST 2023						
SU	M	TU	W	TH	F	SA
	July 31	1	2	3	4	5
NEW HIRE FWISD TEACHERS BEGIN 7/31/2023						
6	7	8	9	10	11	12
	PROF LRN	PROF LRN	TCHR PREP*	PROF LRN	TCHR PREP*	
13	14	15	16	17	18	19
	START FIRST DAY					
20	21	22	23	24	25	26
27	28	29	30	31		
14 STUDENT DAYS   19 TEACHER DAYS						

SEPTEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2
Hispanic Heritage Month September 15 - October 15					TCHR PREP*	
3	4	5	6	7	8	9
	Labor Day					Saturday Learning Quest
10	11	12	13	14	15	16
17	18	19	20	21	22	23
						Saturday Learning Quest
24	25	26	27	28	29	30
					INTERSESSION	
18 STUDENT DAYS   19 TEACHER DAYS						

OCTOBER 2023						
SU	M	TU	W	TH	F	SA
1	2	3	4	5	6	7
INTERSESSION					Fall Break	
					FLEX	
8	9	10	11	12	13	14
	American Indian Heritage Day					Saturday Learning Quest
15	16	17	18	19	20	21
22	23	24	25	26	27	28
						Saturday Learning Quest
29	30	31				
16 STUDENT DAYS   16 TEACHER DAYS						

NOVEMBER 2023						
SU	M	TU	W	TH	F	SA
Native American Heritage Month			1	2	3	4
5	6	7	8	9	10	11
	PROF LRN				Veteran's Day	Saturday Learning Quest
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	THANKSGIVING BREAK			Thanksgiving Day		
26	27	28	29	30		
16 STUDENT DAYS   17 TEACHER DAYS						

DECEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2
						Saturday Learning Quest
3	4	5	6	7	8	9
	STAAR Testing English I and II • Algebra I • Biology • U.S. History					
10	11	12	13	14	15	16
17	18	19	20	21	22	23
				END FALL SEMESTER	TCHR PREP*	
24	25	26	27	28	29	30
Christmas Eve	Christmas Day	WINTER BREAK				
31	New Year's Eve					
15 STUDENT DAYS   16 TEACHER DAYS						

JANUARY 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
	New Year's Day	WINTER BREAK				
7	8	9	10	11	12	13
	TCHR PREP*	Students Return	START SPRING SEMESTER			
14	15	16	17	18	19	20
	Martin Luther King, Jr Day					Saturday Learning Quest
21	22	23	24	25	26	27
28	29	30	31			
16 STUDENT DAYS   17 TEACHER DAYS						

FEBRUARY 2024						
SU	M	TU	W	TH	F	SA
African American History Month				1	2	3
4	5	6	7	8	9	10
						Saturday Learning Quest
11	12	13	14	15	16	17
18	19	20	21	22	23	24
	PROF LRN					Saturday Learning Quest
25	26	27	28	29		
20 STUDENT DAYS   21 TEACHER DAYS						

MARCH 2024						
SU	M	TU	W	TH	F	SA
Women's History Month					1	2
						Saturday Learning Quest
3	4	5	6	7	8	9
INTERSESSION						
SPRING BREAK						
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
	César Chávez and Dolores Huerta				TLPAS END	
31	Easter Day	FLEX			Good Friday	
10 STUDENT DAYS   10 TEACHER DAYS						

APRIL 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
						Saturday Learning Quest
7	8	9	10	11	12	13
14	15	16	17	18	19	20
	STAAR Testing - English I and II Grades 3-8 Reading Language Arts					
21	22	23	24	25	26	27
	STAAR Testing - Biology and U.S. History Grade 5 and 8 Science and Grade 8 Social Studies					Saturday Learning Quest
28	29	30				
21 STUDENT DAYS   21 TEACHER DAYS						

MAY 2024						
SU	M	TU	W	TH	F	SA
Asian/Pacific American Heritage Month		1	2	3	4	5
		STAAR Testing - Algebra I Grades 3-8 Mathematics				Saturday Learning Quest
6	7	8	9	10	11	
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
	Memorial Day					
22 STUDENT DAYS   22 TEACHER DAYS						

JUNE 2024						
SU	M	TU	W	TH	F	SA
					1	2
3	4	5	6	7	8	9
					END LAST DAY	
10	11	12	13	14	15	
	TCHR PREP*					
16	17	18	19	20	21	22
	STAAR Testing - English I and II Algebra I • Biology • U.S. History Juneteenth					
23	24	25	26	27	28	29
30						
5 STUDENT DAYS   6 TEACHER DAYS						

JULY 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6
				Independence Day		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

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

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

- 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)
  - June 10 (Teacher Prep)

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 [Texas Education Agency](https://www.pearsonvue.com/tx)  
Student Assessment Testing Calendar posted March 22, 2022.

# 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
NEW HIRE FWISD TEACHERS BEGIN 7/31/2023						
6	7 PROF LRN	8 PROF LRN	9 TCHR PREP*	10 PROF LRN	11 TCHR PREP*	12
13	14 START FIRST DAY	15	16	17	18	19
20	21 TCC Classes Begin	22	23	24	25	26
27	28	29	30	31		
14 STUDENT DAYS   19 TEACHER DAYS						

SEPTEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2
Hispanic Heritage Month September 15 - October 15						
3	4 Labor Day	5	6	7	8	9 Saturday Learning Quest
10	11	12	13	14	15	16
17	18	19	20	21	22 END 1 <sup>ST</sup> SIX WEEKS	23 Saturday Learning Quest
24	25 START 2 <sup>ND</sup> SIX WEEKS	26	27	28	29	30
20 STUDENT DAYS   20 TEACHER DAYS						

OCTOBER 2023						
SU	M	TU	W	TH	F	SA
1	2	3	4	5	6	7
8	9 American Indian Heritage Day	10	11	12	13	14 Saturday Learning Quest
15	16	17	18	19	20	21
22	23	24	25	26	27 END 2 <sup>ND</sup> SIX WEEKS	28 Saturday Learning Quest
29	30 START 3 <sup>RD</sup> SIX WEEKS	31				
22 STUDENT DAYS   22 TEACHER DAYS						

NOVEMBER 2023						
SU	M	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	21	22	23	24	25
THANKSGIVING BREAK Thanksgiving Day						
26	27	28	29	30		
17 STUDENT DAYS   17 TEACHER DAYS						

DECEMBER 2023						
SU	M	TU	W	TH	F	SA
					1	2 Saturday Learning Quest
3	4	5	6	7	8	9
STAAR Testing English I and II • Algebra I • Biology • U.S. History						
10	11	12	13 TCC Classes End	14	15 END FALL SEMESTER	16
17	18 TCHR PREP*	19 FLEX	20 FLEX	21 FLEX	22 WINTER BREAK	23
24 Christmas Eve	25 Christmas Day	26	27	28	29	30
31 New Year's Eve	WINTER BREAK					
11 STUDENT DAYS   12 TEACHER DAYS						

JANUARY 2024						
SU	M	TU	W	TH	F	SA
	1 New Year's Day	2	3	4	5	6
WINTER BREAK						
7	8 TCHR PREP*	9 Students Return	10	11	12	13
14	15 Martin Luther King, Jr Day	16 TCC Classes Begin	17	18	19	20 Saturday Learning Quest
21	22	23	24	25	26	27
28	29	30	31			
16 STUDENT DAYS   17 TEACHER DAYS						

FEBRUARY 2024						
SU	M	TU	W	TH	F	SA
African American History Month				1	2	3
4	5	6	7	8	9 END 4 <sup>TH</sup> SIX WEEKS	10 Saturday Learning Quest
11	12 START 5 <sup>TH</sup> SIX WEEKS	13	14	15	16	17
18	19 TELPAS START	20	21	22	23	24 Saturday Learning Quest
25	26	27	28	29		
21 STUDENT DAYS   21 TEACHER DAYS						

MARCH 2024						
SU	M	TU	W	TH	F	SA
Women's History Month						1
					2	3 Saturday Learning Quest
4	5	6	7	8	9	10
11	12	13	14	15	16	17
SPRING BREAK						
18	19	20	21	22	23	24
25	26	27	28	29	30	31
31 Easter Day	25 Cesar Chavez and Dolores Huerta	26	27	28	29 TELPAS END	30 Good Friday
16 STUDENT DAYS   16 TEACHER DAYS						

APRIL 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4	5	6 Saturday Learning Quest
7	8	9	10	11	12 END 5 <sup>TH</sup> SIX WEEKS	13
14	15 START 6 <sup>TH</sup> SIX WEEKS	16	17	18	19	20
STAAR Testing - English I and II Grades 3-8 Reading Language Arts						
21	22	23	24	25	26	27 Saturday Learning Quest
STAAR Testing - Biology and U.S. History Grade 5 and 8 Science and Grade 8 Social Studies						
28	29	30				
22 STUDENT DAYS   22 TEACHER DAYS						

MAY 2024						
SU	M	TU	W	TH	F	SA
Asian/Pacific American Heritage Month			1	2	3	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	
17 STUDENT DAYS   18 TEACHER DAYS						

JUNE 2024						
SU	M	TU	W	TH	F	SA
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
STAAR Testing - English I and II Algebra I • Biology • U.S. History Juneteenth						
23	24	25	26	27	28	29
30						
17 STUDENT DAYS   18 TEACHER DAYS						

JULY 2024						
SU	M	TU	W	TH	F	SA
	1	2	3	4 Independence Day	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
17 STUDENT DAYS   18 TEACHER DAYS						

- 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**  
INDEPENDENT SCHOOL DISTRICT

100 N. UNIVERSITY DRIVE, FORT WORTH, TX 76107  
(817) 814-2000 | www.fwisd.org

**DATES SUBJECT TO CHANGE**  
Fort Worth ISD Board Approval Pending

STAAR Testing [Texas Education Agency](https://www.pearsonvue.com)  
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.

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Tobi Jackson  
School Board President  
Fort Worth Independent School District

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

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## 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**