

*Board of Education
Special Meeting
August 10, 2021*



Fort Worth
INDEPENDENT SCHOOL DISTRICT

Special Meeting

Notice is hereby given that on August 10, 2021, the Board of Education of the Fort Worth Independent School District will hold a Special Meeting at 5:30 PM at the Fort Worth Independent School District Professional Development Center, 3150 McCart Avenue, Fort Worth, Texas. Face masks are optional but recommended. Members of the public may access the live broadcast for this special meeting from Spectrum (Charter) Channel 192 and the Fort Worth ISD Live channel on YouTube. 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 special meeting notice. Fort Worth ISD has resumed normal operations regarding public comment. Members of the public may make a public comment in-person. Those individuals desiring to make a public comment can sign-up by calling 817-814-1956 up until 4:00 PM the day of the special meeting and may sign-up at the meeting until 5:20 PM. 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.org by 12 PM Monday, August 9, 2021.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

AGENDA

1. 5:30 PM – CALL SPECIAL MEETING TO ORDER

2. PUBLIC COMMENT

3. REPORTS/PRESENTATIONS

- A. Back to School Safety Protocols for the 2021-2022 School Year

4. EXECUTIVE SESSION

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

- A. Discuss Financial Information Related to Texas Code Chapter 313 Received from a Business Prospect Considering Locating in the District (Texas Government Code §551.087)
- B. Seek the Advice of Attorneys (Texas Government Code §551.071)
- C. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)
1. District Reorganization
- a. Chief, Human Capital Management
- b. Chief, Student and School Support
- D. Security Implementation (Texas Government Code §551.076)
- E. Real Property (Texas Government Code §551.072)

5. ACTION AGENDA ITEMS

- A. Consider an Order Calling a Bond Election in the Fort Worth Independent School District and Approving Other Matters Incident and Related Thereto
- B. Approve Resolution and Order for Election Services for the November 2, 2021, Fort Worth Independent School District Bond Election
- C. Consider and Approve Action to Create Redistricting Committee
- D. Approve Resolution of the Fort Worth Independent School District Board of Trustees Regarding Delegation of Authority During Declared Emergencies
- E. Approve Resolution of the Fort Worth Independent School District Board of Trustees Granting Employees Additional Paid Leave Due to the COVID-19 Pandemic
- F. Approve Resolution of the Fort Worth Independent School District Board of Trustees Authorizing One-Time Employee Stipend

6. ADJOURN

**ACTION AGENDA ITEM
SPECIAL BOARD MEETING
August 10, 2021**

TOPIC: CONSIDER AN ORDER CALLING A BOND ELECTION IN THE FORT WORTH INDEPENDENT SCHOOL DISTRICT AND APPROVING OTHER MATTERS INCIDENT AND RELATED THERETO

BACKGROUND:

The Texas Election Code requires the governing body of a political subdivision to order an election. The Board of Education of the Fort Worth Independent School District deems it advisable to order a Bond Election that will be held on November 2, 2021. The attached Order Calling a Bond Election is hereby set forth as if outlined herein verbatim, and is hereby requested to be approved and enacted.

STRATEGIC GOAL:

3 - Enhance Family and Community Engagement

ALTERNATIVES:

1. Consider an Order Calling a Bond Election in the Fort Worth Independent School District and Approving Other Matters Incident and Related Thereto
2. Decline to Consider an Order Calling a Bond Election in the Fort Worth Independent School District and Approving Other Matters Incident and Related Thereto
3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Consider an Order Calling a Bond Election in the Fort Worth Independent School District and Approving Other Matters Incident and Related Thereto

FUNDING SOURCE:

Additional Details

General Fund

Not Applicable

COST:

The projected cost of contracted services with the Tarrant County Elections office will be determined once all participating entities are identified and the computation of shared costs is made.

VENDOR:

Not Applicable

PURCHASING MECHANISM:

Not a Purchase

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

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

Division of Business and Finance
Division of Policy and Planning

RATIONALE:

The Order Calling for a Bond Election must be approved at least 78 days prior to the scheduled election date.

INFORMATION SOURCE:

Karen Molinar
Michael Ball

**ORDER CALLING A BOND ELECTION IN THE FORT WORTH
INDEPENDENT SCHOOL DISTRICT AND APPROVING OTHER
MATTERS INCIDENT AND RELATED THERETO**

| | |
|-----------------------------|---|
| STATE OF TEXAS | § |
| | § |
| COUNTY OF TARRANT | § |
| | § |
| FORT WORTH | § |
| INDEPENDENT SCHOOL DISTRICT | § |

WHEREAS, the Board of Education (the “Board”) of the Fort Worth Independent School District (the “District”) deems it necessary and advisable to call the election hereinafter ordered (the “Election”);

WHEREAS, the Board wishes to contract for election services with the Tarrant County Elections Administrator (the “Administrator”), as permitted by the Texas Election Code;

THEREFORE, BE IT ORDERED BY THE BOARD OF EDUCATION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT THAT:

Section 1. Election Ordered. The Election shall be held in the District on the 2nd day of November, 2021 (the “Election Day”), which is seventy-eight (78) or more days from the adoption of this order (the “Order”) in which all resident, qualified electors of the District shall be entitled to vote, and the Board hereby finds that holding the Election on such date is in the public interest. On the day of the Election, the polls shall be open from 7:00 a.m. to 7:00 p.m.

Section 2. Election Contract. The District shall enter into one or more contracts (collectively, the “Election Contract”) with the Administrator to perform election services for the Election as provided by the Texas Election Code. The President of the Board, the Superintendent, and their respective designees, are authorized to enter into, execute and deliver the Election Contract, in accordance with applicable provisions of the Election Code. The terms and provisions of the Election Contract are hereby incorporated into this Order. To the extent of any conflict between this Order and the Election Contract, the terms of the Election Contract shall prevail, and the President of the Board, the Superintendent, and their respective designees, are authorized to make such corrections, changes, revisions and modifications to this Order, including the attachments hereto, as are deemed necessary or appropriate to conform to the Election Contract, to comply with applicable state and federal law and to carry out the intent of the Board, as evidence by this Order.

Section 3. Polling Places; Appointment of Election Officers. The polling places hereby designated for holding the Election are hereby ratified for holding the Election as identified in Attachment ”A” to this Order, and this attachment is incorporated by reference for all purposes. The appointment of the presiding election judges, alternate judges, early voting clerks, the presiding judge of the early ballot board and other election officials for the Election shall be made by the Administrator in accordance with the Election Contract and the Code.

The Administrator is hereby authorized and directed to make such changes in polling locations as may be necessary for the proper conduct of the Election, without further action by the District. Attachment "A" shall be automatically modified without further action of the Board to include additional or different Election Day and early voting day polling places, dates and times, designated by the Election Administrator, which locations are hereby approved.

Section 4. Early Voting; Voting by Mail. The early voting locations for this Election shall be as identified in Attachment "A." The Administrator is hereby appointed as the Early Voting Clerk to conduct such early voting in this Election. The Early Voting Clerk shall appoint the Deputy Early Voting Clerks. Early voting shall occur on the days, times and locations identified in Attachment "A" attached hereto, all as provided by the provisions of the Texas Election Code.

Applications for voting by mail submitted by District residents must be received no later than the close of business on October 22, 2021. Applications for voting by mail shall be e-mailed including a completed, signed with the voter's original signature and scanned application to votebymail@tarrantcounty.com, faxed to (817) 850-2344, or mailed to:

Tarrant County Elections
PO Box 961011
Fort Worth, Texas 76161

If an application to vote by mail is made by personal delivery, the application must be delivered by the close of business on October 22, 2021 to:

Tarrant County Elections
2700 Premier Street
Fort Worth, Texas 76111.

For an application for ballot by mail submitted by e-mail or fax to be effective, the application also must be submitted by mail and be received by the early voting clerk not later than the fourth business day after the transmission by e-mail or fax is received.

An Early Voting Ballot Board is hereby established for the purpose of processing early voting results. The Administrator shall appoint the Presiding Judge of the Early Voting Ballot Board. The Presiding Judge shall appoint not less than two (2) resident qualified voters of the District to serve as members of the Early Voting Ballot Board.

Section 5. Propositions. At this Election the following PROPOSITIONS shall be submitted in accordance with law:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION A

"SHALL THE BOARD OF EDUCATION OF FORT WORTH INDEPENDENT SCHOOL DISTRICT BE AUTHORIZED TO ISSUE AND SELL AT ANY PRICE OR PRICES THE BONDS OF THE DISTRICT IN THE PRINCIPAL

AMOUNT NOT TO EXCEED \$1,211,000,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF SCHOOL BUILDINGS IN THE DISTRICT AND THE PURCHASE OF THE NECESSARY SITES THEREFOR, WHICH BONDS MAY BE ISSUED IN VARIOUS ISSUES OR SERIES, SHALL MATURE SERIALY OR OTHERWISE NOT MORE THAN 40 YEARS FROM THEIR DATE, AND SHALL BEAR INTEREST AT SUCH RATE OR RATES (FIXED, FLOATING, VARIABLE, OR OTHERWISE), NOT TO EXCEED THE MAXIMUM RATE NOW OR HEREAFTER AUTHORIZED BY LAW, AS SHALL BE DETERMINED BY THE BOARD OF EDUCATION OF THE DISTRICT WITHIN THE DISCRETION OF THE BOARD AT THE TIME OF ISSUANCE; AND SHALL THE BOARD OF EDUCATION BE AUTHORIZED TO LEVY, IMPOSE AND PLEDGE, AND CAUSE TO BE ASSESSED AND COLLECTED, ANNUAL AD VALOREM TAXES ON ALL TAXABLE PROPERTY IN THE DISTRICT SUFFICIENT, WITHOUT LIMIT AS TO RATE OR AMOUNT, TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS AND THE COSTS OF ANY CREDIT AGREEMENTS EXECUTED IN CONNECTION WITH THE BONDS?"

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION B

“SHALL THE BOARD OF EDUCATION OF FORT WORTH INDEPENDENT SCHOOL DISTRICT BE AUTHORIZED TO ISSUE AND SELL AT ANY PRICE OR PRICES THE BONDS OF THE DISTRICT IN THE PRINCIPAL AMOUNT NOT TO EXCEED \$98,300,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF EXISTING FINE ARTS FACILITIES IN THE DISTRICT, WHICH BONDS MAY BE ISSUED IN VARIOUS ISSUES OR SERIES, SHALL MATURE SERIALY OR OTHERWISE NOT MORE THAN 40 YEARS FROM THEIR DATE, AND SHALL BEAR INTEREST AT SUCH RATE OR RATES (FIXED, FLOATING, VARIABLE, OR OTHERWISE), NOT TO EXCEED THE MAXIMUM RATE NOW OR HEREAFTER AUTHORIZED BY LAW, AS SHALL BE DETERMINED BY THE BOARD OF EDUCATION OF THE DISTRICT WITHIN THE DISCRETION OF THE BOARD AT THE TIME OF ISSUANCE; AND SHALL THE BOARD OF EDUCATION BE AUTHORIZED TO LEVY, IMPOSE AND PLEDGE, AND CAUSE TO BE ASSESSED AND COLLECTED, ANNUAL AD VALOREM TAXES ON ALL TAXABLE PROPERTY IN THE DISTRICT SUFFICIENT, WITHOUT LIMIT AS TO RATE OR AMOUNT, TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS AND THE COSTS OF ANY CREDIT AGREEMENTS EXECUTED IN CONNECTION WITH THE BONDS?"

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION C

“SHALL THE BOARD OF EDUCATION OF FORT WORTH INDEPENDENT SCHOOL DISTRICT BE AUTHORIZED TO ISSUE AND SELL AT ANY PRICE OR PRICES THE BONDS OF THE DISTRICT IN THE PRINCIPAL AMOUNT NOT TO EXCEED \$104,900,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF STADIUMS IN THE DISTRICT WITH SEATING CAPACITY FOR MORE THAN 1,000 SPECTATORS AND THE PURCHASE OF THE NECESSARY SITES THEREFOR, WHICH BONDS MAY BE ISSUED IN VARIOUS ISSUES OR SERIES, SHALL MATURE SERIALY OR OTHERWISE NOT MORE THAN 40 YEARS FROM THEIR DATE, AND SHALL BEAR INTEREST AT SUCH RATE OR RATES (FIXED, FLOATING, VARIABLE, OR OTHERWISE), NOT TO EXCEED THE MAXIMUM RATE NOW OR HEREAFTER AUTHORIZED BY LAW, AS SHALL BE DETERMINED BY THE BOARD OF EDUCATION OF THE DISTRICT WITHIN THE DISCRETION OF THE BOARD AT THE TIME OF ISSUANCE; AND SHALL THE BOARD OF EDUCATION BE AUTHORIZED TO LEVY, IMPOSE AND PLEDGE, AND CAUSE TO BE ASSESSED AND COLLECTED, ANNUAL AD VALOREM TAXES ON ALL TAXABLE PROPERTY IN THE DISTRICT SUFFICIENT, WITHOUT LIMIT AS TO RATE OR AMOUNT, TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS AND THE COSTS OF ANY CREDIT AGREEMENTS EXECUTED IN CONNECTION WITH THE BONDS?”

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION D

“SHALL THE BOARD OF EDUCATION OF FORT WORTH INDEPENDENT SCHOOL DISTRICT BE AUTHORIZED TO ISSUE AND SELL AT ANY PRICE OR PRICES THE BONDS OF THE DISTRICT IN THE PRINCIPAL AMOUNT NOT TO EXCEED \$76,200,000 FOR THE CONSTRUCTION, RENOVATION AND EQUIPMENT OF RECREATIONAL FACILITIES IN THE DISTRICT, WHICH BONDS MAY BE ISSUED IN VARIOUS ISSUES OR SERIES, SHALL MATURE SERIALY OR OTHERWISE NOT MORE THAN 40 YEARS FROM THEIR DATE, AND SHALL BEAR INTEREST AT SUCH RATE OR RATES (FIXED, FLOATING, VARIABLE, OR OTHERWISE), NOT TO EXCEED THE MAXIMUM RATE NOW OR HEREAFTER AUTHORIZED BY LAW, AS SHALL BE DETERMINED BY THE BOARD OF EDUCATION OF THE DISTRICT WITHIN THE DISCRETION OF THE BOARD AT THE TIME OF ISSUANCE; AND SHALL THE BOARD OF EDUCATION BE AUTHORIZED TO LEVY, IMPOSE AND PLEDGE, AND CAUSE TO BE ASSESSED AND COLLECTED, ANNUAL AD VALOREM TAXES ON ALL TAXABLE PROPERTY IN THE DISTRICT SUFFICIENT, WITHOUT LIMIT AS TO RATE OR AMOUNT, TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS AND THE COSTS OF ANY CREDIT AGREEMENTS EXECUTED IN CONNECTION WITH THE BONDS?”

Section 6. Ballot Language. The official ballots shall be prepared in accordance with the provisions of the Texas Election Code, as amended, so as to permit voters to vote “FOR” or “AGAINST” the aforesaid PROPOSITIONS with the ballots to contain such provisions, markings, and the language as required by law, and with such PROPOSITION to be expressed substantially as follows:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION A

| | |
|---------------|---|
| _____ FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$1,211,000,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF SCHOOL BUILDINGS IN THE DISTRICT AND THE PURCHASE OF THE NECESSARY SITES THEREFOR AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.” |
| _____ AGAINST | |

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION B

| | |
|---------------|--|
| _____ FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$98,300,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF EXISTING FINE ARTS FACILITIES IN THE DISTRICT AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.” |
| _____ AGAINST | |

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION C

| | |
|---------------|--|
| _____ FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$104,900,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF STADIUMS IN THE DISTRICT WITH SEATING CAPACITY FOR MORE THAN 1,000 SPECTATORS AND THE PURCHASE |
| _____ AGAINST | |

OF THE NECESSARY SITES THEREFOR AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.”

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION D

_____ FOR

_____ AGAINST

“THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$76,200,000 FOR THE CONSTRUCTION, RENOVATION, AND EQUIPMENT OF RECREATIONAL FACILITIES IN THE DISTRICT AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.”

Section 7. Mandatory Statement of Information.

Pursuant to Section 3.009, Texas Election Code: (i) the proposition language that will appear on the ballot is set forth in Section 6 of this Order, (ii) the purposes for which the bonds are to be authorized are set forth in Section 5 of this Order, (iii) the principal amount of bonds to be authorized is set forth in Section 5 of this Order, (iv) if the issuance of bonds is authorized by voters, taxes sufficient, without limit as to rate or amount, to pay the annual principal of and interest on the bonds and the costs of any credit agreements may be imposed, as set forth in Section 5 of this Order, (v) based upon market conditions as of the date of this Order, if the bonds are authorized, the estimated maximum interest rate of the bonds is expected to be approximately 3% (vi) bonds authorized pursuant to this Order may be issued to mature over a period not to exceed 40 years from their date of issuance and bearing interest at the rate or rates (not to exceed 5%), as authorized by law and determined by the Board, (vii) as of the date of adoption of this Order (being August 10, 2021), the aggregate amount of outstanding principal of the District’s debt obligations is \$1,250,500,000 (viii) as of the date of adoption of this Order (being August 10, 2021), the aggregate amount of outstanding interest on the District’s debt obligations is \$516,652,607.48, and (ix) the District’s ad valorem debt service tax rate as of the date of adoption of this Order is \$0.292 per \$100 of taxable property.

If approved by voters, the bonds will be secured by an ad valorem tax that is sufficient, without limit as to rate or amount, to pay the principal of and interest on the bonds and the costs of any credit agreements. Actual tax rates, interest rates, maturity dates, aggregate outstanding indebtedness and interest on such debt, will only be established and known at the time that bonds are issued. In addition, actual tax rates will depend upon, among other factors, the assessed valuation of taxable property, prevailing interest rates, the market for the District’s bonds and general market conditions at the time that bonds are issued.

The estimated maximum interest rate of the bonds provided in item (v) above is (i) based on certain assumptions (including assumptions concerning prevailing market and economic conditions at the time of adoption of this Order) and derived from projections obtained from the District's financial advisor, (ii) subject to change to the extent that actual facts, circumstances and conditions prevailing at the time that the bonds are issued differ from such assumptions and projections, (iii) provided solely in satisfaction of the requirements of Section 3.009, Texas Election Code, and for no other purpose, without any assurance that such projections will be realized, and (iv) not intended to give rise to a contract with voters or limit the authority of the Board to issue bonds in accordance with the Proposition submitted by this Order.

The internet website for the District is www.fwisd.org. The internet website for the Administrator is <http://www.tarrantcounty.com/en/elections/Upcoming-Election-Information/Election-Results.html?linklocation=Iwantto&linkname=>.

Section 8. Conduct of Election. All resident, qualified voters of the District shall be permitted to vote at the Election, and on Election Day, such voters shall vote at the designated polling places. The Election shall be held and conducted in accordance with the provisions of the Texas Election Code, as amended, except as modified by the provisions of the Texas Education Code, as amended, and as may be otherwise required by law. To the extent required by law, all Election materials and proceedings shall be printed in each of English, Spanish and Vietnamese.

Section 9. Notice. A notice of the Election (the "Notice") shall be given as provided by law. This Notice, including a Spanish and Vietnamese translation thereof, shall be published at least one time in a newspaper of general circulation in the District, and the publication of the Notice shall occur in such newspaper not more than thirty (30) days and not less than ten (10) days before the day of the Election. Additionally, a copy of the Notice, shall be posted on the bulletin board used for posting notices of District meetings not later than twenty-one (21) days prior to Election day. Notice of Election shall also be given by posting a substantial copy of this Order (i) on Election Day and during early voting by personal appearance, in a prominent location at each polling place and (ii) not later than the twenty-first (21st) day before the Election, on the bulletin board used for posting notices of District meetings and in three (3) public places within the boundaries of the District. In addition, this Order, together with the Notice, the contents of the Proposition and any sample ballot prepared for the Election, shall be posted on the District's website during the twenty-one (21) days before the Election. The Voter Information Document, attached hereto as Attachment "B" and incorporated herein for all purposes, shall be posted (i) on Election Day and during early voting by personal appearance, in a prominent location at each polling place, (ii) not later than the twenty-first (21st) day before the Election, on the bulletin board used for posting notices of District meetings and in three (3) public places within the boundaries of the District, and (iii) on the District's website during the twenty-one (21) days before the Election. The Superintendent and the President or Vice-President of the Board are additionally authorized to provide any other manner of notice as provided by law.

Section 10. Further Actions. The Superintendent shall have the authority to take, or cause to be taken, all reasonable or necessary actions to ensure that the Election is fairly held and returns properly counted and tabulated for canvass by the Board, which actions are hereby ratified and confirmed. The President or Vice President of the Board is authorized to execute and the Secretary of the Board is authorized to attest this Order on behalf of the Board; and the

Superintendent and the President or Vice President of the Board are authorized to do all other things legal and necessary in connection with the holding and consummation of the Election.

Section 11. Recitals. The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Order for all purposes and are adopted as a part of the judgment and findings of the Board.

Section 12. Open Meeting. It is officially found, determined, and declared that the meeting at which this Order is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Order, was given, all as required by Chapter 551, Texas Government Code.

Section 13. Effective Date. This Order shall be in force and effect from and after its final passage, and it is so ordered.

[The remainder of this page is intentionally left blank.]

PASSED AND APPROVED, this the ____ day of _____, 2021.

**FORT WORTH INDEPENDENT SCHOOL
DISTRICT**

President, Board of Education

ATTEST:

Secretary, Board of Education

(DISTRICT SEAL)

ATTACHMENT A

ELECTION DAY POLLING LOCATIONS, DATE AND TIME

EARLY VOTING BY PERSONAL APPEARANCE DAYS

Monday, October 18 is the first day of early voting by personal appearance. Friday, October 29 is the last day of early voting by personal appearance.

MAIN EARLY VOTING SITE
Tarrant County Elections Center
2700 Premier Street
Fort Worth, Texas 76111

Pursuant to Section 3 of the Order Calling a Bond Election in the Fort Worth Independent School District and Approving Other Matters Incident Thereto, this Exhibit A will be updated as more information becomes available from the Tarrant County Election Administration. Such information will appear in the published notice of the election, and will also be available on the internet website of the Tarrant County Election Administration: <http://www.tarrantcounty.com/en/elections/Upcoming-Election-Information/Election-Results.html?linklocation=Iwantto&linkname=>.

ATTACHMENT B

VOTER INFORMATION DOCUMENT (Proposition A)

1. The language that will appear on the ballot for this proposition is as follows:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION A

_____ FOR “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$1,211,000,000
FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT
OF SCHOOL BUILDINGS IN THE DISTRICT AND THE PURCHASE OF THE
_____ AGAINST NECESSARY SITES THEREFOR AND THE LEVYING AND IMPOSITION OF
TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE
BONDS. THIS IS A PROPERTY TAX INCREASE.”

2. The following table is provided for your information in accordance with law:

| | |
|--|--------------------|
| The principal of the debt obligations to be authorized | \$1,211,000,000 |
| The estimated interest for the debt obligations to be authorized | \$497,937,283.33 |
| The estimated combined principal and interest required to pay on time and in full the debt obligations to be authorized | \$1,708,937,283.33 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the principal of all outstanding debt obligations of the political subdivision | \$1,250,500,000 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated remaining interest on all outstanding debt obligations of the political subdivision | \$516,652,607.48 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated combined principal and interest required to pay on time and in full all outstanding debt obligations of the political subdivision | \$1,767,152,607.48 |

3. The estimated maximum annual increase in the amount of taxes that would be imposed on a residence homestead in the District with a taxable appraised value of \$100,000 to repay the proposed bonds, if approved, is \$0. The basis for this “no tax rate increase” assumes (1) annual growth of District’s taxable assessed valuation at a rate range of 6.00% - 1.00% through tax year 2033, then a 0.00% growth in each year thereafter. (2) that the proposed bonds will be issued in multiple series over a five-year period, each with a twenty-five year amortization that will produce relatively consistent levels of debt service in each year, and (3) interest on the proposed bonds estimated at a rate of 3.0% based on market conditions as of August 10, 2021, and therefore, the interest payable on the proposed bonds may be less than, or more than, the amounts set forth above based on market conditions at the time of sale of the proposed bonds.

The District projects that the debt service tax rate will not increase beyond its current \$0.292 rate upon issuance of the bonds from this Proposition A; however, if the taxable assessed value of a homestead in the District increases in any year, the District’s levy of the same tax rate as the prior year will result in an increase in taxes paid by the homeowner as a result of the increase in taxable assessed value. The District has no control over the Tarrant County Appraisal District’s taxable assessed valuation process or determinations.

VOTER INFORMATION DOCUMENT (Proposition B)

1. The language that will appear on the ballot for this proposition is as follows:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION B

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| _____ | FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$98,300,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF FINE ARTS FACILITIES IN THE DISTRICT AND THE PURCHASE OF THE NECESSARY SITES FOR FINE ARTS FACILITIES AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.” |
| _____ | AGAINST | |

2. The following table is provided for your information in accordance with law:

| | |
|--|--------------------|
| The principal of the debt obligations to be authorized | \$98,300,000 |
| The estimated interest for the debt obligations to be authorized | \$40,417,358.33 |
| The estimated combined principal and interest required to pay on time and in full the debt obligations to be authorized | \$138,717,358.33 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the principal of all outstanding debt obligations of the political subdivision | \$1,250,500,000 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated remaining interest on all outstanding debt obligations of the political subdivision | \$516,652,607.48 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated combined principal and interest required to pay on time and in full all outstanding debt obligations of the political subdivision | \$1,767,152,607.48 |

3. The estimated maximum annual increase in the amount of taxes that would be imposed on a residence homestead in the District with a taxable appraised value of \$100,000 to repay the proposed bonds, if approved, is \$0. The basis for this “no tax rate increase” assumes (1) annual growth of District’s taxable assessed valuation at a rate range of 6.00% - 1.00% through tax year 2033, then a 0.00% growth in each year thereafter. (2) that the proposed bonds will be issued in multiple series over a five-year period, each with a twenty-five year amortization that will produce relatively consistent levels of debt service in each year, and (3) interest on the proposed bonds estimated at a rate of 3.0% based on market conditions as of August 10, 2021, and therefore, the interest payable on the proposed bonds may be less than, or more than, the amounts set forth above based on market conditions at the time of sale of the proposed bonds.

The District projects that the debt service tax rate will not increase beyond its current \$0.292 rate upon issuance of the bonds from this Proposition B; however, if the taxable assessed value of a homestead in the District increases in any year, the District’s levy of the same tax rate as the prior year will result in an increase in taxes paid by the homeowner as a result of the increase in taxable assessed value. The District has no control over the Tarrant County Appraisal District’s taxable assessed valuation process or determinations.

VOTER INFORMATION DOCUMENT (Proposition C)

1. The language that will appear on the ballot for this proposition is as follows:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION C

| | | |
|-------|---------|--|
| _____ | FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$104,900,000 FOR THE CONSTRUCTION, RENOVATION, ACQUISITION, AND EQUIPMENT OF STADIUMS IN THE DISTRICT WITH SEATING CAPACITY FOR MORE THAN 1,000 SPECTATORS AND THE PURCHASE OF THE NECESSARY SITES THEREFOR AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.” |
| _____ | AGAINST | |

2. The following table is provided for your information in accordance with law:

| | |
|--|--------------------|
| The principal of the debt obligations to be authorized | \$104,900,000 |
| The estimated interest for the debt obligations to be authorized | \$43,131,508.33 |
| The estimated combined principal and interest required to pay on time and in full the debt obligations to be authorized | \$148,031,508.33 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the principal of all outstanding debt obligations of the political subdivision | \$1,250,500,000 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated remaining interest on all outstanding debt obligations of the political subdivision | \$516,652,607.48 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated combined principal and interest required to pay on time and in full all outstanding debt obligations of the political subdivision | \$1,767,152,607.48 |

3. The estimated maximum annual increase in the amount of taxes that would be imposed on a residence homestead in the District with a taxable appraised value of \$100,000 to repay the proposed bonds, if approved, is \$0. The basis for this “no tax rate increase” assumes (1) annual growth of District’s taxable assessed valuation at a rate range of 6.00% - 1.00% through tax year 2033, then a 0.00% growth in each year thereafter. (2) that the proposed bonds will be issued in multiple series over a five-year period, each with a twenty-five year amortization that will produce relatively consistent levels of debt service in each year, and (3) interest on the proposed bonds estimated at a rate of 3.0% based on market conditions as of August 10, 2021, and therefore, the interest payable on the proposed bonds may be less than, or more than, the amounts set forth above based on market conditions at the time of sale of the proposed bonds.

The District projects that the debt service tax rate will not increase beyond its current \$0.292 rate upon issuance of the bonds from this Proposition C; however, if the taxable assessed value of a homestead in the District increases in any year, the District’s levy of the same tax rate as the prior year will result in an increase in taxes paid by the homeowner as a result of the increase in taxable assessed value. The District has no control over the Tarrant County Appraisal District’s taxable assessed valuation process or determinations.

VOTER INFORMATION DOCUMENT (Proposition D)

1. The language that will appear on the ballot for this proposition is as follows:

FORT WORTH INDEPENDENT SCHOOL DISTRICT SPECIAL ELECTION
FORT WORTH INDEPENDENT SCHOOL DISTRICT PROPOSITION D

| | | |
|-------|---------|---|
| _____ | FOR | “THE ISSUANCE OF BONDS IN AN AMOUNT NOT TO EXCEED \$76,200,000 FOR THE CONSTRUCTION, RENOVATION, AND EQUIPMENT OF RECREATIONAL FACILITIES IN THE DISTRICT AND THE LEVYING AND IMPOSITION OF TAXES SUFFICIENT TO PAY THE PRINCIPAL OF AND INTEREST ON THE BONDS. THIS IS A PROPERTY TAX INCREASE.” |
| _____ | AGAINST | |

2. The following table is provided for your information in accordance with law:

| | |
|--|--------------------|
| The principal of the debt obligations to be authorized | \$76,200,000 |
| The estimated interest for the debt obligations to be authorized | \$31,334,500 |
| The estimated combined principal and interest required to pay on time and in full the debt obligations to be authorized | \$107,534,500 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the principal of all outstanding debt obligations of the political subdivision | \$1,250,500,000 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated remaining interest on all outstanding debt obligations of the political subdivision | \$516,652,607.48 |
| As of the date the District adopted the Bond Election Order (August 10, 2021), the estimated combined principal and interest required to pay on time and in full all outstanding debt obligations of the political subdivision | \$1,767,152,607.48 |

3. The estimated maximum annual increase in the amount of taxes that would be imposed on a residence homestead in the District with a taxable appraised value of \$100,000 to repay the proposed bonds, if approved, is \$0. The basis for this “no tax rate increase” assumes (1) annual growth of District’s taxable assessed valuation at a rate range of 6.00% - 1.00% through tax year 2033, then a 0.00% growth in each year thereafter. (2) that the proposed bonds will be issued in multiple series over a five-year period, each with a twenty-five year amortization that will produce relatively consistent levels of debt service in each year, and (3) interest on the proposed bonds estimated at a rate of 3.0% based on market conditions as of August 10, 2021, and therefore, the interest payable on the proposed bonds may be less than, or more than, the amounts set forth above based on market conditions at the time of sale of the proposed bonds.

The District projects that the debt service tax rate will not increase beyond its current \$0.292 rate upon issuance of the bonds from this Proposition D; however, if the taxable assessed value of a homestead in the District increases in any year, the District’s levy of the same tax rate as the prior year will result in an increase in taxes paid by the homeowner as a result of the increase in taxable assessed value. The District has no control over the Tarrant County Appraisal District’s taxable assessed valuation process or determinations.

**ACTION AGENDA ITEM
SPECIAL BOARD MEETING
August 10, 2021**

**TOPIC: APPROVE RESOLUTION AND ORDER FOR ELECTION SERVICES
FOR THE NOVEMBER 2, 2021, FORT WORTH INDEPENDENT SCHOOL
DISTRICT BOND ELECTION**

BACKGROUND:

In past elections, the District has contracted with the Tarrant County Elections Administration to oversee the assignment of polling sites, election equipment, judges, clerks, as well as the training of appropriate personnel, and other associated services. This has proven to be cost effective as well as more efficient than administering the election in-house. Other entities or another entity will be sharing the November 2, 2021, election date including Tarrant County. This will lower the cost of what the Fort Worth ISD normally would pay for the administration of the election for a special election such as the Bond Election.

STRATEGIC GOAL:

2 - Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Resolution and Order for Election Services for the November 2, 2021, Fort Worth Independent School District Bond Election
2. Decline to Approve Resolution and Order for Election Services for the November 2, 2021, Fort Worth Independent School District Bond Election
3. Remand to Staff for Further Study

SUPERINTENDENT'S RECOMMENDATION:

Approve Resolution and Order for Election Services for the November 2, 2021, Fort Worth Independent School District Bond Election

FUNDING SOURCE:

Additional Details

General Fund

199-41-6439-001-702-99-001-000000

COST:

The projected cost of contracted services with the Tarrant County Elections office will be determined once all participating entities are identified and the computation of shared costs is made.

VENDOR:

Tarrant County Elections

PURCHASING MECHANISM:

Interlocal Agreement

Purchasing Support Documents Needed:

- Bid – Bid Summary / Evaluation
- Inter-Local (IL) – Price Quote and IL Contract Summary Required
- Sole Source – Price Quote and Notarized FWISD Sole Source Affidavit
- Emergency – Price Quote and Emergency Affidavit

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

Division of Business and Finance
Division of Policy and Planning

RATIONALE:

Adoption of the Resolution to enter into a contract with Tarrant County Elections Administration would save the Fort Worth ISD funds by sharing the cost of equipment, personnel and expertise provided by Tarrant County Elections Administration with other public entities conducting elections November 2, 2021.

INFORMATION SOURCE:

Karen Molinar
Michael Ball

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
RESOLUTION AND ORDER FOR ELECTION SERVICES**

WHEREAS, the Fort Worth Independent School District Board of Education has ordered a Bond Election to take place November 2, 2021; and

WHEREAS, the Texas Election Code, Section 31.092, permits the Board of Education to enter into a contract with the Tarrant County Elections Administrator’s office for conducting and supervising the Bond Election November 2, 2021; and

WHEREAS, by entering into a contract for election services with Tarrant County, the Fort Worth Independent School District will realize a reduction in expense in conducting said election should the Fort Worth Independent School District have conducted the election on its own;

THEREFORE, BE IT ORDERED AND RESOLVED by the Board of Education of the Fort Worth Independent School District:

1. That the Fort Worth Independent School District enters into a Joint Election Agreement with the Tarrant County Elections Administrator, to conduct the Bond Election on behalf of the school district November 2, 2021, and that the terms of said contract shall be negotiated by the school district staff.
2. That the Board of Education of the Fort Worth Independent School District hereby authorize the Board President, Tobi Jackson, to enter into and sign said Joint Election Agreement on behalf of the Board of Education and the Fort Worth Independent School District.

Motion was made by _____, seconded by _____, that the resolution above and foregoing, be adopted.

FOR: _____ **AGAINST:** _____

The above Resolution was voted on at a Special Board meeting of the Board of Education held on the 10th day of August, 2021.

Tobi Jackson, President
Board of Education
Fort Worth Independent School District

ATTEST:

Carin “CJ” Evans, Secretary
Board of Education
Fort Worth Independent School District

**ACTION AGENDA ITEM
SPECIAL BOARD MEETING
August 10, 2021**

**TOPIC: APPROVE RESOLUTION OF THE FORT WORTH INDEPENDENT
SCHOOL DISTRICT BOARD OF TRUSTEES REGARDING
DELEGATION OF AUTHORITY DURING DECLARED EMERGENCIES**

BACKGROUND:

March 17, 2020, Board of Trustees approved a resolution increasing the purchasing authority of the Superintendent of Schools in the amount of \$1,000,000.00 to address emergency expenditures resulting from the Declaration of a State Disaster for all counties in Texas. The authorization was for a period of time not-to-exceed 90-days from the adoption of the resolution.

Despite the availability of a COVID-19 vaccine that could help slow the spread of the virus, the number of positive tests for COVID-19 continue to rise in Tarrant County. With schools reopening to full capacity and our youngest population of students unable to receive the vaccine, it is possible that we might once again face the declaration of a public health emergency this fall.

Additionally, in preparation for potential inclement weather or other natural disasters that could warrant a Declaration of a State Disaster, it is in the District's interest to provide sufficient fiscal authority to the Superintendent of Schools to purchase equipment, goods and services so as to efficiently and effectively address any operational needs in a timely manner.

The proposed resolution allows the Board of Trustees to authorize the delegation of purchasing authority to the Superintendent of Schools in an amount of \$1,000,000.00 for the period of August 16, 2021 – December 31, 2021. The authorization does not absolve the Superintendent from following all procurement requirements for purchases over \$50,000.00.

STRATEGIC GOAL:

2 – Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Resolution of the Fort Worth Independent School District Board of Trustees Regarding Delegation of Authority During Declared Emergencies
2. Decline to Approve Resolution of the Fort Worth Independent School District Board of Trustees Regarding Delegation of Authority During Declared Emergencies
3. Remand to Staff for Further Study

SUPERINTENDENT’S RECOMMENDATION:

Approve Resolution of the Board of Trustees of the Fort Worth Independent School District Regarding Delegation of Authority During Declared Emergencies

FUNDING SOURCE

Additional details

All District Budgets

Not Applicable

COST:

Costs will be contingent upon the nature of the declared emergency and the subsequent needs of the District.

VENDER:

Not a purchase

PURCHASING MECHANISM:

Not applicable

PARTICIPATING SCHOOL/DEPARTMENTS:

All District Schools and Departments

RATIONALE:

By approving this resolution, the Board ensures the efficient and effective continuity of school operations through the purchase of equipment, goods, and services during a declared emergency.

INFORMATION SOURCE:

Karen Molinar
Michael Ball
Cynthia Rincón

RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES REGARDING DELEGATION OF AUTHORITY DURING DECLARED EMERGENCIES

WHEREAS, the Board of Trustees of the Fort Worth Independent School District is authorized by Texas Education Code section 44.031 (d) to adopt rules and procedures for the acquisition of goods and services;

WHEREAS, the Board may delegate its authority regarding an action authorized or required to be taken by a district by Education Code Chapter 44, Subchapter B, to a designated person, representative, or committee;

WHEREAS, the Board finds that it is in the interest of the District to delegate to the Superintendent of Schools the authority to make any single purchase for goods or services in an amount not to exceed \$1,000,000.00 in anticipation of, and preparation for any declared emergency;

WHEREAS, the Board states that although it is increasing the amount delegated to the Superintendent of Schools, it is not absolving the Superintendent from following all proper procurement procedures as required by State Law.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Fort Worth Independent School District authorizes the delegation of purchasing authority to the Superintendent of Schools in the amount of \$1,000,000.00 and declares

BE IT FURTHER RESOLVED that all procurement requirements must be followed for purchases over \$50,000.00.

The authority granted by this resolution is effective from August 16, 2021 through December 31, 2021, unless the Board takes action to extend the authority for a longer duration.

Adopted this 10th day of August, 2021, by the Board of Trustees.

Ms. Tobi Jackson
Board President

Ms. Carin Evans
Board Secretary

**ACTION AGENDA ITEM
SPECIAL BOARD MEETING
August 10, 2021**

**TOPIC: APPROVE RESOLUTION OF THE FORT WORTH INDEPENDENT
SCHOOL DISTRICT BOARD OF TRUSTEES GRANTING EMPLOYEES
ADDITIONAL PAID LEAVE DUE TO THE COVID-19 PANDEMIC**

BACKGROUND:

On March 13, 2020, the President of the United States declared a national emergency regarding the spread of the coronavirus (hereafter, “COVID-19”). The United States Congress subsequently passed the Families First Coronavirus Response Act (“FFCRA”) requiring certain employers to provide their employees with paid sick leave or expanded family medical leave for specific reasons related to COVID-19. The FFCRA, effective April 1, 2020, expired on December 31, 2020.

The Fort Worth ISD Board of Trustees approved the continuation of a modified version of the Emergency Paid Sick Leave provision of the FFCRA, known as District COVID-19 Leave, that provided qualifying employees who were unable to report to work or telework due to their own COVID-19 illness or the need to quarantine as a result of direct exposure to someone who had a positive test. This 80-hour bank of leave was available February 1, 2021, and expired on June 30, 2021.

The Center for Disease Control (“CDC”) recognizes that the voluntary wearing of masks and the increased number of employees and students vaccinated can contribute significantly to a reduction in spread of the virus. Despite the availability of a vaccine, there are a growing number of positive cases in the Tarrant County community for COVID-19. Additionally, there is no vaccine available for the youngest of our student population. Given the above, it is inevitable that our District population’s experience will mirror that of the communities we serve. It is in the District’s interest to provide a level of financial stability for employees who, by the nature of their jobs, may be exposed to or diagnosed with COVID -19.

Accordingly, the proposed resolution provides the Board the opportunity to authorize the continuation of District COVID-19 Leave that would allow for up to 80-hours of paid leave to eligible employees unable to work due to their own COVID-19 illness or the need to quarantine as a result of direct exposure to someone who has tested positive for COVID-19. This leave would be effective during the 2021-2022 Fall semester (August 16 – December 31, 2021) at which time, the need for continuation into the Spring semester will be evaluated.

STRATEGIC GOAL:

2 – Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Resolution of the Fort Worth Independent School District Board of Trustees Granting Employees Additional Paid Leave Due to the COVID-19 Pandemic
2. Decline to Approve Resolution of the Fort Worth Independent School District Board of Trustees Granting Employees Additional Paid Leave Due to the COVID-19 Pandemic
3. Remand to Staff for Further Study

SUPERINTENDENT’S RECOMMENDATION:

Approve Resolution of the Fort Worth Independent School District Board of Trustees Granting Employees Additional Paid Leave Due to the COVID-19 Pandemic

FUNDING SOURCE

Additional details

All District Budgets

Not Applicable

COST:

During the previous coverage period of February 1, 2021 – June 30, 2021, 131 employees used COVID Leave at a cost of \$201,573. While the cost of expanding District COVID-19 Leave into the Fall of 2021 are unknown, it would be reasonable to assume that the costs this school year would be similar to or slightly higher than the cost incurred in the Spring semester of 2021. This assumption is predicated on the increased employee headcount, the return of all children to classroom instruction and the unavailability of COVID-19 vaccine for younger-aged students.

VENDER:

Not a purchase

PURCHASING MECHANISM:

Not applicable

PARTICIPATING SCHOOL/DEPARTMENTS:

All District Schools and Departments

RATIONALE:

By approving this resolution, the Board ensures continuity in our employee population while addressing the safety and well-being of staff, students and the community.

INFORMATION SOURCE:

Karen Molinar
Michael Ball
Cynthia Rincón

RESOLUTION OF THE BOARD OF TRUSTEES OF THE FORT WORTH INDEPENDENT
SCHOOL DISTRICT GRANTING EMPLOYEES ADDITIONAL PAID LEAVE DUE TO
THE COVID-19 PANDEMIC

WHEREAS, on March 13, 2020, the President of the United States declared a national emergency regarding COVID-19; and

WHEREAS, on March 18, 2020 the United States Congress passed and the President of the United States signed into law the Families First Coronavirus Response Act (hereafter “FFCRA”) requiring certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19; and

WHEREAS, FFCRA legislation, effective April 1, 2020, expired on December 31, 2020; and

WHEREAS, the Board recognizes that despite the availability of a vaccine, COVID-19 continues to be an uncontained emergency of urgent public necessity; and

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

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 to support the public schools as determined by the Board; and

WHEREAS, the Board acknowledges that during a pandemic, District employees may be unable to report to work if they: (1) test positive for COVID-19; or (2) experience close contact with a person who has tested positive for COVID-19; and

WHEREAS, the Board determines that eligible employees may suffer a loss of pay if they do not report for work and have exhausted all available state and local leave days; and

WHEREAS, the Board approved the establishment of District COVID Leave granting eligible employees up to 80 hours of paid leave for the period covering February 2021 – June 30, 2021; and

WHEREAS, the Board concludes that continuing District COVID Leave for all regular employees – contractual and noncontractual, salaried and non-salaried – serves the public purpose of protecting students and staff, maintaining morale, and reducing turnover.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Fort Worth Independent School District authorizes the continuation of District COVID Leave for eligible employees, not to exceed 80-hours for full time employees (pro-rated to the equivalent of 10 days for those working less than 40-hours per week), at 100% of the employee’s daily rate for all regular

Employees who are unable to report to work due to their own COVID-19 illness or the need to quarantine as a result of direct exposure to someone who has tested positive for COVID-19.

The Authority granted by this resolution is provided for the period of August 16, 2021 – December 31, 2021, regardless of any previous leave taken in the past unless the Board acts to authorize a longer duration. Furthermore, this resolution shall be void and all related benefits shall cease immediately should the United States Congress subsequently extend, revise, or initiate a new FFCRA or similar legislation.

Adopted on this this 10th day of August, 2021 by the Fort Worth ISD Board of Trustees.

By:

Ms. Tobi Jackson, President, Board of Trustees
Fort Worth Independent School District

ATTEST:

Ms. Carin Evans, Secretary, Board of Trustees
Fort Worth Independent School District

**ACTION AGENDA ITEM
SPECIAL BOARD MEETING
August 10, 2021**

**TOPIC: **APPROVE RESOLUTION OF THE FORT WORTH INDEPENDENT
SCHOOL DISTRICT BOARD OF TRUSTEES AUTHORIZING
ONE-TIME EMPLOYEE STIPEND****

BACKGROUND:

The Board authorized a one-time employee stipend in December 2020 in response to the significant number of District personnel who were called upon to go above and beyond to ensure the success of District Operations.

As we enter the 2021-2022 school year, District employees are being called upon to go above and beyond to ensure the timely preparation and transition of multiple facilities, accelerated learning for students and overall District operations. With the return to full-time classroom-only instruction and the introduction of a COVID-19 variant expanding positive cases in Tarrant County, staff will continue to be vigilant in protocols to ensure the safety of our employees, students and the community.

A one-time stipend announced in advance, but payable in December, will serve as an incentive in the attraction, retention and motivation of all District personnel.

STRATEGIC GOAL:

2 – Improve Operational Effectiveness and Efficiency

ALTERNATIVES:

1. Approve Resolution of the Fort Worth Independent School District Board of Trustees Authorizing a One-Time Employee Stipend
2. Decline to Approve Resolution of the Fort Worth Independent School District Board of Trustees Authorizing a One-Time Employee Stipend
3. Remand to Staff for Further Study

SUPERINTENDENT’S RECOMMENDATION:

Approve Resolution of the Fort Worth Independent School District Board of Trustees Authorizing a One-Time Employee Stipend

FUNDING SOURCE:

ESSER Funds

COST:

The total cost for the last stipend paid to eligible employees in December, 2020 was \$15.2M. Staffing levels are projected to increase and it is anticipated that the cost for the December 2021 payout will be approximately \$15.7M

VENDOR:

Not a purchase

PURCHASING MECHANISM:

Not Applicable

PARTICIPATING SCHOOL/DEPARTMENTS:

All District Schools and Departments

RATIONALE:

By approving this resolution, the Board recognizes the flexibility, effort and support that will be required by staff during this time of learning acceleration. This action will help retain employees, reduce turnover, increase morale and help employees with their continued focus on work-related matters.

INFORMATION SOURCE:

Karen Molinar
Michael Ball
Cynthia Rincón

**RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES AUTHORIZING ONE-TIME EMPLOYEE STIPEND**

WHEREAS, the Board is authorized under 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; and

WHEREAS, the Board acknowledges that in response to the Covid-19 Pandemic a significant number of District personnel will, during the 2021-22 school year, be called upon to go above and beyond to ensure the success of District operations; and

WHEREAS, the Board finds that the need to maintain ongoing morale in these trying times requires that the Board, in some way, recognize the courage and sacrifice of its employees; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, increase morale, and help employees focus on work-related matters while at work, and believes that a substantial public purpose exists in doing so.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Fort Worth Independent School District, in furtherance of the public purpose so stated in this Resolution, that:

1. The recitals set forth above are found by the Board to be true and correct.
2. All District employees are expected to go above and beyond this school year and all are contributing to the success of the District's operation and the accelerated delivery of instruction during the first semester of the 2021-2022 school year.
3. All eligible District employees designated full-time employees in the District Municipal Uniform Information System ("MUNIS") shall be entitled to a one-time stipend in the amount of One Thousand Dollars (\$1,000.00). The amount earned under this paragraph shall be distributed to employees in December 2021, or as soon thereafter as practical. The payment of \$1,000.00 shall be made in an amount that would allow individual employees to take home \$1,000.00 after all required state and federal deductions have been made.
4. All eligible District employees designated part-time employees in MUNIS shall be entitled to a one-time stipend in the amount of Five Hundred Dollars (\$500.00). The amount earned under this paragraph shall be distributed to employees in December 2021, or as soon thereafter as practical. The payment of \$500.00 shall be made in an amount that would allow individual employees to take home \$500.00 after all required state and federal deductions have been made.
5. All eligible District employees designated substitute employees in MUNIS shall be entitled to a one-time stipend in the amount of Five Hundred Dollars (\$500.00). The amount earned under this paragraph shall be distributed to employees in December 2021, or as soon thereafter as practical. The payment of \$500.00 shall be made in an amount that would allow individual employees to take home \$500.00 after all required state and federal deductions have been made.

6. Eligibility criteria is as follows:

- a. Full-time employees must have worked and been paid since September 1, 2021 and must be employed as of December 10, 2021.
- b. Full-time employees designated as 180-day substitutes must have worked and been paid since September 1, 2021 and must be employed as of December 10, 2021.
- c. Part-time employees must have worked at least eighty (80) hours during the period beginning September 1, 2021 through December 10, 2021 and must be employed as of December 10, 2021.
- d. Substitutes, except those referenced above in Section 6.b., must have worked at least twenty (20) full days during the period beginning September 1, 2021 through December 10, 2021 and must be employed as of December 10, 2021.

Adopted this 10th day of August 2021 by the Fort Worth Independent School District Board of Trustees

Tobi Jackson
Board President

ATTEST:

Carin Evans
Board Secretary

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 August 6, 2021, at 5:00 p.m.”

Christian Alvarado

**Christian Alvarado
Coordinator
Board of Education**