

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES
Thursday, October 14, 2021
5:00 p.m.**

**NOTICE of Regular Meeting of the Board of Trustees at the Administration Building,
Board Room, 1203 West Pioneer Parkway, Arlington, Texas**
Meetings may be viewed online at www.aisd.net.

While our school board meetings are open to the public, we want you to remain safe, and therefore recommend and encourage you to participate by watching the school board meeting online at **www.aisd.net**. One or more members of the Board of Trustees may participate in this meeting via videoconference call. A quorum of the Board of Trustees will be physically present at the Administration Building.

*Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Members of the public seeking to provide comments concerning an agenda item or non-agenda item shall be required to register at <https://www.aisd.net/boardmeetingspeakerrequest> **NO LATER THAN 3:00 p.m. the day of the board meeting** indicating (1) person's name; (2) subject the member of the public wishes to discuss, and; (3) telephone number at which the member of the public may be reached.*

CALL TO ORDER: 5:00 p.m., Conference Room "B"

CLOSED MEETING: Conference Room "B"

Adjournment to closed meeting pursuant to Sections 551.071 (consultation with attorney to seek and receive legal advice); 551.072 (discuss the purchase, exchange, lease or value of real property); Section 551.073 – (negotiating contracts for prospective gifts or donations); Section 551.074 - (consider the appointment, employment, evaluation, reassignment, duties, discipline, non-renewal or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee); Section 551.076 (consider the deployment, or specific occasions for implementation, of security personnel and devices); Section 551.082 – (discussing or deliberating the discipline of a public school child or children, or a complaint or charge is brought against an employee of the school district by another employee); Section 551.0821 – (deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation); Section 551.083 (considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements).

1. Administrative Appointments/Personnel Ratification

RECONVENE INTO OPEN SESSION: Board Room
(Upon Conclusion of Closed Meeting.)

OPENING CEREMONY:

PROGRAM AND/OR PRESENTATION:

This time has been designated for the purpose of allowing programs and/or presentations relating to matters such as curricular, extracurricular, co- curricular and PTA type activities.

- A. Student Performance by Arlington High School Jazz Ensemble
- B. Student of the Month
- C. Community Engaged for Excellence Award of Appreciation

APPOINTMENTS:

- A. Consider Ratification of Administrative Appointments: (pg. 7)
Executive Director of Engagement, Equity and Access, Principal for Crow Leadership Academy, Principal for Johns Elementary, Assistant Principal for Lamar High, Assistant Principal for Sam Houston High, Assistant Principal for Workman Junior High, and Assistant Principal for McNutt Elementary

PUBLIC HEARING: None

OPEN FORUM FOR AGENDA ITEMS:

Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than **3:00 p.m.** This first Open Forum is limited to agenda items other than personnel. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to two (2) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

ACTION:

- A. Consider a Resolution to Nominate a Candidate for the Tarrant Appraisal District Board of Directors (pg. 9)

DISCUSSION / ACTION:

- A. Consider Revision of Board Policy EIC (LOCAL) (pg. 17)
- B. House Bill 3 (HB 3) Goals and Progress Measure Update (pg. 18)
- C. Consider 2021-2022 District Improvement Plan Goals and Performance Objectives (pg. 19)
- D. COVID-19 School Operation Update
- E. Consider Resolution Authorizing Remote Learning Program (pg. 20)

CONSENT AGENDA:

- A. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions (pg. 23)
- B. Approval of Purchases Greater Than \$50,000 Exempt from Bid (pg. 27)
21-10-14-001 Property & Crime Insurance
- C. Approval of Minutes of Previous Meetings: August 31, 2021; September 2021 (pg. 29)
- D. Approval of Non-Member Agreement with Midlothian ISD for Educational Services for the Arlington Regional Day School Program for the Deaf (Arlington RDSPD) for 2021-2022 (pg. 41)
- E. Approval of Additional Texas Teacher Evaluation and Support System (T-TESS) Appraisers (pg. 50)
- F. Ratification of Minimum Pay Rate Increase for Educational Aides (EA01-EA05) and Auxiliary (AUX1-AUX3) (pg. 52)

DISCUSSION:

- A. Safety and Security Update

OPEN FORUM FOR NON-AGENDA ITEMS:

Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than **3:00 p.m.** Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to two (2) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

SUPERINTENDENT'S REPORT:

This time is for the Superintendent to acknowledge varying kinds of activities occurring within the district. This includes such items as recognition of outstanding performance by district staff and/or students, the initiating of new programs and special activities.

The Superintendent will report on the following subjects:

- A. Recognition of outstanding performance by district staff and students
- B. Initiation of new programs and special activities

SCHOOL BOARD'S REPORTS:

This time on the Agenda allows each member to inform other Board Members, the administrative staff and the public of activities which are of interest.

The Board Members will report on the following subjects:

- A. Board member attendance at various school and community events.
- B. Board member announcement of various upcoming school and community events.
- C. Board member visits to various campuses
- D. Board member recognition of outstanding performance by district staff and students
- E. Board member recognition of new programs and special activities

CLOSED MEETING:

At any time during the meeting the Board may adjourn into closed meeting for consultation with its attorney (Tex. Gov't Code § 551.071) or for a posted agenda item pursuant to Texas Government Code sections 551.072 – 551.084 (see below).

ADJOURNMENT

The agenda order may be adjusted by the Presiding Officer at any time during the meeting.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f).

If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et. seq., for any of the following reasons:

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment, or specific occasions for implementation, of security personnel and devices.

Section 551.082 - For the purpose of deliberating in a case involving discipline of a public school child or children, or in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing.

Section 551.0821 - For the purpose of deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the

deliberation.

Section 551.083 - For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 - For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be at either:

- A. the open meeting covered by this notice upon the reconvening of this public meeting, or
- B. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 11th day of October, 2021 at 5:00 p.m., this notice was posted on a bulletin board at a place convenient to the public at the central administrative office of the Arlington Independent School District, 1203 West Pioneer Parkway, Arlington, Texas and readily accessible to the general public at all times beginning at least 72 hours preceding the scheduled time of the meeting.



Dr. Marcelo Cavazos, Superintendent

**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021	Action Item
Subject: Ratification of Administrative Personnel	

Purpose:

The purpose of this action item is to ratify the appointment of the Executive Director of Engagement, Equity and Access, Principal for Crow Leadership Academy, Principal for Johns Elementary, Assistant Principal for Lamar High, Assistant Principal for Sam Houston High, Assistant Principal for Workman Junior High and Assistant Principal for McNutt Elementary.

Background:

Screening and interview committees consisting of administrative staff have submitted the names to the Superintendent for consideration.

Recommendation:

The administration recommends the Board ratify the appointment of the applicants for the administrative positions listed above as discussed in Executive Session.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Scott Kahl
	Date: October 6, 2021

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**Arlington Independent School District
Board of Trustees Communication**

Meeting Date:	October 14, 2021	Action Item
Subject:	Consider Resolution to Nominate a Candidate for the Tarrant Appraisal District Board of Directors	

Purpose:

To consider adoption of a resolution to nominate a candidate for the Board of Directors for the Tarrant Appraisal District.

Background:

Each appraisal district is governed by a board of directors comprised of five directors elected by the taxing units that participate in the appraisal district. Members of the board of directors serve two-year terms beginning on January 1 of even-numbered years.

The terms of service for the five members of the Tarrant Appraisal District (TAD) Board of Directors will expire on December 31, 2021. The Arlington ISD is identified by law as a voting unit and therefore has an opportunity to nominate one candidate for each of the five positions to be filled.

AISD resident and former school trustee Tony Pompa has served as a director on the TAD Board of Directors since 2020. He is knowledgeable of Texas property tax statutes, TAD operations and TAD appraisal processes.

The AISD Board Governance Committee reviewed the TAD director requirements and Administration input and recommends that AISD nominate Mr. Pompa as a candidate for the TAD Board of Directors for the two-year term beginning January 1, 2022. Mr. Pompa is willing to accept the nomination upon Board approval.

Recommendation:

The Administration recommends that the Board of Trustees adopt a resolution nominating Tony Pompa as a candidate for the Tarrant Appraisal District Board of Directors.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Darla Moss
	Date: October 5, 2021

RESOLUTION

WHEREAS, the Arlington Independent School District taxing entity has determined its preference for the representative to the Board of Directors of the Tarrant Appraisal District,

NOW, THEREFORE, BE IT RESOLVED that the Arlington Independent School District taxing entity does hereby nominate Tony Pompa, 5101 Forestlake Court, Arlington, TX 76017, as a Member of the Board of Directors for the Tarrant Appraisal District and that a copy of this Resolution be mailed to Jeff Law, Chief Appraiser, Tarrant Appraisal District, 2500 Handley- Ederville Road, Fort Worth, Texas 76118-6982.

PASSED AND APPROVED by the Board of Trustees this 14th Day of October, 2021.

Kecia Mays, President

ATTEST:

Melody Fowler, Secretary

Letter to Taxing Units
Appointments to Board of Directors
September 17, 2021



Jeff Law
Executive Director
Chief Appraiser

September 17, 2021

Ms. Kecia Mays
Board President
Arlington I.S.D.
1203 W. Pioneer Pkwy.
Arlington, Texas 76013

RE: Appointments to Board of Directors for 2022-2023
Nomination of Candidates

Dear Ms. Mays:

The current two-year terms of the five voting members of the Tarrant Appraisal District Board of Directors will expire on December 31, 2021. By law, the Tarrant County Tax Assessor-Collector will continue to serve as a non-voting member. The first step in appointing voting members for the 2022-2023 term is calculating the number of votes to which taxing units are entitled. As required by Section 6.03 of the Property Tax Code, I have calculated and provide in the attached list the number of votes for each school district, city, and county entity that is entitled to participate in the appointment process. The **next step** is nomination of candidates. The governing body of each taxing unit on the attached list may nominate up to five candidates. Taxing units are not required to submit any nominations but, if they choose to do so, the ***nominations may be made only by a resolution adopted by the governing body and the presiding officer of the governing body must submit the names of the nominees to me before October 15, 2021.***

To be eligible to serve as a voting member of the Board of Directors, an individual must have resided in Tarrant County for at least the two years immediately preceding January 1, 2022. An individual who is otherwise eligible is not ineligible because he or she is a member of the government body of a taxing unit. Texas law restricts eligibility and conduct of members of governmental bodies such as appraisal districts' boards of directors. In consultation with your attorneys, please review the Property Tax Code and other applicable laws carefully for the details of those restrictions, including definitions of "substantial interest", "business entity", "deferred", "abated", and other terms used below and for the potential criminal consequences of violating certain restrictions. In summary, the Property Tax Code provides that the following are ineligible to serve as voting members of the Board of Directors:

- an individual who has been an employee of Tarrant Appraisal District at any time during the preceding three years;
- an individual who has served as a voting member of the Board of Directors for all or part of five terms;

- an individual who is an employee of a taxing unit that participates in Tarrant Appraisal District unless the individual is also a member of the governing body or an elected official of a taxing unit that participates in the District;
- an individual who, directly or through a business entity in which he or she has a substantial interest, is a party to a contract with Tarrant Appraisal District or a taxing unit that participates in the District, if the contract relates to the performance of any activity governed by the Property Tax Code;
- an individual who has engaged in the business of appraising property for compensation for use in proceedings under the Property Tax Code at any time during the preceding three years;
- an individual who has engaged in the business of representing property owners for compensation in proceedings under the Property Tax Code in Tarrant County at any time during the preceding three years;
- an individual who is related by blood or marriage to an individual who is engaged in the business of appraising property for compensation for use in proceedings under the Property Tax Code or of representing property owners for compensation in proceedings under the Property Tax Code in Tarrant County, if the relationship is within the 1st or 2nd degrees on the following chart;

Degrees of Consanguinity and Affinity

1st DEGREE	2nd DEGREE	3rd DEGREE
<p>By Consanguinity</p> <ul style="list-style-type: none"> • Parents • Children <p>By Affinity</p> <ul style="list-style-type: none"> • Spouses of relatives listed under first degree consanguinity • Spouse • Spouse's parents • Spouse's children • Stepparents • Stepchildren 	<p>By Consanguinity</p> <ul style="list-style-type: none"> • Grandparents • Grandchildren • Brothers & sisters <p>By Affinity</p> <ul style="list-style-type: none"> • Spouses of relatives listed by second degree consanguinity • Spouse's grandparents • Spouse's grandchildren • Spouse's brothers & sisters 	<p>By Consanguinity</p> <ul style="list-style-type: none"> • Great grandparents • Great grandchildren • Nieces & nephews • Aunts & uncles <p>By Affinity</p> <ul style="list-style-type: none"> • No prohibitions

- an individual who owns property on which delinquent taxes have been owed to a taxing unit for more than 60 days after the date the individual knew or should have known of the delinquency unless the delinquent taxes, penalty, and interest are being paid under an installment plan or a suit to collect the delinquent taxes is deferred or abated.

When submitting nominations, please include not only the full name of each candidate, but also his or her complete address and a current resume.

Letter to Taxing Units
Appointments to Board of Directors
September 17, 2021

From timely submitted nominations, I will prepare and distribute before October 30th a ballot to each taxing unit entitled to participate in the appointment process.

The appointment process and schedule set out in Section 6.03 of the Property Tax Code may be summarized as follows:

before October 01, 2021	Chief Appraiser calculates numbers of votes and notifies taxing units
before October 15, 2021	Governing bodies of taxing units nominate candidates by resolution and send names to Chief Appraiser
before October 30, 2021	Chief Appraiser prepares ballot and sends it to taxing units
before December 15, 2021	Governing bodies of taxing units determine their votes by resolution and send submit votes to Chief Appraiser
before December 31, 2021	Chief Appraiser counts votes, determines which candidates received the most votes, and submits results to taxing units
January 1, 2022	new two-year term begins

If you have questions, please do not hesitate to call.

Sincerely,



Jeff Law
Executive Director
Chief Appraiser

JL:jw
Enclosures
Dr. Marcelo Cavazas

TARRANT APPRAISAL DISTRICT
 Calculation of Taxing Entity Votes for Board of Directors
 Per Section 6.03(d) of Texas Property Tax Code

	Calculation of Votes For Appointment to Board of Directors
School Districts:	
Aledo ISD	5
Arlington ISD	465
Azle ISD	25
Birdville ISD	165
Burleson ISD	30
Carroll ISD	130
Castleberry ISD	10
Crowley ISD	125
Eagle Mountain/Saginaw ISD	175
Everman ISD	25
Fort Worth ISD	610
Godley ISD	0
Grapevine/Colleyville ISD	230
Hurst/Euless/Bedford ISD	200
Keller ISD	290
Kennedale ISD	25
Lake Worth ISD	20
Lewisville ISD	5
Mansfield ISD	225
Northwest ISD	160
White Settlement ISD	35
Total Schools	2,955
 Cities:	
City of Arlington	190
City of Azle	5
City of Bedford	25
City of Benbrook	15
City of Blue Mound	0
City of Burleson	5
City of Colleyville	20
City of Crowley	10
City of Dalworthington Gardens	0
Edgecliff Village	0
City of Euless	25
City of Everman	5
City of Flower Mound	0

City of Forest Hill	5	
City of Fort Worth	600	
City of Grand Prairie	60	
City of Grapevine	30	
City of Haltom City	20	
City of Haslet	5	
City of Hurst	20	
City of Keller	25	
City of Kennedale	5	
Town of Lakeside	0	
City of Lake Worth	5	
City of Mansfield	50	
City of N. Richland Hills	35	
Town of Pantego	0	
City of Pelican Bay	0	
City of Reno	0	
City of Richland Hills	5	
City of River Oaks	5	
City of Roanoke	0	
City of Saginaw	10	
City of Sansom Park	0	
City of Southlake	35	
Town of Trophy Club	0	
City of Watauga	10	
Town of Westlake	5	
City of Westover Hills	5	
Westworth Village	0	
City of White Settlement	10	
Total Cities	<hr/> 1,245	
Other:		
Tarrant County	515	
Tarrant County College	290	
Total Other	<hr/> 805	
Total All	<table border="1"><tr><td>5,005</td></tr></table>	5,005
5,005		

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**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021

Discussion/Action Item

Subject: Revision of Board Policy EIC (Local)

Purpose:

The purpose is to present to the Board recommended changes to Board Policy EIC (Local): Academic Achievement and Class Rankings.

Background:

Recommended changes to policy EIC (Local) will align opportunities for students and promote greater access to College, Career, and Military Readiness (CCMR) credits. This change will provide weighted credit for all dual credit classes similar to honors/AP/IB courses.

TASB also recommends adding a provision to address which student receives the highest-ranking graduate certificate from the State of Texas.

Recommendation:

Administration recommends the Board approve the changes to Board policy EIC (Local) as presented.

Submitted to:

Board of Trustees
Arlington Independent School
District

Submitted by:



Prepared by: Dr. Michael Hill

Date: October 6, 2021

Arlington Independent School District Board of Trustees Communication

Meeting Date:	October 14, 2021	Discussion/Action Item
Subject:	House Bill 3 (HB 3) Goal and Progress Measure Update	

Purpose:

To provide the Board with an update and consider revised goals/progress measures pertaining to House Bill 3 (HB 3) requirements for improvement plans addressing early childhood literacy and mathematics proficiency, as well as college, career, and military readiness.

Background:

In the spring of 2019, the 86th Legislature passed the finance bill, HB 3, which included specific requirements pertaining to goal setting and the progress monitoring process for improved outcomes in early childhood literacy and mathematics, as well as college, career, and military readiness (CCMR). The statute requires school boards to adopt plans that include annual goals for aggregate growth on 3rd grade reading and mathematics achievement, annual targets for closing achievement gaps among student groups, targeted professional development for classroom teachers and annual targets for students being served in bilingual and ESL programs. The bill also calls for aggregate annual goals and targets for CCMR readiness as evaluated under the state accountability system's student achievement domain and for each student group articulated in the closing the gaps domain. This discussion item will provide details regarding these new state-mandated requirements and steps the District is taking to comply and ensure increased student achievement in the above areas.

Recommendation:

Administration recommends the Board adopt the updated HB 3 goals and progress measures as presented.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by:  <hr/> Prepared by: Steven Wurtz, Ed.D. <hr/> Date: October 5, 2021
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**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021	Discussion Action Item
Subject: 2021-2022 District Improvement Plan Goals & Performance Objectives	

Purpose:

The purpose is to consider the 2021-2022 District Improvement Plan goals and performance objectives for Board approval.

Background:

Board policy BQ-Legal requires that the district have a district improvement plan that is developed, evaluated, and revised annually. The purpose of the district improvement plan is to guide district and campus staff in the improvement of student performance for all student groups in order to attain state standards in respect to the achievement indicators.

Recommendation:

The administration recommends the Board approve the proposed 2021-2022 District Improvement Plan goals and performance objectives.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Steven Wurtz, Ed.D.
	Date: October 5, 2021

**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021	Discussion/Action Item
Subject: Resolution Authorizing Remote Learning Program	

Purpose:

To consider the resolution authorizing remote learning program.

Background:

In the 87th Legislature 2nd Special Session, the state passed SB15 related to requirements pertaining to virtual learning offerings provided by local school districts. The statute provides that a district may offer virtual courses through remote synchronous instruction, asynchronous instruction, or a combination of synchronous and asynchronous instruction using approved attendance-taking methods. General requirements include:

- An overall district-wide performance rating of C or higher in school year 2018-19, or the year the latest performance rating was given;
- At least one STAAR-assessed grade level must be among the grade levels for which local remote learning is offered;
- Providing families an on-campus option;
- Must administer assessments to students enrolled in local remote learning in the same manner as students learning on campus;
- Providing students enrolled in remote learning the ability to participate in any extracurricular activity sponsored; and
- Must meet the needs of and comply with all relevant federal and state law and policy with respect to students with disabilities and English learners who are enrolled in a remote program.

Under SB 15, districts may receive full funding for local remote learning.

Recommendation:

The administration recommends the Board approve the resolution authorizing the remote learning program.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Steven Wurtz, Ed.D.
	Date: October 5, 2021

Resolution of the Board Regarding Local Remote Learning Program *DRAFT*

WHEREAS, pursuant to Education Code 29.9091, a district may operate a local remote learning program in accordance with the statutory requirements;

WHEREAS, pursuant to Education Code 25.9091(c), a district offering a local remote learning program may provide a virtual course through remote synchronous instruction, asynchronous instruction, or a combination of synchronous and asynchronous instruction, and proposed amendments to the *Student Attendance Accounting Handbook* provide that a board-approved local policy determines which instructional methods and attendance-taking methods the district will use; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Arlington Independent School District through this resolution, which has the effect of board-adopted policy, approves the following provisions:

- The Board authorizes the District to operate a local remote learning program as permitted by law and employ the following instructional and attendance-taking methods in providing its remote learning program:
 - Remote synchronous instruction beginning September 7, 2021, with daily attendance taken at 9:50am.

The authority granted by this resolution shall apply for the 2021–22 school year, unless the Board takes further action.

Adopted this _____ (date) day of _____ (month), 2021, by the Board of Trustees.

Presiding Officer

Secretary

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Last Name	First Name	Location/Organization	Subject/Position	Start Date	Level
BUTLER	RICARDO	ATHERTON	ASSISTANT PRINCIPAL	8/16/2021	ADMIN
ESPINOSA	JUAN	MARTIN	ASSISTANT PRINCIPAL	8/30/2021	ADMIN
BUCKLEY	MYCHL	SAM HOUSTON	ASSISTANT PRINCIPAL	9/20/2021	ADMIN
RULE GANNAWAY	CAROLE	SPECIAL EDUCATION	BEHAVIOR INTERVENTIONIST	8/25/2021	ADMIN
TATE	MALLORY	HALE	COUNSELOR	8/24/2021	ADMIN
ROBLES	CYERRA	JONES	COUNSELOR	8/25/2021	ADMIN
YOUNG	JENNIFER	COREY	COUNSELOR	9/2/2021	ADMIN
SUMMERHILL	NUKESHA	DITTO	COUNSELOR	9/7/2021	ADMIN
HESKETT	KERI	CBPK/KOOKEN	COUNSELOR	9/13/2021	ADMIN
GORDON	LANI	MARTIN	COUNSELOR	9/9/2021	ADMIN
GRADY	CAROLYN	SPECIAL EDUCATION	DIAGNOSTICIAN	9/27/2021	ADMIN
CUMMINGS	DEVIN	SPECIAL EDUCATION	SPEECH PATHOLOGIST	9/29/2021	ADMIN
WILMS	HAPPY	BUTLER	2ND ESL	9/8/2021	ELEM
COPELEY	TEMICA	BECKHAM	2ND ESL	9/22/2021	ELEM
KAACKI	JAMILE	PATRICK	2ND ESL	9/29/2021	ELEM
MARTINEZ	GERARDO	CROUCH	3RD BILINGUAL	9/1/2021	ELEM
WILMOTH	JESSICA	DUNN	3RD ESL	8/30/2021	ELEM
DAGGS	KELSEY	ADAMS ES	3RD ESL	9/13/2021	ELEM
ESCOLERO	ALMA	JONES	4TH BILINGUAL	8/16/2021	ELEM
SHEPHERD	DAMANIAN	DITTO ES	4TH ESL	8/16/2021	ELEM
VAIL	SALLY	WWLA	4TH ESL	8/17/2021	ELEM
BO	ASHLEIGH	WOOD	4TH ESL	8/30/2021	ELEM
MITCHELL	TAYLOR	HILL	5TH ESL	8/24/2021	ELEM
ARAUJO	MELLINA	CROW	5TH ESL	9/22/2021	ELEM
GIBSON	ARIANNA	FITZGERALD ES	6TH ESL	9/21/2021	ELEM
JENKINS	ZACHARY	JOHNS ES	6TH ESL	9/21/2021	ELEM
GILBERT	CURTRICIA	PEACH	6TH ESL	9/7/2021	ELEM
COLLINS	ANITA	ELLIS	ALT CURR	8/18/2021	ELEM
HENDERSON	ANGEL	POPE	ALT CURR	8/19/2021	ELEM
STROM	BARBARA	SHERROD ES	ALT CURR	8/30/2021	ELEM
ALLEN	ZHANA	SHERROD ES	ALT CURR	9/15/2021	ELEM
THOMAS	STEPHANIE	FAMILY LITERACY	FAMILY LITERACY	9/7/2021	ELEM
BOUNHEUANGVILAY	CHANTIL	WIMBISH	FRENCH BILINGUAL	9/17/2021	ELEM
VILLARREAL	CECILE	WWLA	FRENCH BILINGUAL	8/19/2021	ELEM
JONES	CECILE	SPECIAL EDUCATION	DIAGNOSTICIAN	9/10/2021	ELEM
RIDDICK	TIA	PATRICK	INCLUSION	8/24/2021	ELEM
SIBUG	ROLANDON	FOSTER	INCLUSION	9/7/2021	ELEM
PENN	MELINDA	PEACH	KG ESL	8/30/2021	ELEM
UNDERWOOD	ZENOBIA	MILLER	KG ESL	9/7/2021	ELEM
WALTERS-FLANAGAN	DARA	RANKIN	NURSE	9/24/2021	ELEM
TYSON	JENNIFER	WEBB ES	NURSE	9/27/2021	ELEM
JAMES	MORGAN	FOSTER	PE	8/24/2021	ELEM
RICK	ALMA	KOOKEN	PK BILINGUAL	9/3/2021	ELEM
BRANCH	DANIELLE	BRYANT	PK ESL	8/23/2021	ELEM
BARANI	OLIVIA	SPEER	PK ESL	9/15/2021	ELEM
NGUYEN	LINDA	SHORT	STUDENT SUPORT INTERVENTIONIST	9/7/2021	ELEM
MATTHEWS	ANTOINETTE	PATRICK	STUDENT SUPORT INTERVENTIONIST	9/13/2021	ELEM
DAVIS HAMMOND	PHYLIS	SAM HOUSTON	ALT CURR	8/20/2021	SEC
EPPS	TONIA	LAMAR	BUSINESS	8/30/2021	SEC
FELDER	ALLANA	SEGUIN	CAMPUS INSTRUCTIONAL COACH	9/1/2021	SEC
HARRIS	BRIDGETTE	TURNING POINT	CAMPUS INSTRUCTIONAL COACH	9/7/2021	SEC
MYERS	CHRISTINE	BAILEY	ELAR	8/25/2021	SEC
SMITH	SHELMON	BOWIE	ELAR	9/8/2021	SEC
DUPONT	MICHAEL	YOUNG JH	ELAR	8/25/2021	SEC
DENISON	KATHLEEN	BOWIE	ENGLISH	9/22/2021	SEC
GUTHRIE	KAYLEIGH	MARTIN HS	ENGLISH	9/22/2021	SEC
LATHROM	AMANDA	BAILEY	HEAD CHOIR DIRECTOR	8/23/2021	SEC
WOODS	LONTAGE	SAM HOUSTON	INCLUSION	8/16/2021	SEC
DENT	RANDALL	SEGUIN	INCLUSION	8/26/2021	SEC
TUTTLE	RENA	BOLES	INCLUSION	8/30/2021	SEC

CARTER	CASSIE	ARLINGTON	INCLUSION	9/13/2021 SEC
WATTS	STEPHANIE	CARTER	MATH	8/23/2021 SEC
CARTER	JENNIFER	CARTER	MATH	8/23/2021 SEC
RAMIREZ	SHALON	MARTIN	MATH	8/19/2021 SEC
MATTHEWS	CHRISTIAN	OUSLEY	PE/COACH	9/7/2021 SEC
IGENOZA	ABISOYE	SAM HOUSTON	SCIENCE	8/23/2021 SEC
OPARAJI	ROSELUCIA	BOWIE	SCIENCE	8/31/2021 SEC
MERIWETHER	THOMAS	WORKMAN	SCIENCE	8/16/2021 SEC
SHERRILL	HUNTER	OUSLEY	SCIENCE	9/27/2021 SEC
NELSON	ZACHARY	BAILEY	SCIENCE/COACH	8/17/2021 SEC
MOFFETT	OMESHIA	SEGUIN	SCIENCE/COACH	8/13/2021 SEC
SHEPPARD	SARAH	NICHOLS	SCIENCE/COACH	8/25/2021 SEC
SCHOENLEB	JOSH	BAILEY	SOCIAL STUDIES	8/31/2021 SEC
HEATH	DAVID	BOWIE	SOCIAL STUDIES	9/24/2021 SEC
DYSON	KRISTYNA	BAILEY	SOCIAL STUDIES	8/30/2021 SEC
MAHARAJ	VISHARTI	SAM HOUSTON	SOCIAL STUDIES	9/7/2021 SEC
POTTS	ELIZABETH	SAM HOUSTON	SOCIAL STUDIES	8/20/2021 SEC
ANDERSON	JULIE	BOLES	SOCIAL STUDIES/COACH	9/1/2021 SEC
RUIZ FRANCISCO	MARIA PAOLA	SAM HOUSTON	SPANISH	9/13/2021 SEC

Elementary Summary

Teacher	13
Teacher/ESL	17
Admin/Other	11
Total	41

Secondary Summary

Teacher	24
Teacher/ESL	5
Admin/Other	9
Total	38

Grand Total 79

Separation of Service - Effective Between August 21, 2021 to September 20, 2021

CODE	LAST	FIRST	LOCATION	TITLE	YRS	TERM DATE
District Initiated - Failure to Report for Work (3)	Angeles	Rocio	Johns Elementary	Guidance Technician	0	9/3/2021
	Olabode	Adekunle	Seguin High School	Classroom Assistant	0	9/8/2021
	Palacios	Teresa	McNutt Elementary	Classroom Assistant	3	8/25/2021
Employee Initiated - Caring for Family Member(s) (1)	Blanchard	Jasmine	Seguin High School	Classroom Assistant	3	9/16/2021
Employee Initiated - Employment Outside of Education (5)	Barrera	Silvia	Barnett Junior High School	Classroom Assistant	3	9/10/2021
	Bonaparte	Andrew	Curriculum - Math	Instructional Specialist	0	8/31/2021
	Pulattie	Abigail	Bailey Junior High School	Teacher	6	8/30/2021
	Restivo	Jolene	Young Junior High School	Campus Technology Managee	0	8/23/2021
	Williams	Melissa	Bowie High School	PEIMS Clerk	11	9/10/2021
Employee Initiated - Employment with Another District (13)	Allen	Danielle	Bailey Junior High School	Teacher	16	9/13/2021
	Brown	Charisse	Foster Elementary	Teacher	9	8/31/2021
	Charles	Linda	Ditto Elementary	Teacher	15	8/31/2021
	Childs	Walter	Sam Houston High School	Teacher	7	9/3/2021
	Chrisenberry	Ladawn	Morton Elementary	Attendance Clerk	18	8/26/2021
	Crawford	Cecily	Bowie High School	Teacher	2	8/30/2021
	Jenkins	Paige	Special Education	Classroom Assistant	0	8/31/2021
	Lewis	Takiyah	Larson Elementary	Dean	0	9/10/2021
	Meza	Vincent	Shackelford Junior High	Campus Technology Manager	3	9/3/2021
	Morrow	Andrea	McNutt Elementary	Campus Testing Facilitator	14	9/17/2021
	Robinson	Jerlondrea	Goodman Elementary	STEM Lab Manager	2	9/2/2021
	Salazar	Claudia	Patrick Elementary	Teacher	3	8/24/2021
	Sorrells	Dakota	Sam Houston High School	Teacher	1	8/27/2021
	Employee Initiated - Medical Reason (5)	Howard	Isolina	Workman Junior High School	Teacher	16
Martinez-Flores		Amee	Peach Elementary	Classroom Assistant	0	8/30/2021
Mavfield		Dulce	Sam Houston High School	Attendance Clerk	0	9/15/2021
Mention		Robert	Special Education	Classroom Assistant	0	8/31/2021
Williams		Chase	Virtual Learning	Teacher	3	9/2/2021
Employee Initiated - Moving Out of the Area (2)	Mize	Melanie	Martin High School	Teacher	9	9/20/2021
	Morris	Hollie	Goodman Elementary	Teacher	0	9/1/2021
Employee Initiated - Promotion outside education (1)	Anderson	Kelly	Young Junior High School	Guidance Technician	2	9/3/2021
Employee Initiated - Reason Not Specified (23)	Adeyemo Azeez	Erma	Nichols Junior High School	Classroom Assistant	18	8/27/2021
	Caballero Navarro	Yadira	Drop Out Prevention	Clerk	8	9/17/2021
	Capps	Brandy	Little Elementary	Classroom Assistant	2	9/2/2021
	Disher Ravelo	Jared	Curriculum and Instruction	Coordinator	0	9/3/2021
	Edmondson	Latisha	Starrett Elementary	STEM Lab Manager	6	9/7/2021
	Goodrich	Rhonda	Williams Elementary	Classroom Assistant	0	8/27/2021
	Hernandez	Melissa	Arlington Collegiate High School	Family Engagement Liaison	0	9/17/2021
	Howard	Lisa	Blanton Elementary	Classroom Assistant	1	9/6/2021
	Jackson	Tiandria	Adams Elementary	Attendance Clerk	0	9/17/2021
	Jurecka	Victoria	Starrett Elementary	Classroom Assistant	0	8/31/2021
	Khan	Abeer	Crow Leadership Academy	Classroom Assistant	5	9/3/2021
	Lara	Nayely	Thornton Elementary	Attendance Clerk	0	9/20/2021
	Mendez	Becky	Sam Houston High School	Attendance Clerk	2	9/10/2021
	Mendoza	Keila	Turning Point Secondary School	Attendance Clerk	1	9/3/2021
	Minter	Ashawna	Amos Elementary	Classroom Assistant	0	8/27/2021
	Pinero	Whiny	Johns Elementary	Classroom Assistant	0	8/27/2021
	Semma	Brandie	Research and Accountability	Research Analyst	0	9/20/2021
	Swedberg	Cindy	Health Services	Health Assistant	8	9/15/2021
	Thomas	Marilyn	Corey Academy	Counselor	12	8/30/2021
	Turner	Kristina	Chief Schools Officer	Executive Director	15	8/31/2021
	Vandiver	Mitzi	Knox Elementary	Classroom Assistant	10	9/9/2021
	Waters	Kailyn	Short Elementary	Classroom Assistant	0	9/8/2021
	Wilkins	Malibu	Little Elementary	Classroom Assistant	2	8/27/2021
Williams	Jenne	Beckham Elementary	Classroom Assistant	4	9/3/2021	
Employee Initiated - Regular Retirement (5)	Barlow	Kevin	Research and Accountability	Assistant Superintendent	24	8/31/2021
	Bassford	Kenneth	Info and Instructional Systems	Specialist	18	8/31/2021
	Duran	Karen	Sherrod Elementary	Teacher	22	9/15/2021
	French	Paul	Sam Houston High School	Teacher	24	9/17/2021
	Goforth	Starmye	Boles Junior High School	Teacher	35	8/31/2021
Employee Initiated - Resigned in Lieu of Termination (2)	Baze	Steve	Building Maintenance	Supervisor	29	9/8/2021
	Evans	Adrienne	Ellis Elementary	Classroom Assistant	8	9/16/2021

CODE	LAST	FIRST	LOCATION	TITLE	YRS	TERM DATE
Employee Initiated - Unhappy with Job (1)	Carpenter	Melanie	Starrett Elementary	Classroom Assistant	1	8/31/2021

Deceased (2)	Henderson	Ray	Barnett Junior High School	Classroom Assistant	7	8/23/2021
	Latimer	Rosalind	Mary Moore Elementary	Teacher	7	8/26/2021

Total Separations (63)

**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021

Consent Item

Subject: Purchases Greater Than \$50,000 Exempt from Bid

Purpose:

To provide the Board of Trustees the opportunity to review the purchase of goods and services greater than \$50,000 exempt from bidding prior to final Board approval.

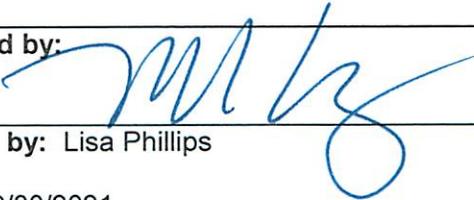
Background:

Board policy CH Local reads "any such purchases that cost \$50,000 or more in the aggregate over a one-year period of time shall require Board approval before a transaction may take place." Listed below are the purchases over \$50,000 exempt from bidding that now require Board approval:

21-10-14-001 Property & Crime Insurance

Recommendation:

The Administration recommends approval of the purchases greater than \$50,000 exempt from bid.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Lisa Phillips Date: 09/30/2021

Arlington Independent School District
Purchases Greater than \$50,000 Exempt from Bid
Date: October 14, 2021

Control No.	AISD Department	Vendor Name	Goods or Services	Estimated Amount	Purchase Method
21-10-14-001	Risk Management	Frost Insurance	Property & Crime Insurance (2nd & Final Extension)	\$3,374,806.99	RFP 20-09

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
MINUTES**

Called Meeting

August 31, 2021
5:00 p.m.

Members Present: Kecia Mays, Bowie Hogg, Sarah McMurrough, Dr. Aaron Reich,
David Wilbanks

Members Absent: Melody Fowler, Justin Chapa

Media Present: None

CALL TO ORDER: Room 804 A .

President Mays called the meeting to order at 5:10 p.m. with five trustees present. The meeting was held at the Mac Bernd Professional Development Center, 1111 West Arbrook Boulevard, Arlington, Texas 76015.

OPEN FORUM FOR AGENDA ITEMS: None

DISCUSSION:

A. Strategic Plan Development

Superintendent Cavazos reported that the purpose of the work session was to launch the beginning of a journey to develop the next strategic plan. The 2012-2015 strategic plan was AISD's first plan and began the journey of improvement with goals for inspired learners, effective leadership and engaged community. The 2016-2021 strategic plan continued the work with a single goal for 100 percent of AISD students to graduate exceptionally prepared for college, career and citizenship. The next strategic plan provides the opportunity to continue to engage the community, staff and board to change and adapt for the needs of students through improved and deepened work. Dr. Cavazos introduced Shannon Buerk, CEO of engage2learn, to lead the discussion to calibrate with the board in the strategic plan development and next steps.

Ms. Buerk provided an overview of the strategic plan design process and began the discussion with the AISD vision, mission and goal. She divided the board and attending staff members into teams to discuss the AISD priorities (learner experience, grow and develop people, college and career ready) and their vision for learning. The group discussed the importance of student focus and engaging all stakeholders. The development process includes this initial calibration work session, community summits, focus group meetings, design team meetings, creation team meetings, and lead team meetings. Board members will participate in meetings, encourage community and staff participation and have opportunities to hear from stakeholders. The proposed strategic plan will be presented to the board at the December 2021 board meeting for consideration.

OPEN FORUM FOR NON-AGENDA ITEMS: None

ADJOURNMENT:

President Mays adjourned the meeting at 7:46 p.m. The Board did not meet in closed session.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
MINUTES**

Regular Meeting

September 2, 2021
5:00 p.m.

Members Present: Kecia Mays, Bowie Hogg, Melody Fowler, Sarah McMurrrough
David Wilbanks, Justin Chapa

Members Absent: Dr. Aaron D. Reich

Media Present: The Shorthorn

CALL TO ORDER:

President Mays called the meeting to order at 5:17 p.m. with five trustees present at the J. W. Counts Administration Building, 1203 West Pioneer Parkway, Arlington, Texas in Conference Room B and one trustee, Mr. Chapa, attending via videoconference call.

Due to the health and safety concerns related to the COVID-19 coronavirus, members of the public were encouraged to participate by watching the school board meeting online at www.aisd.net. One or more trustee could participate in the meeting via videoconference call. A quorum of the Board was physically present at the Administration Building. Members of the public could access the meeting via AISD website at www.aisd.net.

CLOSED MEETING:

President Mays adjourned to closed meeting at 5:17 p.m. pursuant to Sections 551.071 through 551.084 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

1. Administrative Appointments/Personnel Ratification

RECONVENE INTO OPEN SESSION: Board Room

President Mays reconvened the Board into the open meeting at 6:37 p.m. with five trustees present at the J. W. Counts Administration Building in the Board Room and Trustee Chapa attending via video conference call.

OPENING CEREMONY:

Bowie Hogg led the audience in the Pledge of Allegiance. Mrs. Mays called for a moment of silence.

PROGRAM AND/OR PRESENTATION:

- A. Student Performance by Martin High School String Quartet

Executive Director of Communications and Marketing Anita Foster shared that the quartet is from Martin High School. Ella Tran and Christian Dipert were on violin, Katie Ross was on viola and Laurann Sepulveda was on cello. These students are members of the Martin High School symphony orchestra as well as involved in choir, drum major of the Martin High School marching band and the STEM Academy. The students performed "Eine Kleine Nachtmusik" by Mozart.

- B. Student of the Month

Arlington High School Principal Stacie Humbles introduced the September 2021 student of the month, Emma Vasquez. She is a senior at Arlington High School and an outstanding student athlete who has had tremendous success in volleyball. She was the 2020 District Defender of the Year, 2020 Fort Worth Star Telegram Third Team Libero, and has committed to UT-Tyler to continue her volleyball career. This year, she continues to be a leader on her team and on the campus. Emma is a role model to other athletes and always puts her academics first. She made the Academic All-District Team from 2018-2020. She currently has a 4.15 GPA and is in the top 15 percent of her class. She has maintained all A's and B's within all of her advanced and advanced placement courses for her four years of high school. Emma is a kind and caring student who is full of positivity. On a personal note, Principal Humbles is especially proud of Emma because not only is she her principal at Arlington High, she was also her principal at Butler Elementary. Even as a young Butler Bronco, Emma was a student who worked hard and had the best attitude.

- C. Community Engaged for Excellence Award of Appreciation

Director of Parent and Community Engagement Aaron Perales introduced Mr. John Thielman, founder of ShareFest-Texas. Established in 2013, ShareFest-Texas operates to provide hope to the

underserved and to provide an opportunity for communities to come together in service. ShareFest-Texas collaborates with leaders, community service organizations and business partners to align strengths and transform the surrounding community. ShareFest-Texas serves to enable youth to create a better tomorrow. Under this banner, ShareFest-Texas has risen and made great impact in the learning community. Beginning in collaboration with Kiwanis International in 2015, Mr. Thielman provided support as a Key Club Advisor to Sam Houston High School. Further collaborating, Thielman's team developed a two-year mentorship program connecting Sam Houston High School students with children at Safe Haven. This flourished into ShareFest-Texas engaging with seven Key Clubs in Arlington and creating multiple opportunities for students to provide service in the community. In addition to engaging AISD students, ShareFest-Texas has supported campus-based projects at Kooken Early Education Center and Wimbish World Language Academy. As part of Kooken's 80th Celebration in 2018, ShareFest-Texas commissioned a local artist to paint several wall murals and raised hallway signage throughout the building. They provided additional amenities to support students, teachers and staff such as appliances for the teacher's lounge, some furnishings for the education center and additional teacher appreciation events. At Wimbish World Language Academy, ShareFest-Texas led nearly sixty AISD and UTA students to help beautify the campus with planting the Peace and Victory Garden in the of Fall 2019. They commissioned another artist to create paintings that depict world landmarks and welcome signs in Spanish, French and English in Winter 2020. During our COVID environment, ShareFest-Texas continued to engage students by rallying AISD Key Club members to collect articles to make "Welcome Home Bags" for the Safe Haven and hygiene kits for the unsheltered homeless. With these efforts, Mr. Thielman and ShareFest-Texas are poised to continue their support of the Arlington ISD learning community.

APPOINTMENTS:

Superintendent Cavazos recommended that the Board ratify the appointment of the individuals discussed in closed session for executive director of elementary schools and assistant principal for Young Junior High School.

Motion by Melody Fowler, second by Bowie Hogg, to approve.

Since Mr. Chapa was attending the meeting virtually, President Mays asked that Trustees vote via roll call.

Voting For: 6
Voting Against: 0

President Mays reported that the motion passed.

Dr. Cavazos announced the following ratifications:

Shelly Osten as an executive director of elementary schools in the Office of School Leadership. Ms. Osten was previously the director of leadership development.

Courtnei Boyd as an assistant principal for Young Junior High School. Ms. Boyd was previously a support interventionist for Young Junior High.

PUBLIC HEARING: None

OPEN FORUM FOR AGENDA ITEMS:

Isabelle Barrientos spoke regarding AISD not making COVID prevention procedures and mandating masks.

Megan Plumley spoke regarding COVID protocols and virtual learning for high school and junior high.

Fabiola Barrientos spoke regarding COVID numbers going up in school.

Dr. Mary Ann Weaver spoke regarding policies that would help to mitigate the spread of COVID-19 in schools.

Lydia Bean spoke regarding COVID safety protocols, in favor of mask mandate.

Jae Nam spoke regarding COVID safety.

Kim Martinez spoke regarding COVID operations.

David Park spoke regarding mask mandates.

Jason Anderson spoke regarding mask mandates in AISD schools.

Rebekah David registered to speak regarding the mask mandate but was not present.

Kim Worley spoke regarding COVID 19 masks.

A. J. Rogers spoke regarding mask mandate.

J. P. Woodruff spoke regarding mask mandate.

Blanca Martinez spoke regarding masks.

Kelly Jowell registered to speak regarding mask mandates but was not present.

La Rae Stanford spoke regarding masks.

Rick Ruggiere spoke regarding virtual learning/or lack of, for his daughter.

Stefan Powdrill spoke regarding protocols.

Jason Morgan spoke regarding masks.

Jo Anne Cardoza spoke regarding mask mandate, virtual learning and gaps in learning.

Kadesha Yarbrough spoke regarding no virtual learning options available for high school, no mask mandate, very little social distancing, and no alternate plan in works to help the situation.

Marysol Fritz spoke regarding the COVID protocol update.

Noemi Ogle spoke regarding safety protocols.

Robert Gregory spoke regarding no masks for kids in school.

RECESS

President Mays adjourned the meeting at 7:49 p.m. for a brief recess. The meeting was reconvened at 7:58 p.m. with five trustees attending in person and Trustee Chapa attending via conference call.

DISCUSSION / ACTION:

A. COVID-19 School Operations Update

Assistant Superintendent of Administration Dr. Michael Hill presented an update on the COVID-19 school operations. Dr. Hill provided an overview of the current county-wide conditions, current AISD COVID-19 positive cases, COVID-19 testing in AISD, Tarrant County testing opportunities, and COVID-19 vaccination opportunities.

Board members asked clarifying questions, discussed current protocols and other opportunities for mitigating spread.

Motion by Justin Chapa to reinstate the masking protocols that were in place for staff and students last school year.

There was no second and President Mays reported that the motion failed.

Motion by Justin Chapa, second by David Wilbanks, that the district adopt a default masking requirement with the opportunity for individual exemptions.

Mr. Wilbanks stated that he will be making an amendment.

Board members continued discussion.

Mr. Wilbanks stated he would like to amend the motion with an addition, however, he noted that one of his colleagues would like to consult with legal counsel.

President Mays acknowledged that a Trustee wanted to seek legal counsel input.

CLOSED MEETING:

President Mays adjourned to closed meeting at 8:59 p.m. pursuant to Section 551.071 of the Texas Government Code for consultation with General Counsel to seek and receive legal advice.

RECONVENE INTO OPEN SESSION:

President Mays reconvened the Board into the open meeting at 10:20 p.m. with five trustees present at the J. W. Counts Administration Building and Trustee Chapa attending via video conference call.

Regarding the motion that the district adopt a default masking requirement with the opportunity for individual exemptions.

President Mays asked Trustees to vote by roll call.

Voting For: 3
Voting Against: 3
Melody Fowler, Bowie Hogg and Sarah McMurrugh voting against.

President Mays reported that the motion failed because there was not a majority voting in favor.

Chief Academic Officer Dr. Steven Wurtz presented a virtual school update. The temporary virtual learning model includes asynchronous (self-guided) learning August 25, 2021 through September 3, 2021 and synchronous (live virtual instruction) learning beginning September 7, 2021. Temporary virtual learning will be provided six weeks at a time with continuance re-evaluated each six-week period. Current enrollment in virtual learning is approximately 1,922 students in prekindergarten through sixth grade. Teachers serving in virtual learning had orientation on September 1, 2021 with their virtual principal and will have additional professional learning opportunities. Student meals will be provided to students who place online orders and can be picked up at their home campus. For the second six-week period, current virtual instruction students are prioritized and additional waitlisted students admitted based on space availability.

ITEMS TO BE WITHDRAWN FROM THE CONSENT AGENDA: None

CONSENT ITEMS:

- A. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions
- B. Approval of Minutes of Previous Meetings, August 2021
- C. Approval of Contract for Arlington Chamber of Commerce 2021-2022
- D. Approval of the Interlocal Agreement with Tarrant County Local Workforce Development Board to Conduct Tarrant County Adult Education and Literacy Consortium's English as a Second Language, Adult Basic Education, and Adult Secondary Education Program
- E. Approval of the Memorandum of Understanding with Child Care Associates for Child Care Services through Its Child Care Management Services (CCMS) System
- F. Approval of Texas Teacher Evaluation and Support System (T-TESS) Appraisers

Motion by Melody Fowler, second by David Wilbanks, to accept the consent agenda.

Voting For: 6
Voting Against: 0

President Mays reported that the motion passed.

DISCUSSION:

- A. Teacher Incentive Allotment Overview

President Mays reported that this item would be brought back to a future board meeting.

OPEN FORUM FOR NON-AGENDA ITEMS:

Steve Guadalupe spoke regarding gymnastics participation.

Lauren Dillard registered to speak but was not present.

SUPERINTEDENT’S REPORT:

Superintendent Cavazos reported that August 27, 2021 was Arlington ISD Night at Globe Life Field. While the Rangers may have lost the game, it was a big win for the district thanks to the rendition of the National Anthem by Kiara Mullins from Martin High School. The senior did a great job with the anthem. She also sang the National Anthem at the state of the district event and at Ignite 2021, our staff convocation. Dr. Cavazos congratulated Hunter Pollard, a kindergarten student from Wood Elementary, for lending a helping hand in a time of need. When a deaf dog went missing and members of the Arlington Fire and Police departments needed help, it was Hunter to the rescue. They needed a skateboard and Hunter volunteered his, which helped in the rescuing of the dog Zoe. For his efforts, Hunter was honored by both departments at the school and given a new skateboard. Other kindergarteners also got to talk with members of both units after Hunter helped save the day. Dr. Cavazos also recognized Seguin High School cross country runner Ali Gutierrez. She recently won a cross country meet, not because of the where she finished but because of her actions. When a runner from Van Alstyne fell at the meet, Ali helped her up and then held her up for a half mile as the two competed in the race. Ali, a senior at Seguin, sacrificed her individual time to help another competitor. The district learned of this from the Van Alstyne athlete’s mother. AISD wants all students to be contributing, responsible citizens and Ali is proof that the district is on the right track. On August 31, 2021, the district began planning the next strategic plan. There will be more information on the important work and next steps in developing the strategic plan in the near future.

SCHOOL BOARD’S REPORT:

Secretary Fowler had nothing to report.

President Mays, thanked administrative staff, teachers and others and encouraged them to take some time for themselves and mentally relax as we have the rest of the year to go. She thanked them for all their work behind the scenes. She also encouraged everyone to wear a mask, if they choose, wash hands frequently and social distance when possible.

ADJOURNMENT:

President Mays adjourned the meeting at 10:59 p.m. The Board did not return to closed session.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
MINUTES**

Regular Meeting

September 16, 2021
5:00 p.m.

Members Present: Kecia Mays, Bowie Hogg, Melody Fowler, Sarah McMurrrough,
Dr. Aaron D. Reich, David Wilbanks, Justin Chapa

Members Absent: None

Media Present: None

CALL TO ORDER: Conference Room B

President Mays called the meeting to order at 5:10 p.m. with six trustees present at the J. W. Counts Administration Building, 1203 West Pioneer Parkway, Arlington, Texas in Conference Room B and one trustee, Mr. Wilbanks, attending via videoconference call. During this portion of the meeting Board Members may discuss and ask AISD staff questions concerning any of the subjects listed on the Notice/Agenda under the headings of Program and/or Presentation, Appointments, Public Hearing, Action Items, Discussion/Action Items, Consent Items and Discussion Items.

CLOSED MEETING:

President Mays adjourned to closed meeting at 5:35 p.m. pursuant to Sections 551.071 through 551.084 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

1. Administrative Appointments/Personnel Ratification
2. Real Property Locally Known as 2901 W. Bardin Road

RECONVENE INTO OPEN SESSION: Board Room

President Mays reconvened the Board into the open meeting at 7:11 p.m. with seven trustees present at the J. W. Counts Administration Building in the Board Room.

Due to the health and safety concerns related to the COVID-19 coronavirus, members of the public were encouraged to participate by watching the school board meeting online at www.aisd.net. One or more trustee could participate in the meeting via videoconference call. A quorum of the Board was physically present at the Administration Building. Members of the public could access the meeting via AISD website at www.aisd.net.

OPENING CEREMONY:

David Wilbanks led the audience in the Pledge of Allegiance. Mrs. Mays called for a moment of silence.

PROGRAM AND/OR PRESENTATION:

A. Student Leadership Advisory Board Introduction

Executive Director of School Leadership Dr. T.J. Jarchow shared that the Student Leadership Advisory Board (SLAB) is made up of the junior class presidents from each of the six traditional high schools, Arlington Collegiate High School, and Arlington College and Career High School. The group is led by a student who served as a SLAB member in 2020-2021 and was elected to serve as this year's president by the outgoing SLAB members. The SLAB President for 2021-2022 is senior Rudaina Fattul from Seguin High School. The purpose of this group of student leaders is to represent AISD students' opinions and provide the voice of students to the Board of Trustees and AISD. SLAB members assist in building relationships between students, the Board of Trustees, campuses, senior staff, and the superintendent. They are assigned a partner board member, and they meet regularly as a group with the Board of Trustees. SLAB members have no official voting rights regarding official Board of Trustees or AISD business since they serve in an advisory role. The following students are serving on the Student Leadership Advisory Board for the 2021-22 school year:

President, Seguin High School, Rudaina Fattul
Arlington Collegiate High School, Osarenoma Egbenoma
Arlington College and Career High School, Lyla Thomas
Arlington High School, Jack Kozack
Bowie High School, Mia DeLeon
Lamar High School, Marissa Ramos
Martin High School, Jordan Brown
Sam Houston High School, Ezinne Uwalaka
Seguin High School, Alexis Chunkwunyere

PUBLIC HEARING: None

OPEN FORUM FOR AGENDA ITEMS:

Thoreen Burkhardt spoke regarding masking in school.

Cindy Calaluca keeping things simple to help students learn.

Angel Santana was registered to speak regarding COVID-19 protocols but was not present.

Megan Plumley spoke regarding COVID protocols and virtual school for seventh through twelfth grade.

Bradi Carney spoke regarding masks.

Kim Worley spoke regarding COVID-19 protocols.

Leslie Stegmeier spoke regarding mask mandate.

Tammy Holt spoke regarding mask mandate.

Steve Milliren spoke regarding the AISD obligation to educate all kids and keep them safe while doing so.

Kim Martinez spoke regarding COVID protocols.

Rebecca Rodgers spoke regarding Consent Agenda Item C, approval of purchases greater than \$50,000 exempt from bid.

Corliss Bunkley spoke regarding COVID-19 mandates/protocols.

Marysol Fritz spoke regarding COVID protocol.

Heidi Fritz registered to speak regarding COVID protocol but was not present.

Noemi Ogle spoke regarding lack of safety protocols in the high school setting.

Robert Gregory spoke regarding no masks in school.

A. J. Rodgers spoke regarding masks.

Amelia Schwartz spoke regarding mask mandate.

Jolyn Schwartz spoke regarding mask mandate.

Noah Schwartz spoke regarding mask mandate.

RECESS

President Mays adjourned the meeting at 8:00 p.m. for a brief recess. The meeting was reconvened at 8:15 p.m. with seven trustees.

APPOINTMENTS:

Superintendent Cavazos recommended that the Board ratify the appointment of the individual discussed in closed session for executive director of facility services.

Motion by Melody Fowler, second by David Wilbanks, to approve.

Voting For: 7
Voting Against: 0

President Mays reported that the motion passed.

Dr. Cavazos announced that Corey Robinson was the new executive director of facility services. Mr. Robinson was previously the environmental and safety coordinator.

ACTION:

- A. Consider Approving the Sale of Real Property Being a Part of Block 4 of Phase IV Sheffield Village, an Addition to the City of Grand Prairie, Tarrant County, Texas, as it Appears upon the Plat Recorded in Volume 399-190, Page 83 of the Plat Records of Tarrant County, Texas (PRTCT) and Embracing All of the 10 Acre Tract Described in the Deed to Arlington Independent School District (AISD) Recorded in Volume 12379, Page 578 of the Deed of Records of Tarrant County, Texas (DRTCT) in the South Right of Way Line of Bardin Road, Situated in the John Moody Survey, Abstract No.1007, Locally Known as 2901 W. Bardin Road or the Southeast Corner of the Intersection of Bardin Road and Magna Carta Avenue in Grand Prairie, Texas, Comprising Approximately 10.000 Acres

Motion by Sarah McMurrough, second by Melody Fowler, to approve the sale of real property locally known as 2901 West Bardin Road.

Voting For: 7
Voting Against: 0

President Mays reported that the motion passed.

DISCUSSION / ACTION:

- A. COVID-19 School Operations Update

Assistant Superintendent of Administration Dr. Michael Hill presented an update on the COVID-19 school operations. He provided an overview of vaccine, testing and mitigation efforts including continuing to strongly encourage students and staff to wear masks and continuing to require symptomatic individuals to stay home and get tested. He also provided updates on current county-wide conditions, AISD dashboard data, AISD dashboard weekly trends, and the AISD rapid test center data.

ITEMS TO BE WITHDRAWN FROM THE CONSENT AGENDA:

Bowie Hogg requested Items C 21-09-16-003 and C 21-09-16-006 be withdrawn from the consent agenda.

CONSENT ITEMS:

- A. Approval of Donations to Arlington Independent School District

The total donations for this meeting was \$89,335.35. The year-to-date total for the 2021-2022 school year was \$269,360.11.

- B. Approval of Bids
22-06b RFP for Academic Educational Consultants and Professional Development Services
22-10a Outside Contracted Services
22-12 Science Supplies for Inventory & Catalog
22-16 Career and Technical Materials and Suppliers

- C. Approval of Purchases Greater than \$50,000 Exempt from Bid
21-09-16-001 Dual Credit Books and Materials
21-09-16-002 Career Guidance Software
~~21-09-16-003 Learning Framework & Instructional Support System~~
21-09-16-004 Misc. Flooring Projects & Repairs
21-09-16-005 Math Intervention Program
~~21-09-16-006 Interpretation Services on demand via Telephone~~
21-09-16-007 Maintenance and Instructional Materials
21-09-16-008 Outside Contracted Services
21-09-16-009 Classroom & Office Furniture
21-09-16-010 Personal Protective Equipment (PPE) for Inventory & Catalog
21-09-16-011 Materials/Supplies and/or Services
21-09-16-012 Maintenance Supplies
21-09-16-013 Social & Emotional Learning Toolkit, Lessons & Support
21-09-16-014 Service Center Roof Replacement Project
21-09-16-015 Communications Marketing & Services
21-09-16-016 Software to Assess Social and Emotional Needs

- D. Approval of Monthly Financial Reports for Period Ending July 31, 2021

- E. Approval of Monthly Investment Reports for Period Ending July 31, 2021
- F. Approval of Salvage Property

Motion by David Wilbanks, second by Bowie Hogg, to approve the consent agenda items as presented, with the exception of Items C 21-09-16-003 and C 21-09-16-006.

Voting For: 7
Voting Against: 0

President Mays reported that the motion passed.

Regarding the items withdrawn, Mr. Hogg asked for clarification and if this was Critical Race Theory. He noted that the state requires districts to teach character traits and personal skills.

Dr. Cavazos responded that the items do not include Critical Race Theory. There is a process for the selection of materials, required by the state and every grade level has essential knowledge and skills that must be taught. AISD makes sure to align with the Texas Essential Knowledge and Skills (TEKS). AISD is required to teach educational character traits, one of many requirements. The state sets the standards and recommends materials. The district looks to align with state standards when approving materials. Some materials are state approved and some are aligned to state requirements. For textbook adoptions, parents are included in the process and the district welcomes participation in those reviews.

Motion by David Wilbanks, second by Melody Fowler, to approve consent agenda Items C 21-09-16-003 and C 21-09-16-006 previously withdrawn.

Voting For: 7
Voting Against: 0

President Mays reported that the motion passed.

DISCUSSION:

- A. Teacher Incentive Allotment Overview

Dolloress Johnson, Director of HR Employee Development and Relations, presented an overview of the teacher incentive allotment program. The teacher incentive allotment program was created by the Texas Legislature as part of House Bill 3 with the goal to reward, retain, and recruit effective teachers into the profession. Districts can create compensation plans based on teacher effectiveness and student equity. It is available to all Texas teachers through their districts or the National Board. Ms. Johnson presented designation system components, possible timelines and proposed next steps for AISD. Effective implementation of the teacher incentive allotment program supports teacher growth, increases retention of effective teachers, strengthens the current teacher evaluation system and allows AISD to remain competitive in the current labor market.

OPEN FORUM FOR NON-AGENDA ITEMS:

Ryan Holt spoke regarding board decisions and their inherent immorality and potential for perceived corruption.

Stefan Powdrill spoke regarding non-agenda item of virtual school.

SUPERINTEDENT'S REPORT:

Superintendent Cavazos reported that school volunteers, community volunteers and board members traveled throughout the district to get students to re-enroll and come back to school as part of AISD's annual Operation Graduation effort. He thanked everyone for their hard work in walking and driving to homes. It was great to get to connect with students who are so close to graduating, and they were able to get some of those back on campuses and back on track to getting their diploma.

He thanked the Tarrant Area Food Bank for providing the resources for a food pickup Wednesday, September 15, 2021, at the Dan Dipert Career and Technical Center. Because of that support, food was provided, including everything from fresh vegetables to peanut butter, for up to 250 of families. He also thanked the volunteers that helped distribute the food.

September 15, 2021, marked the first day of Hispanic Heritage Month. Schools throughout the district have different events planned, and Wimbish World Language got the month going by having a Mariachi band to greet students. Look for more great stories highlighting the month on the AISD website.

AISD continued the process to the next strategic plan by hosting four community summits. At these summits, community members heard from students about what is important to them. Participants were also able to interact in groups in working toward a new plan, which is scheduled to be completed in December. Next will be focus groups and engaging in the designing phase. Dr. Cavazos thanked everyone for their participation in helping AISD shape its future.

Dr. Cavazos reminded everyone that Friday, September 17, 2021 is the Arlington ISD Education Celebration event at Six Flags Over Texas. Tickets for the event are \$25 and \$5 for every ticket goes to the Arlington ISD school of choice. The event runs from 6:00 p.m. to 11:00 p.m. More information is available on the district website.

SCHOOL BOARD'S REPORT:

Mr. Wilbanks reported that he sat in on a community summit and the students that participated provided great feedback. They were very articulate and there was very meaningful dialogue regarding what priorities should be in place to support students.

Mrs. Mays reported that it was Hispanic Heritage month for the next thirty days. She noted that it starts on the fifteenth, in the middle of the month, the anniversary of independence for a number of Latin American countries. Mrs. Mays shared Cesar Chavez' quote, "Preservation of one's own culture does not require contempt or disrespect for other cultures."

Secretary Fowler reported that there were no items to consider.

ADJOURNMENT:

President Mays adjourned to closed meeting at 10:21 p.m. pursuant to Sections 551.071 through 551.084 of the Texas Government Code in accordance with the Texas Open Meetings Act for the purposes stated on the agenda. The Board did not return to open session.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
MINUTES**

Called Meeting

September 30, 2021
6:00 p.m.

Members Present: Kecia Mays, Bowie Hogg, Melody Fowler, Sarah McMurrough,
David Wilbanks

Members Absent: Dr. Aaron Reich, Justin Chapa

Media Present: None

CALL TO ORDER: Room 804 A .

President Mays called the meeting to order at 6:03 p.m. with five trustees present. The meeting was held at the Mac Bernd Professional Development Center, 1111 West Arbrook Boulevard, Arlington, Texas 76015.

OPEN FORUM FOR AGENDA ITEMS:

Kim Martinez was registered to speak virtually regarding student performance and how to help but was not available.

DISCUSSION:

A. Accountability / Student Academic Outcomes Calibration Update

Chief Academic Officer Dr. Steven Wurtz and Assistant Superintendent of Research and Accountability Dr. Natalie Lopez presented an update on student academic outcomes. The objectives of the work session included understanding the relationship between progress and outcome measures, identifying the targets and measures used to monitor progress towards goal achievement, understanding the prescription for improvement and establishing a 2021-2022 progress monitoring calendar. The board worked in small groups with staff members to review and discuss data, factors impacting student learning and strategies to support improvement.

OPEN FORUM FOR NON-AGENDA ITEMS:

Kim Martinez spoke regarding student performance and how to help.

ADJOURNMENT:

President Mays adjourned to closed meeting at 8:25 p.m. pursuant to Sections 551.071 through 551.084 of the Texas Government Code in accordance with the Texas Open Meetings Act. The Board did not return to open session.

**Arlington Independent School District
Board of Trustees Communication**

Meeting Date: October 14, 2021

Consent Item

Subject: Consider Non-Member Agreement with Midlothian ISD for Educational Services for the Arlington Regional Day School Program for the Deaf (Arlington RDSPD) for 2021-2022

Purpose:

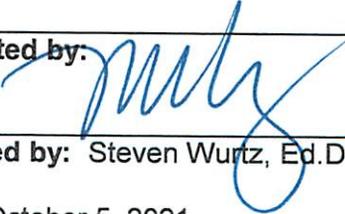
The purpose of this consent item is to ask the board to approve the Regional Day School Program for the Deaf (RDSPD) Agreement between Arlington ISD and Midlothian ISD for the 2021-2022 school year concerning services and reporting procedures for students with Auditory Impairments attending the Arlington ISD RDSPD.

Background:

Beginning 2010-2011, school districts across the state have been required to belong to a Regional Day School Program for the Deaf to serve qualifying auditory impaired students. The Arlington ISD Multi-member arrangement includes Kennedale ISD, Mansfield ISD and Venus ISD.

Recommendation:

Administration recommends the Board of Trustees approve the Non-Member agreement of the Shared Services Arrangement with Midlothian ISD in order to continue providing services to students with Auditory Impairments at the Regional Day School Program for the Deaf in Arlington ISD.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by: 
	Prepared by: Steven Wurtz, Ed.D. Date: October 5, 2021

ARLINGTON INDEPENDENT SCHOOL DISTRICT

Non-Member Contract for Educational Services from the Arlington Regional Day School for the Deaf 2021-2022

This document represents the Agreement between the Arlington Independent School District (“AISD”) and Midlothian ISD school year concerning services and reporting procedures for students who are deaf and hard of hearing attending the Arlington Regional Day School Program for the Deaf (“Arlington RDSPD”), collectively the parties.

The parties agree that:

1. General Covenants and Principles

1.1 The purpose of this Agreement is to create a cooperative arrangement whereby the AISD and Midlothian ISD may provide for the efficient delivery of legally required special education and related services to eligible students with hearing impairments. It is agreed and understood that any student who has a hearing impairment which severely impairs processing linguistic information through hearing, even with recommended amplification, and which adversely affects educational performance shall be eligible for consideration for the Arlington RDSPD, subject to the Admission, Review and Dismissal (ARD) Committee recommendations for auditory impairment classroom placements.

1.2 The SSA members and non-members do not intend by entering this Agreement, or otherwise, to create a separate or additional legal entity.

1.3 The Arlington RDSPD’s administrative offices will be located in Arlington, Texas.

1.4 The Arlington RDSPD will operate under the AISD school calendar and under the policies and procedures of the AISD.

1.5 The Arlington RDSPD will be operated in compliance with federal and state law, including the Individuals with Disabilities Education Improvement Act, 20 U.S.C. § 1401 et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S. C. § 794; the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq.; Chapter 29 of the Texas Education Code; implementing regulations for all applicable statutes; section 1.3 of the *Financial Accounting and Reporting Module of the Financial Accountability System Resource Guide (FASRG)* and the Arlington ISD RDSPD operating guidelines. All special education terms and acronyms used in this Agreement shall have the meanings and definitions provided to such terms and acronyms as set out in Chapter 33 of the Individuals with Disabilities Education Act (IDEA), 20 United States Code Annotated Section 1400 et seq., 34 CFR Part 300, the Texas Education Code, Chapters 20 and 30 and the Texas Administrative Code, 19 TAC 89.1001 et seq. Such terms and acronyms shall include, but not be limited to, FAPE or Free Appropriate Public Education, Child Find, IEP or Individualized Education Program, LEA or Local Education Agency, LRE or Least Restrictive Environment, Special Education, Evaluations, Eligibility Determinations, Educational Placements, Procedural Safeguards, SEA or State Education Agency, MOE or Maintenance of Effort, ESEA or

Elementary and Secondary Education Act, and ARD or Admission, Review and Dismissal Committee.

1.6 Should a Local Education Agency (LEA) seek to become a member district of the Arlington ISD RDSPD SSA, a written request must be provided to the Arlington ISD RDSPD SSA designee for Management Board consideration 30 days before the notification to TEA of pending reconfiguration changes effective for the subsequent year is due. It is agreed that any reconfiguration is subject to TEA timelines and approval by the parties to this Agreement. Any reconfiguration is subject to approval by each member district's Board of Trustees.

1.7 Students from districts other than those SSA members who are parties to this Agreement may be considered for services upon written request to the AISD special education director. A contract for services will be negotiated between the Arlington RDSPD and non-member district. Non-member districts or other non-member entities (e.g., charter schools) will be responsible for all costs under a separate agreement with the RDSPD if the RDSPD agrees to provide such services.

1.8 The AISD and Midlothian ISD agree to cooperatively operate their special education programs for the purpose of providing efficient delivery of legally required special education and related services to eligible students having hearing impairments.

1.9 For students whose ARDC determines that placement at a centralized RDSPD campus is needed in order to receive a free appropriate public education (FAPE), the Arlington RDSPD will provide a continuum of placement options from mainstream to homebound, communication access during the instructional day as described in the students' IEP, which may include teachers who use the child's preferred mode of communication, communication facilitators or interpreters in classes in which the teacher does not use the child's preferred mode of communication. The Arlington RDSPD will also provide Assistive Listening Devices, Speech therapy, Audiology and Interpreting as Related Services as required by the students' IEP, and individual re-evaluations as determined by the ARDC.

1.10 The Arlington RDSPD, through the AISD Board, may purchase goods and services necessary to administer and operate the RDSPD.

2. Fiscal Agent

2.1 AISD, an accredited Texas public school district, shall serve as the Fiscal Agent for the Arlington RDSPD.

2.2 The Fiscal Agent is responsible for applying for, receiving, collecting, expending, and distributing all funds, regardless of source, in accordance with budget adopted by the Arlington RDSPD. The Fiscal Agent shall provide accounting services, reports, and shall perform any other responsibilities required by Arlington RDSPD policies.

2.3 The Fiscal Agent will account for salaries and expenses of Arlington RDSPD personnel, Arlington RDSPD operating expenses, IDEA Part B funds, IDEA Part C funds, State Deaf Funds, and any other funding received for the purposes of furthering this program. The Fiscal Agent will maintain personnel records and payroll systems for all Arlington

RDSPD personnel who are its employees.

2.4 The Fiscal Agent will prepare and submit any reports or applications required by federal or state law or Arlington RDSPD policy including PEIMS and other student data reports. RDSPD will assume responsibility for reporting eligible students and will be accountable for results related to federal and state accountability measures including FAPE and AYP.

2.5 The Fiscal Agent may negotiate contracts with outside services providers for special education and related services for students with disabilities in accordance with law and Fiscal Agent policies. The Fiscal Agent shall require each service provider to comply with federal and state laws as referenced in Paragraph 1.5 of this Agreement.

2.6 RDSPD SSA Member and participating Non-Member districts shall follow PEIMS enrollment guidance and accounting practices as outlined in the Texas Accounting Handbook regarding Shared Services Arrangements in section 4.11. The Fiscal Agent, SSA members and participating non-members must provide a PEIMS 011 record. Midlothian ISD may report participation in more than one RDSPD SSA. Midlothian ISD must indicate the fiscal agent county district number in the E0777 data element on the PEIMS 011 record.

3. Management

3.1 The special education director or designee of the Fiscal Agent shall report the annual status of the Arlington RDSPD to the special education director of each respective member and participating non-member.

3.2 All assets purchased with Arlington RDSPD funds are for the express use of the students attending such Day School Program and will be managed by AISD as Fiscal Agent for the Arlington RDSPD; however, title to such property shall be vested in AISD. Repairs to any property or equipment shall be paid from Arlington RDSPD funds. If any property becomes unusable or surplus, then AISD may dispose of such property and the proceeds thereof, if any, shall be returned to Arlington RDSPD.

4. Personnel

4.1 The chief administrator of the Arlington RDSPD will be the AISD special education director or designee. The AISD special education director or designee shall serve under a contract with the Fiscal Agent and be subject to the personnel policies of the Fiscal Agent. Administrative decisions regarding operation of the RDSPD instructional program, including but not limited to, RDSPD centralized locations, RDSPD personnel assignments, related services and professional development, and approved budgeted expenditures consistent with the Fiscal Agent's policy, are within the authority of the AISD special education director.

4.2 The Fiscal Agent shall maintain public records for purposes of the Texas Public Information Act and the Local Government Records Act.

4.3 Any hearing on RDSPD personnel, including employee grievances, terminations, or non-renewals is the responsibility of and will be held in accordance with the policies of AISD with whom the employee has a contractual relationship.

4.4 Arlington RDSPD personnel are employed by the Fiscal Agent and are subject to the personnel policies of the Fiscal Agent and any Arlington RDSPD operating guidelines and procedures and salary schedule.

4.5 The Arlington RDSPD ensures all individuals providing services contemplated under this Agreement and the RDSPD program must be appropriately certified or licensed to perform the applicable service.

5. Participating Non-Members General Obligations

5.1 Participating non-members agree that any funds assessed under Arlington RDSPD policies or other legal requirements will be remitted within sixty (60) calendar days of receiving a written statement from the Fiscal Agent.

5.2 Each participating non-member will be liable for any cost associated with its residentially placed students.

5.3 Each participating non-member agrees to cooperate with the Fiscal Agent in maintaining the proper fiscal and student records for the Arlington RDSPD operations.

5.4 Participating non-members are ultimately responsible for the education of all students with auditory impairments within their district boundaries, whether the child is served in the local program, Arlington RDSPD, or other placements. Any services provided, under any of these arrangements, are subject to an ARD committee decision.

5.5 Participating non-member is responsible for the employment and payment of personnel serving students who have auditory impairments in their respective districts who do not reside in the AISD or attend the RDSPD. Upon written request, the Arlington ISD RDSPD SSA will provide Audiological, Parent Advisory and / or Itinerant services according to the fee schedule.

5.6 If an ARD committee determines that an RDSPD student receiving services at a AISD district site requires, for example, a one-on-one paraprofessional (or additional staff), additional specialized equipment or related services, the referring SSA member district shall be liable for all costs associated with such staff, equipment or services and shall reimburse the Fiscal Agent in full for all such costs. These individual excess direct student costs, incurred based upon an ARD committee's decision, will be billed monthly to the individual member district and includes, but is not limited to, interpreter services for extracurricular activities, and school sponsored activities and events that occur before and after the school day. This time is defined by the services performed outside of the normally scheduled working hours of the interpreter as reflected on the fiscal agent's school calendar as well as any time during weekends or holidays. Costs associated with DAEP and/or JJAEP student placements will also be billed individually to the member district as an individual excess direct student cost, e.g., interpreter services and any other RDSPD services provided to a non-member district's student who is assigned to one of AISD's Turning Point (DAEP) schools or who is expelled and attends JJAEP under AISD's

Memorandum of Understanding with Tarrant County JJAEP. Any services that must be provided at a location other than an Arlington ISD RDSPD regular campus will also be billed individually to the member district as an individual excess direct student cost, e.g., a homebound student. Non-members shall reimburse AISD within sixty (60) days of receipt of billing.

6. Fiscal Practices

6.1 Payment will be determined in the following manner:

- (a) The Fiscal Agent will estimate the shortage of funds between actual costs for Arlington RDSPD and those expenses paid by federal or state funds on an annual basis.

In addition to federal and state funds generated by regulation, the Fiscal Agent will receive a prorated contribution from SSA members to offset shortfalls in program funds for operating the Arlington RDSPD in accordance with student IEPs. The rate determined by dividing the difference between the amount of the program costs and the amount received in federal and state deaf funds by the number of students in the Arlington RDSPD.

Arlington RDSPD will invoice participating districts once in the Fall and once in the Spring of each year. The Fall Invoice will be based on the RDSPD student count on the PEIMS snapshot date in October of the current school year. The student count for the spring billing will be based on the number of students served on the first Friday of March of the current school year. Students who are under age three or who are served itinerantly one or more times per week in the member district will be counted as one-half full-time equivalent students.

Arlington RDSPD will invoice participating districts for audiological services after services are rendered. Audiological service fees will be provided to each SSA member no later than June 1 of each year.

- (b) The determination of excess costs for each school year in which this Agreement remains in effect shall be furnished by the Fiscal Agent to each SSA member no later than June 1 of each year.

6.2 The annual Arlington RDSPD budget shall be prepared by the Fiscal Agent's director of special education for approval by the Fiscal Agent's board of trustees. The Fiscal Agent shall be responsible for all required federal and state reporting related to Arlington RDSPD activities.

6.3 There will be an audit of Arlington RDSPD financial matters each year by the firm who annually audits the accounts of the Fiscal Agent. The responsibility (scheduling and financial obligations) for this audit will reside with the Fiscal Agent.

7. Risk of Loss

7.1 Except as otherwise provided in this Agreement, each participating non-member bears its own risk of loss. "Loss" includes, but is not limited to, damage to or loss of personal and/or real property, costs of administrative hearings, litigation expenses, awards of damages, court costs, attorneys' fees and settlement costs.

7.2 Legal fees, expenses and other costs incurred due to complaints, grievances or litigation by parents and/or students participating in the Arlington RDSPD will be assumed by the participating non-member district in which the student resides. Participating non-members have the right to select their own legal counsel for handling of such complaints, grievances and/or litigation, Fiscal Agent and Arlington RDSPD agree to cooperate in good faith in such matters. Further, if the Fiscal Agent incurs legal fees, expenses and other costs regarding a student, the participating non-member district in which the student resides, will reimburse the Fiscal Agent for the fees it has incurred, including without limitation, any and all costs of litigation, attorneys' fees, costs of court (including mediation or arbitration), damages, costs of settlement paid by the Fiscal Agent or any other liability of any kind assessed against the Fiscal Agent.

7.3 Uncontrollable costs that impact the Fiscal Agent will be shared on a pro-rata basis by the participating non-member districts according to the percentage of contribution established in operation of funds, e.g., if employees of the RDSPD cause an increase in worker's compensation or unemployment compensation, the Management Board may consider assessing a prorated portion of the excess costs from each SSA member and participating non-member district consistent with other shared expenses.

7.4 Each SSA member and participating non-member district will insure its owned or leased vehicles used in the transportation of students with disabilities within the statutory maximum limits of school district liability for motor vehicle accidents.

8. Transportation

8.1 Transportation for eligible students to the Arlington RDSPD will be provided by the SSA member and participating non-member district in which the student is a resident, private transportation provided by parents or their agents, or by contracted transportation in accordance with the law. Contracted transportation will be provided/paid for by the SSA member and participating non-member district in which the student is a resident.

9. Legal Responsibilities

9.1 SSA member and participating non-member districts are solely responsible for the provision of a FAPE to the students who reside in their respective districts.

9.2 SSA member and participating non-member districts are responsible for legal costs, court costs and attorneys' fees, resulting from complaints, grievances, administrative proceedings, administrative hearings and litigation directly involving students who reside in their respective districts. SSA member and participating non-member districts have the right to select their own legal counsel for handling of such complaints, grievances and/or litigation, and the SSA members and participating non-member districts, Fiscal Agent and Arlington RDSPD agree

to cooperate in good faith in such matters.

9.3 Each SSA member and participating non-member districts shall be responsible for legal fees, costs and expenses incurred due to complaints, grievances, or litigation arising from an employee with whom such district has a contract (ex: teacher) or with whom such district has an employment relationship (ex: paraprofessional). Participating districts have the right to select their own legal counsel for handling of such complaints, grievances and/or litigation, and the participating districts, Fiscal Agent and Arlington RDSPD agree to cooperate in good faith in such matters.

9.4 The legal responsibilities stated herein shall survive the expiration of this Agreement.

9.5 The RDSPD's ability to serve the SSA members' and participating non-members' students will require the sharing of records. For this reason, the participating districts designate the RDSPD as a "school official" with a legitimate educational interest in the educational records of students assigned to the RDSPD. Similarly, RDSPD designates the participating districts as "school officials" with a legitimate educational interest in the educational records of their respective students. Confidentiality of the records maintained by the participating districts and the RDSPD will be maintained in accordance with the Family Education Rights and Privacy Act and will only be disclosed and/or discussed with school officials who have a legitimate educational interest in the records.

10. The Agreement

10.1 This Agreement will be approved annually by the participating independent school districts.

10.2 This Agreement will apply to and bind the representatives and successors in interest of the parties to this Agreement.

10.3 This Agreement is governed by the laws of the State of Texas.

10.4 If any provision of this Agreement becomes or is held to violate any law or unenforceable, then the invalidity of that provision will not invalidate the remaining provisions. The parties agree that all remaining provisions of this Agreement will remain in effect.

10.5 Citations of and references to any specific federal or state statute or administrative regulation in this Agreement include any amendment to or successor to that statute or regulation.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

_____/ALM
Dr. Marcelo Cavazos, Superintendent

Date

Program Contact: Brittany Gregory
Coordinator Regional Day School Program for the Deaf
Address: Enterprise Centre, 690 E. Lamar Blvd., Suite 200 Arlington, TX 76011
(82) 867-0804
bgregory@aisd.net

MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT

Shannon Thompson, Director of Specialized Learning

Date

Program Contact: Shannon Thompson
Director of Specialized Learning
100 Walter Stepeson
Midlothian, Texas 76065
(469) 856-5089
Shannon.thompson@,misd.gs

Arlington Independent School District Board of Trustees Communication

Meeting Date:	October 14, 2021	Consent Item
Subject:	Additional Texas Teacher Evaluation and Support System (T-TESS) Appraisers	

Purpose:

The purpose of this consent item is to approve the Texas Teacher Evaluation and Support System (T-TESS) list of district administrators who evaluate teachers through T-TESS. The proposed list of additional appraiser(s) for the 2021-2022 school year is attached for consideration.

Background:

Per Board Policy DNA (Legal) a campus administrator who is a certified T-TESS appraiser and approved by the Board, shall conduct a teacher’s appraisal. Under Section 21.351(c) of the Texas Education Code, appraisers under the Texas Teacher Evaluation and Support System (T-TESS) must be the teacher’s supervisor or a person approved by the Board of Trustees.

Recommendation:

The administration recommends the Board approve the Texas Teacher Evaluation and Support System list of additional appraisers for the school year 2021-2022.

Submitted to: Board of Trustees Arlington Independent School District	Submitted by:  <hr/> Prepared by: Scott Kahl Date: October 5, 2021
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**Arlington ISD
T-TESS Additional Appraiser List
2021-22
October 14, 2021**

Last	First	Job Title	Location
Alonso	Emilia	Assistant Principal	Peach ES
Bohannon	Jennifer	Principal	Butler ES
Boyd	Courtnei	Assistant Principal	Young JH
Cartwright	Gregory	Assistant Principal	Martin HS
Espinosa	John	Assistant Principal	Martin HS
Genis	Diana	Assistant Principal	Larson ES
Jarchow	Theodore	Executive Director	Office of School Leadership
Newcomb	Heidi	Curriculum Coordinator	Special Education Department
Redvine	Tunya	Assistant Principal	Martin HS
Roberts	Michael	Assistant Principal	Sam Houston
Smith	Ashley	Dean	Arlington HS
West	Ashley	Assistant Principal	Peach ES
Wolf	Kelsey	Assistant Principal	Arlington HS
Woods	Charity	Curriculum Coordinator	SPED

Arlington Independent School District Board of Trustees Communication

Meeting Date: October 14, 2021	Consent Item
Subject: Ratification of Minimum Pay Rate Increase for Educational Aides (EA01-EA05) and Auxiliary (AUX1-AUX3)	

Purpose: To obtain the Arlington ISD Board of Trustees' approval of a minimum pay rate increase for Auxiliary (AUX01 through AUX03) and Educational Aides (EA01 through EA05) staff, effective October 4, 2021.

Background: The district has faced ongoing recruiting and retention challenges for entry level auxiliary staff and educational aides with a significant high number of positions remaining unfilled. As a result of this challenge, a recent market analysis outside of the annual TASB review was conducted by the HR Department to determine market competitiveness among entry-level positions in the Arlington area. Market data was received from TASB, Mercer, and a district survey of local businesses offering entry-level positions. The analysis showed that the entry-level pay rate for Auxiliary staff and Educational Aides was below market by \$1.00 to just under \$2.00/hour.

Recommendation: To address the recruiting and retention challenges, the recommendation is to increase the minimum hourly rate for Auxiliary 01 and Auxiliary 02 staff by \$1.84/hour; increase the minimum hourly rate for Auxiliary 03 by \$1.00/hour; and to increase the minimum hourly rate for Educational Aides 01 through 05 by \$1.74/hour. The recommendation is to update the current pay structure (minimum, midpoint, and maximum) to reflect the recommended increase. The table below shows the proposed changes:

Plan	Grade	Minimum			Midpoint			Maximum		
		Current	New	Diff	Current	New	Diff	Current	New	Diff
Educational Aides	EA 01	13.26	15.00	1.74	15.98	17.50	1.52	18.69	19.99	1.30
	EA 02	14.32	16.06	1.74	17.25	18.72	1.47	20.18	21.38	1.20
	EA 03	15.32	17.06	1.74	18.46	19.88	1.42	21.60	22.70	1.10
	EA 04	16.71	18.45	1.74	20.37	21.49	1.12	24.03	24.53	0.50
	EA 05	20.87	22.61	1.74	25.46	26.33	0.87	30.05	30.05	0.00
Auxiliary	AUX 01	11.16	13.00	1.84	13.61	15.46	1.85	16.07	17.91	1.84
	AUX 02	12.61	14.45	1.84	15.38	17.18	1.80	18.15	19.90	1.75
	AUX 03	14.51	15.51	1.00	17.69	18.46	0.77	20.87	21.37	0.50

Submitted to: Board of Trustees Arlington Independent School District	Submitted by:
	Prepared by: Scott Kahl
	Date: October 6, 2021