

THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

January 20, 2022

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Index

- | | |
|--------------------------------------|---------------------------------------|
| A. Superintendent's Priority Items | G. Talent |
| B. Trustee Items | H. Business Operations |
| C. Closed Session (Closed to Public) | I. Finance |
| D. Deputy Superintendent | J. Other |
| E. School Offices | K. Policy |
| F. Academics | L. Superintendent's Information Items |

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Millard House II, *Superintendent of Schools*

BOARD OF EDUCATION AGENDA

January 20, 2022

Table of Contents

A. SUPERINTENDENT'S PRIORITY ITEMS

A-1. Approval Of Personal Services Performed By The Superintendent, Including Speaking Engagements, Panel Discussions, Workshops, Etc., In Accordance With Texas Education Code Section 11.201(E)

A-2. Superintendent's Update To The Board

B. TRUSTEE ITEMS

C. CLOSED SESSION

C-1. Personnel

- a. Deliberate the duties of the superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive including the audit dashboard, and board members; evaluations of the superintendent and chief audit executive, consideration of compensation, and contractual provisions.
- b. Consider and approve proposed appointments, reassignments, proposed terminations, terminations/suspensions, contract lengths, proposed nonrenewals, renewals, and resignations/retirements of personnel including teachers, assistant principals, principals, including resignation agreements and full and final release for chief officers, assistant superintendents, executive officers, and other administrators, and, if necessary, approve waiver and release and compromise agreements.
- c. Hear complaints against and deliberate the appointment, evaluation, and duties of public officers or employees and resolution of same.

C-2. Legal Matters

- a. Matters on which the district's attorney's duty to the district under the Code of Professional Responsibility clearly conflicts with the Texas Open Meetings Law, including specifically any matter listed on this agenda and meeting notice.
- b. Pending or contemplated litigation matters and status report.
- c. Update on federal law enforcement activity on February 27, 2020.

- d. Legal discussion and advice concerning House Bill 1842 (84th Leg., 2015), Senate Bill 1882 (85th Leg., 2017), and the district's options.
- e. Legal discussion concerning Houston ISD v. Texas Education Agency, et al., In the 459th Judicial District Court, Travis County, Texas, Cause No. D-1-GN-19-003695.
- f. Legal Update on Special Education Accreditation Investigation.

C-3. Real Estate

D. DEPUTY SUPERINTENDENT

E. SCHOOL OFFICES

F. ACADEMICS

G. TALENT

G-1. Adoption Of Resolution To Waive Work Day Missed And To Pay Employees As A Result Of The COVID-19 Mitigation Day On January 18, 2022

- Resolution

H. BUSINESS OPERATIONS

I. FINANCE

J. OTHER

K. POLICY

L. SUPERINTENDENT'S INFORMATION ITEMS

ADJOURN

Office of the Superintendent of Schools
Board of Education Meeting of January 20, 2022

Office of Talent
Jeremy Grant-Skinner, Chief Talent Officer

SUBJECT: ADOPTION OF RESOLUTION TO WAIVE WORK DAY MISSED AND TO PAY EMPLOYEES AS A RESULT OF THE COVID-19 MITIGATION DAY ON JANUARY 18, 2022

The Board of Education is asked to consider adoption of a resolution authorizing payment of all impacted district employees for January 18, 2022. On this date, when students were already to be out while faculty were to pursue professional development, the Houston Independent School District (HISD) was officially closed, out of utmost concern for the well-being of staff, to mitigate the spread of COVID-19.

The administration recommends that district staff receive compensation for the January 18, 2022, missed workday.

The resolution recites that the board finds a public purpose exists to pay employees for the workday missed as a result of the January 18, 2022, mitigation day.

HISD employees required to work to maintain critical operations and/or to facilitate mitigations at facilities will also be paid pursuant to guidelines implemented by the chief talent officer.

The resolution recites that the board finds that a public purpose and a benefit to HISD exist to excuse and/or forgive the absence.

A copy of the above-referenced resolution is attached to this item.

COST/FUNDING SOURCE(S): Funds are budgeted in the 2021–2022 operating budget.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all four district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education adopts the resolution authorizing payment to district employees for the missed workday on January 18, 2022, effective January 21, 2022.

RESOLUTION

WHEREAS, the recent infection surge in the Houston community of the Omicron variant of the COVID-19 virus, along with the continued presence of the Delta variant, has negatively impacted work attendance of HISD staff members at District campuses and facilities by causing absences from work well beyond the usual absentee rates as employees are in isolation and/or recovering from illness; and

WHEREAS, absences have especially increased since the return from the Winter break as employees isolate and recover; and

WHEREAS, this absenteeism ranges from campus level teachers and administrators to bus drivers, mechanics, custodial staff, professional and support staff in the central office and other facilities in the District causing disruption in student learning, as well as the administrative functions necessary for the running of the district; and

WHEREAS, the safety and well-being of district employees and students are compromised by the ongoing conditions created by the pandemic;

WHEREAS, the spread of COVID-19 in Harris County, Houston, and HISD has reached unprecedented levels, including greater numbers of hospitalized children than at any other time in the pandemic; and

WHEREAS, Monday, January 17, 2022 is a district holiday in recognition of Martin Luther King Day; and

WHEREAS, Tuesday, January 18, 2022 is a designated on the district calendar as a non-student teacher workday;

WHEREAS, a mitigation day, through closure of all schools and facilities in the Houston Independent School District ("HISD" or "district"), was provided to the employees

of HISD on January 18, 2022, a day when students were already scheduled to be out of school; and

WHEREAS, HISD salaried employees, including teachers, school-based administrators, and central office staff will be paid as normal without having to work a make-up day; and

WHEREAS, HISD scheduled hourly employees who are paid for hours actually worked will not have the opportunity to work a make-up day to compensate for the day that the district was closed on January 18, 2022; and

WHEREAS, there is a public purpose served and a benefit to HISD to demonstrate support of its employees, enhance employee morale, and support the retention of employees by paying scheduled hourly employees for the day that the district was closed; and

WHEREAS, the Board of Education ("Board") believes it is in the best interests of HISD for the remainder of the 2021–2022 12-month calendar and duty schedule to remain in effect as designated by the administration, and originally adopted by the Board; and

WHEREAS, the Board has determined that the day missed due to a districtwide closure should not be made up by HISD employees, and that payment should be made to employees; and

WHEREAS, the Board believes that a public purpose exists to compensate these employees who did not work; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on January 18, 2022, by any employees who were instructed by the administration to do so, or who were required by contract or job description to report for duty, and who are

emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

NOW THEREFORE, be it resolved by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and
2. The Board determines that the workday missed Tuesday, January 18, 2022, by district employees due to a districtwide closure need not be made up by impacted HISD employees; and
3. The Board finds that a public purpose and a benefit to HISD, and therefore a public benefit, exists to excuse and/or forgive the absence of district employees due to school and work location closure caused by the mitigation day, and that payment for such day is necessary for both salaried and scheduled hourly employees in the operation of the public schools as provided by Texas Education Code §45.105; and
4. The Board hereby authorizes the Superintendent of Schools to pay employees for the day of absence and work location closure necessitated by the mitigation day; and
5. The Board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of his discretion to protect the safety and welfare of the employees and others in the HISD community, to the extent necessary, as a result of a mitigation day, through the effective date of this Resolution.

Approved this 20th day of January 2022.

By: _____
Judith Cruz
HISD Board President

Attest:

By: _____
Sue Deigaard
HISD Board Secretary