

THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

January 07, 2021

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

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MEMBERS OF THE BOARD OF EDUCATION

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Dani Hernandez, *Assistant Secretary*
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Elizabeth Santos
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Grenita Lathan, Ph.D., *Interim Superintendent of Schools*

BOARD OF EDUCATION AGENDA
January 07, 2021

5:00 p.m.

- **CALL TO ORDER WHEN A QUORUM IS PRESENT**

CLOSED SESSION (IF NECESSARY)

- **ADJOURNMENT TO CLOSED OR EXECUTIVE SESSION PURSUANT TO SECTIONS 551.004, 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, 551.084, AND 551.089, CHAPTER 551 OF THE TEXAS GOVERNMENT CODE FOR THE PURPOSES LISTED UNDER SECTION C**

RECONVENE IN OPEN SESSION

- **CONSIDERATION AND POSSIBLE ACTION ON MATTERS DISCUSSED IN CLOSED OR EXECUTIVE SESSION**
- **CONSIDERATION AND APPROVAL OF MINUTES FROM DECEMBER 10 AND 17, 2020**
- **SPEAKERS TO AGENDA ITEMS**
- **INTRODUCTION OF SPECIAL EDUCATION CONSERVATORS**
- **COVID-19 UPDATE**
- **INTERVIEWS AND POSSIBLE SELECTION OF SUPERINTENDENT SEARCH FIRM(S)**

BUSINESS AGENDA FOR AGENDA REVIEW MEETING

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)

B. TRUSTEE ITEMS

C. CLOSED SESSION

C-1. Personnel

- a. Deliberate the duties of the interim superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive, and board members; evaluations of the interim 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, chief officers, assistant superintendents, 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.
- g. Receive legal advice concerning superintendent search firms, superintendent search process, and timelines.

C-3. Real Estate

D. ACADEMIC SERVICES

E. SCHOOL OFFICES

F. STRATEGY AND INNOVATION

G. HUMAN RESOURCES

G-1. Adoption Of Resolution To Extend Benefits Of The Families First Coronavirus Response Act

- Resolution To Authorize An Extension Of Leave Benefits For Staff Required To Quarantine Due To A COVID-19 Diagnosis Or Close Contact

H. BUSINESS OPERATIONS

I. FINANCE

J. OTHER

K. POLICY

L. SUPERINTENDENT'S INFORMATION ITEMS

AGENDA REVIEW FOR REGULAR BOARD MEETING

Review of superintendent's agenda items to be presented to the Board of Education at the board's next business meeting. See the agenda for that meeting.

ADJOURN

Office of the Superintendent of Schools
Board of Education Meeting of January 7, 2021

Office of Human Resources
Julia Dimmitt, Chief Human Resources Officer

**SUBJECT: ADOPTION OF RESOLUTION TO EXTEND BENEFITS OF THE
FAMILIES FIRST CORONAVIRUS RESPONSE ACT**

The Board of Education is asked to consider adoption of an extension of certain leave benefits for staff required to quarantine due to a COVID-19 diagnosis or due to close contact with an individual confirmed to have the virus, and the employee cannot work remotely. As of this date, Congress has not authorized an extension of leave benefit provisions of the Families First Coronavirus Response Act (FFCRA), which expired December 31, 2020.

Out of the utmost concern for the safety of staff and students, the administration recommends extending the ability of employees to avail themselves of up to 80 total hours (or 10 days) of emergency paid sick leave as described above, and originally provided by FFCRA. The proposed extended leave time applies through the remainder of the 2020–2021 school year and is limited to provisions of the original FFCRA related to employee required quarantine and employee exposure.

The resolution recites that the board finds a public purpose exists in extending the leave benefits to protect staff and students and supports the district's goals of attracting and retaining employees. The resolution also authorizes the interim superintendent to determine whether and how to allow employees to continue to use the 80 hours of leave originally provided in the FFCRA, in accordance with any new legislation that may be approved by Congress after this resolution is acted on by the board.

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

COST/FUNDING SOURCE(S): None

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 extending the provisions of the FFCRA through the end of the 2020–2021 school year that relate to granting up to 80 hours (or 10 days) of emergency paid leave for employees required to quarantine due to the COVID-19 virus, or due to close contact with a person confirmed to have the virus, and the employee cannot work remotely; and that the interim superintendent be granted authority to determine whether and how to allow employees to continue the use of leave originally provided in the FFCRA, in accordance with any new law that may be passed by Congress, effective January 8, 2021.

**RESOLUTION
OF HOUSTON INDEPENDENT SCHOOL DISTRICT**

**TO AUTHORIZE AN EXTENSION OF LEAVE BENEFITS FOR STAFF REQUIRED
TO QUARANTINE DUE TO A COVID-19 DIAGNOSIS OR CLOSE
CONTACT**

WHEREAS, the Families First Coronavirus Response Act (FFCRA) required the Houston Independent School District to provide its employees with expanded Family and Medical Leave and emergency paid sick leave up to 80 hours (or 10 days) for reasons related to COVID-19; and

WHEREAS, the provisions of the FFCRA expired on December 31, 2020; and

WHEREAS, Congress has not taken any action, as of this date, to extend Family Medical Leave related to employee illness or the emergency paid sick leave related to the employee illness provisions of the FFCRA; and

WHEREAS, the Board finds that a need exists to extend the ability of employees to apply for up to the total 80 hours (or 10 days) of emergency paid sick leave originally provided by FFCRA if they are required to quarantine due to the COVID -19 virus, or if they have had close contact interaction with a person confirmed to have the virus, and the employee cannot work remotely; and

WHEREAS, the Board concludes that since there has been no Congressional action as of this date, an extension of time through the end of the 2020–2021 school year for employees to use up to the total 80 hours of emergency paid sick leave originally provided by the FFCRA for employees who are quarantined or self-isolated and cannot work remotely serves the public purposes of protecting students and staff, and supports district goals of attracting and retaining employees.

NOW, THEREFORE, BE IT RESOLVED the Board of Education of the Houston Independent School District (HISD) finds that there is a public purpose in continuing to support employees through additional paid leave during the Coronavirus pandemic, consistent with certain specific provisions of the FFCRA related to employee illness from the virus, or when an employee must quarantine due to contact with a person confirmed to have the virus; and

BE IT FURTHER RESOLVED that the Board of Education authorizes extension of certain family medical leave provisions allowing qualifying and impacted employees through the end of the 2020–2021 school year, to use up to the total 80 hours of emergency paid sick leave originally provided by the FFCRA. Qualifying employees and the extension of certain FFCRA provisions shall solely include employees with a positive COVID-19 diagnosis or reported close contact with an individual with such a diagnosis, who are required to quarantine or self-isolate, and cannot work remotely. Furthermore, if Congress modifies or extends the FFCRA, the Board delegates to the Superintendent the authority to determine whether and how to allow employees to continue

to use the 80 hours of leave originally provided by the FFCRA, in accordance with the new law and the purpose of this Resolution.

ADOPTED THIS ____ DAY OF JANUARY 2021.

HOUSTON INDEPENDENT SCHOOL DISTRICT

By:

Sue Deigaard, President
HISD Board of Education

Attest:

Patricia Allen, Secretary
HISD Board of Education