

Spring Independent School District Board of Trustees Work Session Minutes

Thursday, October 5, 2023 at 6:00 PM

1. Call to Order (6:42 PM)

President Justine Durant called the Work Session of the Spring Independent School District Board of Trustees to order at 6:42 PM on October 5, 2023, in the Board Room of the Gordon M. Anderson Leadership Center, 16717 Ella Boulevard, Houston, Texas, in accordance with Chapter 551 of the Texas Government Code.

Members Present:

Justine Durant, President
Winford Adams, Jr., Vice President
Dr. Deborah Jensen
Carmen Correa

Members Absent:

Kelly P. Hodges, Secretary
Rhonda Newhouse, Assistant Secretary
Natasha McDaniel

Others Present:

Lupita Hinojosa, Superintendent of Schools
Mark Miranda, Chief of District Operations
Kregg Cuellar, Chief of Academics and School Leadership
Shane Strubhart, Chief of Communications
Ann Westbrook, Chief Financial Officer
Terrell King, Chief of Human Resource Services
Matthew Pariseau, Chief of Innovation and Student Success
Jeremy Binkley, General Counsel
Jason Sheffer, Director of Board Services

2. Reading of the Spring Independent School District Equity Statement (6:43PM)

Trustee Adams read the Spring ISD Equity Statement.

3. Agenda Participation (6:45 PM)

Members of the public did not register to speak to the Board.

4. Presentations (6:45 PM)

4.1 2023-2024 Campus Improvement Plans (6:48 PM)

In accordance with Texas Education Code, the Campus Improvement Plans developed by each principal with the assistance of the Campus Advisory Committee, were presented to the Board.

The Board will consider approving the Campus Improvement Plans following a Public Hearing on the item at the October 17 Regular Board Meeting.

President Durant recessed the meeting for a short break at 7:47 PM.

President Durant resumed the meeting at 7:54 PM.

5. Minutes from Prior Meetings (7:55 PM)

The Board reviewed the minutes from the prior month's meetings.

September 7, 2023 Work Session

September 9, 2023 Special Called Session

September 12, 2023 Regular Meeting

6. Opening Remarks (7:58 PM)

6.1 Superintendent of Schools (7:58 PM)

Superintendent Dr. Lupita Hinojosa began her remarks by thanking the principals for their hard work and support throughout the school year.

Next, Dr. Hinojosa invited the newly hired Assistant Superintendent of Talent Acquisition and Engagement, Dr. Alejandro Gonzalez to introduce himself to the Board.

Dr. Hinojosa then reminded everyone of the upcoming Spring ISD Education Foundation charity golf tournament that will take place on October 23rd at Northgate Country Club.

In conclusion, Dr. Hinojosa highlighted an agenda item for World Teacher's Day which is October 5, 2023 and noted that the Board would consider passing a resolution later in the evening declaring October 5, 2023 as Spring ISD Teacher's Day in honor of the district teachers. Dr. Hinojosa expressed her appreciation and gratitude for the work that Spring ISD teachers do every day.

7. Spring ISD Teachers' Day Resolution (8:01 PM)

The Board considered adopting a resolution proclaiming October 5, 2023 to be Spring ISD Teachers' Day.

October 5 is World Teachers' Day. For several years, Texas Association of School Administrators (TASA) has supported #TeachersCan, a statewide initiative supported by more than 150 partnering businesses and organizations established to thank teachers and elevate the profession. One way we support #TeachersCan is by promoting World Teachers' Day every October 5th. This year, #TeachersCan is encouraging districts to celebrate our state's many dedicated educators by adopting a board resolution honoring teachers and World Teachers' Day.

Trustee Jensen moved that the Board of Trustees adopt the resolution proclaiming October 5, 2023 to be Spring ISD Teachers' Day. Trustee Correa seconded the motion and the motion carried unanimously.

8. Texas Education Human Resources Day Resolution (8:07 PM)

The Board considered adopting a resolution proclaiming October 11, 2023, to be Spring ISD Human Resources Day.

Governor Greg Abbott has proclaimed October 11, 2023, as Texas Education Human Resources Day, a day set aside to recognize and honor the important contributions made by school staff who work in human resources.

Trustee Correa moved that the Board of Trustees adopt the resolution proclaiming October 11, 2023 to be Spring ISD Human Resources Day. Trustee Adams seconded the motion and the motion carried unanimously.

9. Chief of Innovation and Student Success (8:18 PM)

9.1 Memorandum of Understanding Between the Harris County Houston Sports Authority, College Football Playoff Foundation, Good Reason Houston, Amy Malkan, and Spring Independent School District (8:18 PM)

The Board considered approving a Memorandum of Understanding (MOU) between the Harris County Houston Sports Authority, College Football Playoff Foundation, Good Reason Houston, Amy Malkan, and the Spring Independent School District.

The MOU outlines the terms and conditions of the Houston Loves Teachers Mural Project and Spring ISD for the purpose of elevating the teaching profession, recognizing Spring ISD teachers, and creating a legacy art for the Houston Loves Teachers campaign. Additionally, students will be inspired by working with Houston artist Amy Malkan in designing and completing the mural project. The funding for this project is through a grant being provided to Spring ISD by the College Football Playoff Foundation.

Mural Project Overview:

- A local mural will be designed in partnership with Amy Malkan and Spring ISD with a focus on celebrating teachers and education utilizing the Houston Loves Teachers theme.
- The mural will be painted near the entry at the Spring ISD Family & Community Engagement Center.
- Students and Art Instructors from Westfield High School will work directly with the artist in the design and completion of the mural.
- The mural project will be showcased as part of the 2024 College Football Playoff National Championship.

9.2 Interlocal Agreement Between Lone Star College System – North Harris and Spring Independent School District (Recurring Item) (8:23 PM)

The Board considered approving the Interlocal Agreement with Lone Star College System – North Harris.

The purpose of this Interlocal Agreement is to outline the collaboration of Spring ISD and the Lone Star College System – North Harris in operating the Spring Early College Academy. This item provides the updated contract that includes the Spring Early College Academy High School Handbook and the Spring Independent School District Early College High School Lease Agreement.

9.3 Texas AgriLife Extension Renewal (Recurring Item) (8:26 PM)

The Board considered approving the renewal of the resolution to allow 4-H to continue to be considered as an extracurricular activity and that the Board continue to recognize the Extension agents as adjunct staff.

The extension includes renewals of the following items:

- Extracurricular Status of Harris County 4-H:
 - a) 4-H is a part of Spring Tri-Club
 - b) Signed resolution allows the 4-H to be considered as extracurricular activity.
 - c) Allows students that participate in 4-H to have excused absences (like FFA students).
 - d) Students must meet the academic eligibility to participate (like FFA students).
- Adjunct Faculty:
 - a) If the Board recognizes the Extension agents as adjunct staff, then the district can count students that are participating in 4-H activities for school day attendance when participating in extracurricular activities during the school day.
 - b) The district does not have to compensate the Extension agents.

10. General Counsel (8:30 PM)

- 10.1 Notification of Legal Policies Revised by the Texas Association of School Boards (TASB) in Update 121 (8:30 PM)

General Counsel Jeremy Binkley presented the Board with information regarding legal policies revised in TASB Update 121.

TASB's release of Update 121 included a number of revisions to legal policies. Legal policies contain citations to the statutes, rules, and case law governing a particular topic. They are compiled by the TASB Legal Services and Policy Service divisions to provide the legal framework for key areas of school district operations. Legal policies are placed in the policy manual for reference and are not adopted by the Board of Trustees. TASB Update 121 affects 49 legal policies.

10.2 First Reading of TASB Local Update 121 – Proposed Revisions Affecting the Following Board Policies: (8:34 PM)

General Counsel Jeremy Binkley presented the Board with the first reading of local policies revised in TASB Update 121.

CKE(LOCAL) – SAFETY PROGRAM/RISK MANAGEMENT – SECURITY PERSONNEL

CKEA(LOCAL) – SECURITY PERSONNEL – COMMISSIONED PEACE OFFICERS

CLB(LOCAL) – BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT – MAINTENANCE

CRF(LOCAL) – INSURANCE AND ANNUITIES MANAGEMENT – UNEMPLOYMENT INSURANCE

CVA(LOCAL) – FACILITIES CONSTRUCTION – COMPETITIVE BIDDING

CVB(LOCAL) – FACILITIES CONSTRUCTION – COMPETITIVE SEALED PROPOSALS

DEA(LOCAL) – COMPENSATION AND BENEFITS – COMPENSATION PLAN

DEC(LOCAL) – COMPENSATION AND BENEFITS – LEAVES AND ABSENCES

FD(LOCAL) – ADMISSIONS

FFI(LOCAL) – STUDENT WELFARE – FREEDOM FROM BULLYING

11. Chief Financial Officer (8:52 PM)

11.1 2022-2023 Committed Fund Balance (8:52 PM)

The Board considered reducing the amount of the fund balance that is committed to strategic compensation to zero.

Prior to the COVID-19 pandemic, the Board of Trustees voted to commit \$5,000,000 of fund balance to pay for strategic compensation as part of the Spring Rewards program. Subsequently, the district has experienced declined enrollment and low average daily attendance, and is currently in a budget deficit. The Teacher Incentive Allotment (TIA) which allows teachers to earn up to \$32,000 was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools. Given the district's budget deficit and the availability of the TIA, the district no longer needs to fund an additional strategic compensation plan.

11.2 Permanent Addition of 2 Full-time Equivalent (FTE) Positions (9:33 PM)

The Board considered approving the addition of (1) FTE in Payroll and (1) FTE in Human Resource Services.

During the summer of 2022, Spring ISD hired over 1,100 new employees of which 950 were campus-based employees. This represents nearly double the number of summer new hires typically hired prior to the Covid-19 pandemic. During the summer of 2023, the number of newly hired employees exceeded 700. In addition to the much higher number of new hires, the Payroll and Human Resource Services teams have seen an increase in employees taking extended leave and changing roles all of which contributes to the workload of both teams. Consequently, both departments have experienced unprecedented turnover in recent years. The additional FTE in each department is needed to ensure timely and accurate payroll processing.

11.3 Taxpayer Refunds (Recurring Item) (9:36 PM)

Chief Ann Westbrook presented the Board with a report of taxpayer refunds exceeding \$500.

11.4 Report of Cooperative Purchases Exceeding \$50,000 (Recurring Item) (9:37 PM)

Chief Ann Westbrook presented the Board with a report of cooperative purchases exceeding \$50,000 made by the district through one or more authorized purchasing cooperatives.

Procurement Services			
Period: August 7, 2023 – September 8, 2023			
General Funds – Total \$525,306			
PO Date	Vendor Name	Description	PO Amount
8/10/2023	CDW Government Inc.	Subscription License (Class Link) – District Wide	\$157,760
8/15/2023	N2Y	Software Renewal to SymbolStix Prime for Communication Activities and Support, Unique Learning System for Teacher Planning & Reporting and News2You (CASE Curriculum) – District Wide	\$125,922
8/15/2023	Summit K12	Connect to Literacy – Listening & Speaking English Learners Subscription Renewal for Students, Teachers & Administration & Professional Development – District Wide	\$55,940
8/25/2023	High Point Sanitary Solutions	Carpet Spotting Solution, Dust Pans, Sponge Scrubbers, Toilet Tissue & Odor Absorbers – District Wide	\$54,084
9/6/2023	GovConnection	Filter & Tracking Software for Students and Staff Internet Access – District Wide	\$73,100
9/6/2023	Zonda Intelligence	Geographical Informational System (Demographics) – District Wide	\$58,500
TCLASS Funds – Total \$162,000			
PO Date	Vendor Name	Description	PO Amount
8/15/2023	Carnegie Learning	Math Onsite Consulting, Coaching, & Support for Middle Schools	\$162,000
IDEA B Funds – Total \$315,286			
PO Date	Vendor Name	Description	PO Amount

8/22/2023	Pearson	Student Assessment Portfolios – District Wide	\$66,956
8/24/2023	Candor Consulting and Diagnostics	Licensed Specialist in School Psychology Services – District Wide*	\$61,352
8/25/2023	Frontline Education	Software License Renewal for Paraprofessional Activity Logging, Transportation Service Tracking & Service Tracking (Service Management Planform – SHARS (Medicaid Billing)) – District Wide	\$110,214
8/31/2023	Texthelp Inc.	PDF Editor & Assistive Technology Software Subscription – District Wide	\$76,764
Capital Projects Funds – Total \$57,719			
PO Date	Vendor Name	Description	PO Amount
8/17/2023	Powerschool Group LLC	Applicant Tracking License Subscription, Implementation & Training – District Wide	\$57,719
Bond Funds (PROP A: New Building/Maintenance/Safety/Transportation – Total \$1,953,236			
PO Date	Vendor Name	Description	PO Amount
8/15/2023	Discount School Supply	Pre-K Furniture for Anderson, Burchett, Hoyland, Major, McNabb, Smith, Thompson, and Jenkins Elementary Schools	\$73,509
8/23/2023	Chastang's Bayou City Ford	2024 F-350 4x2 SD Super Cab 8' Box - Operations Dept. (2) 2024 F-350 4x2 SD Super Cab 8' Box - Transportation Dept. 2024 F-350 Chassis 4x2 SD Super cab - Maintenance Dept. 2024 F-250 4x2 SD Super Cab 8' Box - Maintenance Dept.	\$361,003
8/28/2023	Secured Mobility LLC	School Bus Transportation Smart Tag Program including Hardware, Installation, Cards & Accessories, Printing & Accessories, Software, Implementation & Training – District Wide	\$838,923
9/1/2023	Cap Fleet Upfitters	Equipment & Installation Services - 15 District Police Patrol Units and 4 Administration Units	\$679,801
Bond Funds (PROP B: Technology) – Total \$2,905,244			
PO Date	Vendor Name	Description	PO Amount
8/21/2023	GTS Technology Solutions, Inc.	Chromebook Charging Stations & Testing Units for Northgate Crossing, Marshall, Anderson,	\$80,200

		Beneke, and Clark Elementary Schools, Springwoods Village, Wells, Bammel, and Roberson Middle Schools, and Wunsche, Spring Dekaney and Westfield High Schools.	
8/25/2023	GTS Technology Solutions, Inc.	Interactive Flat Panels & Stands – District Wide	\$2,825,044
ESSER III Funds – Total \$870,013			
PO Date	Vendor Name	Description	PO Amount
8/16/2023	Edmentum Inc.	Apex Learning Tutorials – District Wide, H.S. Courses, Summer School Subscription, & Customer Success Services – Year 1 of 3	\$175,861
8/21/2023	7 Mindsets Academy, LLC	Social Emotional Learning Online Courses, Virtual Professional Development & Support – District Wide	\$183,960
8/21/2023	Amplify Education, Inc.	English Language Arts Student Resources for Middle Schools	\$82,513
8/21/2023	Social Studies School Services	Site License for Texas World Cultures (6 th grade), Texas State History (7 th Grade), US History to 1877 & Instructional Coaching for Middle Schools	\$98,525
8/25/2023	SchoolMint Inc.	Classroom & Instructional Observation On Site Training (Year 3 of 3) – District Wide	\$153,293
2016 Bond (Deferred Maintenance) Funds – Total \$86,320			
PO Date	Vendor Name	Description	PO Amount
9/1/2023	Yellowstone Landscape Central	Fence Line Clearing at Beneke Elementary School & Cloughton Middle School Underbrush Clearing at Reynolds & Heritage Elementary Schools Fence Line & Underbrush Clearing at Wells Middle School Area Clearing & Trees at Spring High School – 9th Brush Clearing at Salyers Elementary School Walkway Tree Clearing at Winship Elementary School	\$86,320

* Blanket Purchase Order for anticipated annual spend.

12. Closed Session (9:42 PM)

President Durant recessed the open session at 9:42 PM for the purpose of entering into closed session pursuant to the following provisions of the Texas Open Meetings Act:

12.1 Under Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized, including any item posted on this agenda.

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

12.3 Under 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.

The Board will deliberate regarding the Superintendent's evaluation and goals.

The Board will deliberate on employees nominated for special recognition.

The Board will deliberate on a recommendation for the termination and finding of no good cause for an employee's abandonment of contract.

The Board will deliberate on the issuance of school district teaching permits for noncore career and technology courses.

The Board will deliberate on employee resignations, recommendations to withdraw prior actions taken, recommendations to void employee contracts, recommendations for the proposed termination of employees on probationary and/or term contracts, recommendations for the nonrenewal of term contracts, and final orders for employees on term and probationary contracts previously proposed for termination and/or nonrenewal.

The Board will deliberate regarding internal audits involving employee complaints or misconduct.

The Board will deliberate on candidates recommended for hire in accordance with Board Policy DC(LOCAL).

The Board will deliberate on Resolution Agreements related to employee, student, and/or public grievances.

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

Discussion of districtwide Intruder Detection Audit Report findings.

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

The Board will deliberate regarding internal audits involving confidential student information.


13. Actions on Closed Session Items (10:28 PM)

President Durant reconvened the open session at 10:28 PM.

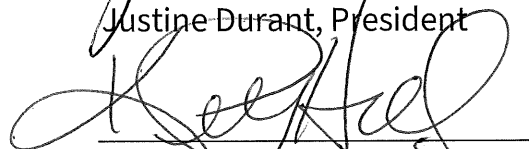
Trustee Adams moved that the Board of Trustees approve the recommendation of the Superintendent, as presented in closed session, to employ Jason Davila and Nirmol Lim in the position of Assistant Superintendent in accordance with Board Policy DC(LOCAL). Trustee Correa seconded the motion and the motion carried unanimously.

14. Adjournment (10:30 PM)

On a motion by Trustee Correa, seconded by Trustee Jensen, the Board unanimously adjourned the meeting at 10:30 PM.



Justine Durant, President



Kelly P. Hodges, Secretary