

# Spring Independent School District

16717 Ella Blvd. • Houston, Texas 77090 • Tel. 281.891.6000



**BOARD OF TRUSTEES  
REGULAR BOARD MEETING  
7:00 PM, JANUARY 16, 2018  
BOARD ROOM**

**GORDON M. ANDERSON LEADERSHIP CENTER  
16717 ELLA BOULEVARD, HOUSTON, TEXAS 77090**

## **MINUTES**

**UPDATE: DUE TO SEVERE WEATHER AND DANGEROUS CONDITIONS,  
THIS MEETING HAS BEEN POSTPONED TO JANUARY 18, 2018 AT 7:00  
P.M.**

**NOTICE OF EMERGENCY ADDITION TO AGENDA: Pursuant to Texas  
Government Code Section 551.045, due to severe weather and  
dangerous conditions, an emergency addition has been made to this  
agenda in the section titled "X. EMERGENCY ADDITION TO AGENDA."**

### **I. Call to Order**

President Rhonda Newhouse called the Regular Board Meeting of the Spring Independent School District Board of Trustees to order at 7:00 PM on January 18, 2018, 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:**

Rhonda Newhouse, President  
Jana Gonzales, Vice President  
Donald Davis, Secretary  
Justine Durant, Assistant Secretary  
Dr. Deborah Jensen  
Chris Bell  
Winford Adams, Jr.

### **Members Absent:**

### **Others Present:**

Rodney Watson, Superintendent of Schools  
Victor Mitchell, Chief of Police  
Julie Hill, Chief of Staff  
Lupita Hinojosa, Chief of School Leadership and Student Support Services  
Lauren Topek, Chief of Curriculum Instruction and Assessment  
Mark Miranda, Chief Operations Officer

Deeone McKeithan, Chief Human Resources Officer  
Ann Westbrooks, Chief Financial Officer  
Tiffany Dunne-Oldfield, Chief Communications Officer  
Jeremy Binkley, Legal Officer  
Jason Sheffer, Director of Board Services

## **II. Flag Pledges**

The Presentation of the Colors was led by the Spring High School Navy JROTC. Cadets Chandler Bienek, Nicholas Layne, Solomon Foster-Smith, and Kyle Shea presented the colors and led the Pledges of Allegiance.

## **III. Moment of Silence**

President Newhouse asked the audience to join in a moment of silence.

## **IV. Presentation of Proclamations and Recognitions for Board Appreciation Month**

In honor of National School Board Appreciation Month the Board of Trustees were presented with proclamations from Harris County Precinct Four Commissioner R. Jack Cagle and Harris County Precinct One Commissioner Rodney Ellis acknowledging the Board's hard work, significant impact on the lives of children and notable contributions on behalf of the community in which they serve.

## **V. Opening Remarks**

### **A. Superintendent of Schools**

Dr. Rodney Watson opened his remarks by publicly thanking the Trustees for their service. Next he announced the launch of the annual School Quality Survey, inviting individuals to participate. Dr. Watson then reported on the EVERYday Counts attendance incentive. He shared with the Board that Spring Early College Academy was leading the District year-to-date with a nearly 98 percent attendance rate while Winship and Thompson elementary schools and Twin Creeks Middle School follow close behind.

Dr. Watson announced that later this month the District will hold the first drawing for a teacher incentive. Following a recommendation by the Board, the District implemented an attendance incentive for teachers this school year. Teachers who have missed two or less days during the first semester will be eligible to enter a drawing for \$1,500.

Last, Dr. Watson spoke about the opportunity that members of the Board and District administrators had to hear a presentation at the Board Work Session about the District's new dual language program that will launch next school year. He reminded those present that during the development of the strategic plan, community members shared that they wanted more opportunities and choice in dual language.

### **B. Board of Trustees**

President Newhouse invited the Trustees to make remarks.

Trustee Davis congratulated cadets in the Spring High School Navy JROTC who have received nominations to attend military academies. They are: Chandler Bienek, nominated for the U.S. Naval Academy; Nicolas Layne, nominated for the U.S. Naval Academy; and Max Hill, nominated for the U.S. Air Force Academy.

Trustee Adams said he recently had the opportunity to watch a screening of the film "Paper Tigers" and recommended it to his fellow Trustees. The documentary addresses how adverse childhood experiences impact children and the difference a change in discipline made in the lives of high school students featured in the film. "Public school is

one of the places where we have the opportunity to do an intervention in the adverse outcomes that come from childhood experiences," Adams said.

Trustee Jensen took Board Appreciation Month as an opportunity to show her own appreciation for her fellow Trustees. "I want to, one more time, tell the Board that I appreciate you all," Jensen said. She especially thanked the Board for their commitment regardless of hour-long meetings and conflicting schedules.

President Newhouse concluded by re-emphasizing the Board's thanks to District and campus administrators who recognized the Board earlier in the evening. "It is our pleasure to serve. So we are very appreciative of your support and kindness in recognizing us," Newhouse said.

#### **VI. Public Hearing for the Annual Report of the District's Educational Performance and the Texas Academic Performance Report**

A Public Hearing was held for Spring Independent School District's Educational Performance and the Texas Academic Performance Report. Chief Lauren Topek, presented the Annual Report of the District's Educational Performance and the Texas Academic Performance Report (TAPR), which includes state, district, and school level data for the 2016-17 school year.

The report included a comparison of the District with Region 4 and the State of Texas in the areas of ethnicity, economically disadvantaged, English language learner and special education.

In addition, the report contained data on student performance on the State of Texas Assessments of Academic Readiness (STAAR) and End of Course (EOC) examinations that measure how well the District's students are performing academically from year to year in core subjects of reading, writing, mathematics, science and social studies. Also featured in the report were SAT and ACT results as well as graduation and dropout rates.

Chief Topek noted that one highlight of the report was the comparison of the graduating classes of 2015 and 2016, which showed that the District's economically disadvantaged students, African American, Asian and Special Education students exceeded both Region 4 and the state in terms of graduation rates.

Members of the public did not register to speak on this item.

#### **VII. Chief of Curriculum, Instruction and Assessment**

##### **A. Middle and High School Education Planning Guides**

Chief Lauren Topek presented to the Board an update on the District's Education Planning Guides. Changes specific to course offerings will be implemented for the 2018-2019 school year.

Trustee Davis moved that the Board of Trustees approve the proposed changes for the Education Planning Guide for 2018-2019, as presented by the administration. Trustee Adams seconded the motion and the motion carried unanimously.

President Newhouse recessed the meeting for a short break at 9:03 PM.

President Newhouse reconvened the meeting at 9:14 PM.

#### **VIII. Chief of School Leadership and Student Support Services**

##### **A. Acceptance of Grant Funds**



Chief Lupita Hinojosa presented information regarding an Acceptance of Grant Funds totaling \$12,000 from the American Association of School Administrators (AASA) and National Joint Powers Alliance (NJPA) Mini Grant for Kids – Care Bags, and The Simmons Foundation. The American Association of School Administrators facilitated a grant valued at \$2,000 that is earmarked to meet immediate health, social service and academic needs of students. The National Joint Powers Alliance Mini Grants for Kids program, provides funds to be used to purchase Care Bags filled with items that will promote emotional health and recovery for students impacted by Hurricane Harvey. The Simmons Foundation facilitated a \$10,000 grant to be used for emergency financial assistance to families of secondary students and staff members who apply for financial assistance in the amount of \$100 for rent, utilities and lodging.

Trustee Durant moved that the Board of Trustees accept the two proposed grant funds totaling \$12,000 for American Association of School Administrators and National Joint Powers Alliance Mini Grant for Kids – Care Bags and The Simmons Foundation awarded to Spring ISD and authorize the Superintendent of Schools or designee to execute the grant as outlined in the grant, as presented by the administration. Trustee Gonzales seconded the motion and the motion carried unanimously.

**B. Acceptance of Grant Funds**

Chief Lupita Hinojosa presented information regarding an Acceptance of Grant Funds totaling \$336,900 from the Hurricane Harvey Relief Fund Managed by the Greater Houston Community Foundation. The grant will be used to provide basic needs as well as clothing and mental and emotional care to students in grades 6-12 and to Spring ISD staff whose lives were disrupted by Hurricane Harvey.

Trustee Jensen moved that the Board of Trustees accept the grant funds in the amount of \$336,900 from the Hurricane Harvey Relief Fund managed by the Greater Houston Community Foundation and authorize the Superintendent of Schools to identify a partner organization, and negotiate and execute a contract with the identified organization, to assist with effective and efficient administration of the grant. Trustee Davis seconded the motion and the motion carried unanimously.

**IX. Consent Agenda**

Trustee Davis moved that the Board of Trustees approve and adopt all of the items listed on the Consent Agenda. Trustee Durant seconded the motion and the motion carried unanimously.

**A. Review and Approval of Minutes from the Following Meetings:**

1. December 7, 2017 Board Work Session
2. December 12, 2017 Regular Board Meeting

**B. Compensation Manual**

Chief Deeone McKeithan will present information regarding changes to the 2017-2018 Compensation Plan.

**C. First Reading of TASB Local Update 109 - Proposed Revisions Affecting the Following Board Policies**

Chief Julie Hill will present information regarding Local Policies revised in TASB Update 109.

1. BBE(LOCAL)
2. CDA(LOCAL)

3. CKC(LOCAL)
4. CNA(LOCAL)
5. CO(LOCAL)
6. DF(LOCAL)
7. DH(LOCAL)
8. EHBAF(LOCAL)
9. EJ(LOCAL)
10. FEA(LOCAL)
11. FFAA(LOCAL)
12. FFF(LOCAL)
13. FFI(LOCAL)
14. GBAA(LOCAL)
15. GKA(LOCAL)
16. GKC(LOCAL)

D. Taxpayer Refunds

The Board will consider ratifying refunds exceeding \$500.

E. Request for Proposal #18-007 – Furniture

The Board will consider awarding the contract for Furniture to the provider(s) recommended by the administration.

F. Request for Proposal #18-010 – Asset Management System & Related Services

The Board will consider approving the vendor selected to provide Asset Management System & Related Services for the District.

G. Memorandum of Understanding between Texas Department of State Health Services and Spring Independent School District

The Board will consider approving the MOU between Texas Department of Health Services and Spring Independent School District for Preventative Dental Services.

**X. EMERGENCY ADDITION TO AGENDA**

The items under this section have been added pursuant to Texas Government Code Section 551.045 due to severe weather and dangerous conditions.

**A. Adoption of Resolution to pay employees for workdays missed as a result of Spring Independent School District's closure due to severe weather and dangerous conditions, and to authorize the Superintendent of Schools to modify the instructional calendar and seek any and all related waivers from the Texas Commissioner of Education**

Chief Julie Hill presented a resolution that authorizes the administration to compensate all employees for days when the District was closed due to severe weather and dangerous conditions at their regular hourly or daily rate of pay, according to the duty schedule they would have otherwise worked; to compensate those employees who were required to report to duty on Tuesday, January 16, 2018, and Wednesday, January 17, 2018, for the hours actually worked at their regular rate of pay, as well as any overtime earned pursuant to District policy and state and federal law, in addition to the pay all employees will receive; and to hereby authorize the Superintendent of Schools to modify the instructional calendar, and seek any and all related waivers from the Texas Commissioner of Education as he deems fit, in the best interest of the school

district and the Spring Independent School District community.

Trustee Durant moved that the Board of Trustees adopt the resolution delegating authority to the Superintendent of Schools to pay employees for workdays missed as a result of Spring Independent School District's closure and to authorize the Superintendent of Schools to modify the instructional calendar and seek any and all related waivers from the Texas Commissioner of Education. Trustee Gonzales seconded the motion and the motion carried unanimously.

**XI. Public Participation**

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

**XII. Closed Session**

President Newhouse recessed the open session at 9:36 PM. for the purpose of entering into closed session pursuant to the following provisions of the Texas Open Meetings Act:

- A. 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
  - 1. The Board will consider the proposed settlement agreement in the matter involving student N.H.
- B. Under Section 551.072 - For the purpose of discussing the purchase, exchange, lease, or value of real property
- C. 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
  - 1. The Board will deliberate on employees nominated for special recognition
  - 2. The Board will deliberate regarding the Superintendent's evaluation
  - 3. The Board will deliberate on a recommendation for the termination and finding of no good cause for an employee's abandonment of contract
  - 4. The Board will deliberate on the issuance of school district teaching permits for noncore career and technology courses
  - 5. 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, and final orders for employees on term contracts previously proposed for nonrenewal
- D. 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
- E. 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
  - 1. The Board will deliberate on the proposed settlement agreement in the matter involving student N.H.

**XIII. Action on Closed Session Items**


President Newhouse reconvened the open session at 11:02 PM.



- A. Trustee Jensen moved that the Board authorize the Superintendent to give written notice to Samia El Touny that a proposed action to terminate her Probationary Contract is pending before the Board of Trustees. Trustee Durant seconded the motion and the motion carried unanimously.
- B. Trustee Adams moved that the Board authorize the Superintendent to give written notice to Celia Caldera-Dzidowski that a proposed action to terminate her Term Contract is pending before the Board of Trustees. Trustee Davis seconded the motion and the motion carried unanimously.
- C. Trustee Bell moved that the Board render a final order to terminate the contract of Kyle Francis and authorize the Superintendent to notify the employee of the action taken by the Board. Trustee Gonzales seconded the motion and the motion carried unanimously.
- D. Trustee Gonzales moved that the Board approve the Superintendent's recommendation to terminate the contract of Melissa Ciau upon finding that she failed to perform her contract without good cause, and authorize the Superintendent to notify the employee of the proposed termination pursuant to Chapter 21 of the Texas Education Code. Trustee Gonzales further moved that the Board authorize the Superintendent to notify the State Board for Educator Certification that the employee failed to perform her contract without good cause, and of the action taken by the Board. Trustee Durant seconded the motion and the motion carried unanimously.
- E. Trustee Durant moved that the Board approve the settlement agreement in the matter involving student N. Hernandez according to the terms discussed in closed session and that the Board authorize the Superintendent to execute all necessary documents. Trustee Davis seconded the motion and the motion carried unanimously.

**XIV. Adjournment**

On a motion by Trustee Durant, seconded by Trustee Jensen, the Board unanimously adjourned the meeting at 11:06 PM.

  
Jana Gonzales, Vice President

  
Donald Davis, Secretary