A Regular Meeting of the Board of Trustees of Duncanville ISD was held Monday, May 8, 2017, beginning at 6:30 PM, in the Duncanville ISD Education Plaza, 710 S. Cedar Ridge Drive, Duncanville, Texas 75137.

The meeting was called to order by President Elijah Granger at 6:21 PM and a quorum was established with the following members present: Elijah Granger, Carla Fahey, Tom Kennedy, Phil McNeely, Janice Savage-Martin, Joe Veracruz, Jr. and Renee McNeely.

1. CALL TO ORDER AT 6:30 PM
2. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.
   A. CONSULTATION WITH BOARD ATTORNEY (§551.071)
      Private consultation with the Board's attorney with respect to pending or contemplated litigation, settlement offers, and matters where the attorney's duty to the Board, pursuant to the code of professional responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Law.
      1. Request For Proposal #16-17.004
   B. PURCHASE, EXCHANGE, LEASE, OR VALUE OF REAL PROPERTY (§551.072)
   C. PERSONNEL (§551.074)
      Appointments, Discipline, Dismissals, Duties, Employment, Evaluations, Extensions, Leaves of Absence, Non-Renewals and Proposals for Non-Renewals, Renewals, Reassignments, Resignations, Retirements, and Settlements
3. RECONVENE IN OPEN SESSION TO TAKE ACTION ON MATTERS DISCUSSED IN CLOSED SESSION

President Granger requested a motion to approve the superintendent recommendations for professional staff members for 1 year term contracts. Janice Savage-Martin moved to approve, and it was seconded by Tom Kennedy. Motion passed 7 – 0.

President Granger requested a motion to approve superintendent recommendations for professional staff members for 1 year probationary contracts. Janice Savage-Martin moved to approve, and it was seconded by Tom Kennedy. Motion passed 7 – 0.

President Granger requested a motion to approve the superintendent recommendation to terminate the listed probationary contract teacher at the end of the contract year. Janice Savage-Martin moved to approve, and it was seconded by Tom Kennedy. Motion passed 7 – 0.
4. OPENING CEREMONIES AT 7:00 PM

A. INVOCATION
   Presenter: Board Member, Joe Veracruz Jr.

B. PLEDGE TO US FLAG AND TEXAS FLAG
   1. Students from Bilhartz Elementary

C. RECOGNITIONS/COMMENDATIONS
   1. Teachers of the Year
      Elementary Teacher of the Year - Tammy Rios
      Secondary Teacher of the Year - Olish Allen
      Presenter: Tiara Richard
   2. Made with Pride in Duncanville
      Teachers - Karen Boss-Johnson and Liz Hunter (Acton Elementary)
      Student - Jeremiah Dukes (DHS)
      Staff - Daisy Cox (Hardin Intermediate)
      Presenter: Tiara Richard

D. SUPERINTENDENT'S REPORTS
   1. Bond Update
      Presenter: Dr. Marc Smith

   Dr. Smith began with updates for the new Acton. We obtained the Certificate of Occupancy from the City of Dallas. The playground equipment canopy has been fully installed. We are in the final stages of this project.

   For the Safety & Security Package #2 for Hardin, Fairmeadows, Merrifield, Central, Byrd and Reed, the package is 95% complete. Most of the door hardware has been installed and activated. There are a few compatibility issues with the new door hardware at some of our older campuses, and Northstar, Maintenance and Technology are working together to resolve these issues.

   The Daniel Intermediate aging facilities project is complete.

   Construction began this week on the Collegiate Academy at Duncanville High School. Construction is being restricted to after class and evening hours to facilitate minimal disruption to the learning environment. Ms. Tia Simmons and her team are communicating with staff regarding the logistics associated with relocating personnel. Ms. Simmons is also communicating with parents and students about campus access changes resulting from the construction. The team has also made some selections for furnishings and they were under budget. The district hopes to be on target to open at the beginning of the school year.

   Concerning the Audit 2014 Bond Program, Dr. Smith stated that earlier in the year, the district partnered with Lockwood, Andrews & Newnam (LAN) for a bond audit which includes technology aspects of the bond program. The district is making large volumes of information available to LAN. LAN is in the process of reviewing district records and purchase orders, etc., and they have requested more information recently. Dr. Smith’s goal
is to have a final audit report on the 26th so that he’ll have an update for the Board at the June board meeting.

2. Legislative Update (Budget/Accountability)
   Presenter: Dr. Marc Smith

   There are roughly 2 or 3 weeks left in the session. The session is scheduled to end the last week of May. At this time of year, there are many bills coming through the legislature and the goal is to push those bills before the end of the session.

   One of the major bills, House Bill 22, concerns the school accountability system. This bill changes the current 5 domain accountability model to a 3 domain model. The first new domain will be the Student Achievement Domain, which takes a holistic picture of academic success in the entire school district. There are different criteria to determine the rating for this domain.

   The second domain proposed is the School Progress Domain. This domain looks at the school and student improvements from year to year. The indicators determine growth on standardized tests. They also look at performance comparisons with similar campuses and districts.

   The third domain is the School Climate Domain. This one looks at the unique aspects of the school environment. Examples of the factors include community and school engagement and a climate survey for educators.

   Dr. Smith then referred to the removal of the summative A-F rating. There was much debate and discussion about having one label define an entire school district. In the preliminary hearings, the districts that had a high number of economically disadvantaged students and who were more diverse than others received the lower ratings. With House Bill 22, should this become final, this would remove that one summative rating, which provides districts like Duncanville ISD a better opportunity to obtain a rating that is truly reflective of the work being done in the district. The bill still has a few more hurdles to clear before it becomes final, but this is the latest in terms of where the district stands. The new accountability system will not take place until 2019 so districts have an opportunity to understand and transition into the new system.

   Dr. Smith then shared that it was President Elijah Granger’s last meeting with the Board. He praised President Granger as a consummate professional and for being an excellent leader and communicator. He thanked President Granger for his service from 2016 to 2017 as Board President and as a board member from 2014 to 2017. President Granger was very grateful, and he thanked the Board throughout his years of service.

   President Granger then congratulated and introduced the newly elected Board Member, Cassandra Phillips.

3. Monthly Finance and Budget Update
   Presenter: Jan Arrington
Ms. Arrington began with the Financial Investment Report. Overall, the current year’s actual revenue and expenditures through March 2017 are tracking closely to the prior year’s revenue and expenditures for the General Operating, Child Nutrition and Debt Service Funds.

For the Budget Amendment Report, the General Operating balance will decrease by $30,294 due to a transfer into the Child Nutrition Fund. The Child Nutrition Fund will increase by $44,500 for the Summer Feeding Program. There were no changes to the Debt Service Fund.

5. CONSENT AGENDA (ALL ITEMS MAY BE ACTED UPON AT THE SAME TIME BY THE BOARD OF TRUSTEES)

Janice Savage-Martin made a motion to move Action Items 6B, 6C, 6D, 6E and 6H to the Consent Agenda. The motion was seconded by Phil McNeely. The motion to move Action Items passed 7 – 0.

Phil McNeely moved to approve the Consent Agenda as amended. Motion to approve was seconded by Janice Savage-Martin. Tom Kennedy recused himself from the vote due to a potential business conflict of interest. The motion to approve the Consent Agenda as amended, passed 6 – 0.

A. CONSIDER APPROVAL OF MARCH 20, 2017 AND APRIL 10, 2017 MINUTES
   Presenter: Jody Lofton

B. CONSIDER APPROVAL OF BUDGET AMENDMENTS
   Presenter: Jan Arrington

C. CONSIDER APPROVAL OF FINANCIAL REPORTS
   Presenter: Jan Arrington

6. ACTION AGENDA

A. CONSIDER APPROVAL OF LOCAL INNOVATION PLAN
   Presenter: Melissa Kates

   Mrs. Kates began with a timeline for the District of Innovation Plan (DOI Plan). In January, the district began meeting with principals, teachers, teacher representative groups, parents, professional council, staff members, and community members to determine what specific provisions should be included in the DOI Plan. On March 20th, the Board voted to approve the resolution allowing the district to move forward. A public hearing was held and the DOI committee was appointed. The committee is comprised of 50 individuals, which includes teachers, administrators, community members and parents. On April 8th, the DOI Plan was posted on the district website. On April 24th, the DOI Committee came together and held a public meeting and they voted unanimously to approve the plan. The DOI Plan becomes effective immediately with ⅔ votes of the Board.

   There are 6 different sections in the DOI Plan. The first section is the Minimum Attendance for Class Credit. The local innovation plan allows for flexibility in time, location and in
instructional options. This will allow more online course options, dual credit courses and internships. This will also allow for flexibility for other student issues such as family illness or hardships.

The second section is the Length of Instruction Day. This will allow for more professional development opportunities and more teacher collaboration time. The flexibility will provide more opportunities to meet student needs.

The third section is the Uniform School Start Date. Texas law currently reads that school cannot start before the 4th Monday in August but districts need to balance instructional time in the fall and spring semesters. The DOI Plan will allow the district to decide on an earlier start date but it cannot be sooner than August 15th. This will benefit students and staff who could be taking college courses during that time period.

The fourth section is the Campus Behavior Coordinator. Texas law currently reads that only one person is designated as a Campus Behavior Coordinator, who is responsible for maintaining student discipline. With the size of the district’s schools, especially the high school, the district needs to be able to designate more than one coordinator. The advantage to this is having assistant principals who are assigned to students, who personally know the students and parents.

The fifth section is Teacher Certification. The law currently reads that unless a person is a certified teacher, they are not allowed to teach in a Texas classroom. With this in the DOI Plan, the district may hire teachers who are not certified. The district would attempt to hire certified teachers first. The committee has now narrowly tailored what non-certified teachers can be hired to teach in Duncanville ISD: dual credit courses so college professors can teach in the high school, CTE courses so we can have more course offerings for our students, and part-time teachers for secondary courses. As an example, the Cosmetology Program is in high demand. Having the opportunity to bring in part-time instructors will attract more candidates who may only want to work a couple of days a week.

The sixth and final section is the Probationary Contracts for Teachers Under the 5 of 8 Rule. This means that if a teacher taught for at least 5 of the last 8 years and starts with any Texas district, the teacher will receive a one year probationary contract the first year. The DOI Plan will open opportunities for teachers that meet the rule for 5 of 8, which is a very limited group, to have the option of a second year probationary contract. The district’s goal is to offer term contracts for teachers but there may be some teachers that require additional mentoring and/or coaching.

Mrs. Kates explained that if the Board votes to approve, the district will notify the Commissioner of Education that Duncanville ISD has become a District of Innovation. Following this step, various groups will begin developing the policies and administrative regulations in order to implement the DOI Plan.

Carla Fahey asked, if the Board voted to approve the DOI Plan, could some changes be implemented immediately while the district-wide changes begin in the new school year. Mrs.
Kates responded that several provisions could be implemented in 2017, but other provisions would take longer to implement like the new calendar, which would not be effective until 2018. Carla Fahey then asked if Calendar C was definite for next year. Mrs. Kates replied, yes.

President Granger asked, which programs would be used to make online courses available to students. Mrs. Kates referred this question to Dr. Lamb. Dr. Lamb responded that currently, although plans are tentative, the district is looking at upper level classes for juniors and seniors. This will allow them to complete more career pathways. Some core classes will be online and some dual credit classes will be through Mountain View Community College.

President Granger then asked if there were any specific courses. Dr. Lamb replied, Government Economics, English, Math and Political Science. President Granger inquired about CTE courses. Dr. Lamb replied, there are some CTE courses that could be offered but certain courses have high level practical application and students would be better served in the classroom. President Granger asked if any CTE courses have been identified that could be offered online. Dr. Lamb’s response was not yet.

Dr. Smith added, the district has had challenges with fielding some of the foreign language classes so the district looked into a virtual online program for this. If the district was unable to hire teachers in these critical areas where it’s difficult to find teachers for particular foreign languages, having virtual instruction would be a great benefit.

President Granger then inquired about part-time staff in areas such as Cosmetology. He asked how that would work with spacing, adding staff and meeting the requirements of Texas law. Dr. Smith referred this question to Ms. Tia Simmons, Duncanville High School Principal. Ms. Simmons replied that Cosmetology is currently one of the highest requested programs. She explained that her team is looking at rotating staff. The lab has two sides with a separate classroom area for theory. Being able to have a part-time cosmetology instructor would allow the room to be divided into 3 areas. The challenge would be finding someone on a full-time basis. President Granger asked if there could be any future issues with spacing and expansion with a program like that. Ms. Simmons responded that if the school was allowed an additional person, there would be 2 teachers who monitored the practicum full-time and a third teacher who handled theory because next year Cosmetology would be offered for ninth grade students.

Dr. Lamb added, when students take Cosmetology II and III, it’s a 3 hour block. This means there is one teacher with those students for 3 classes. The school can then offer more classes to get more students into those classes. There were no further questions or comments.

Carla Fahey moved to approve the local innovation plan as presented. Tom Kennedy seconded the motion. The motion passed 7 – 0.

B. CONSIDER APPROVAL OF HP CHROMEBOOKS FOR THE HIGH SCHOOL
   Presenter: Andrea Fields

C. CONSIDER APPROVAL OF AN INTERLOCAL AGREEMENT BETWEEN EDUCATION SERVICE CENTER 19 AND DUNCANVILLE ISD
D. CONSIDER APPROVAL OF AN INTERLOCAL AGREEMENT BETWEEN EDUCATION SERVICE CENTER 10 MULTI-REGION PURCHASING COOPERATIVE AND DUNCANVILLE ISD
Presenter: Andrea Fields

E. CONSIDER APPROVAL OF ADDITIONAL INTERNET CIRCUIT
Presenter: Chuck Allsup

F. CONSIDER APPROVAL OF REVISED DED (LOCAL) POLICY REGARDING NON-DUTY DAYS
Presenter: Mike Chrietzberg

Mr. Chrietzberg began by explaining that the DED Local Policy covers the compensation benefits for vacation days and holidays. He asked the Board to consider changing the carryover portion of the policy. Currently, the policy reads that unused non-duty flex days cannot be carried over from one year to the next. Prior to February 2015, employees were allowed to carryover all unused days, but they had to be used by the end of December of the next duty year. Mr. Chrietzberg requested approval for the carryover of up to 5 unused non-duty flex days into the next year, just as it was prior to February 2015. The reason for this would be to increase workload efficiency and to meet the needs of the district. Due to the time sensitive nature of this request, the district is asking for Board approval upon the first reading.

Carla Fahey then asked if these were 12 month employees. Mr. Chrietzberg replied yes, 12 month, 226 day employees. Phil McNeely asked if they were paid or unpaid days. Mr. Chrietzberg replied that they are non-paid days.

Dr. Smith added that this revision will help staff because they are currently forced to take vacation at the busiest time of the year, in summer.

Janice Savage-Martin moved to approve the revised DED local policy as presented. Tom Kennedy seconded the motion. The motion passed 7 – 0.

G. CONSIDER AMENDMENT TO PAYMENT OPTION UNDER LOCAL RETIREMENT COMPENSATION PLAN
Presenter: Dr. Marc Smith

Dr. Smith stated that this item is an amendment to the previous action taken at the March 20th board meeting. This amendment will allow professional employees the option to choose a lump sum for payment for their years of service by June 30, 2017 OR choose to receive payment in 24 monthly installments beginning on July 1, 2017.

This item concerns the local retirement compensation program initiated in 2002, and it was recently terminated by the district. At that board meeting in March, the Board granted authority to pay one lump sum to paraprofessionals and professionals. The district then gathered information on the eligible individuals, and the CFO, Ms. Arrington, and the Assistant Superintendent of Personnel, Mrs. Kathleen Brown, had one-on-one meetings with the eligible staff. Some of the recipients have requested payment of their years of service in 24
monthly installments instead of in one lump sum in order to have the payments applied to TRS. Dr. Smith understands the rationale behind the request, and this option would allow these employees to count the payments towards their teacher retirement. The district went through old TEAMS data, and it was also determined that some of the recipients have already been paid for their years of service so these people won’t have to be paid again. There were no questions or comments.

Tom Kennedy moved to approve the amendment to the local retirement compensation plan as presented. Phil McNeely seconded the motion. The motion passed 7 – 0.

H. CONSIDER APPROVAL OF RESOLUTION AUTHORIZING THE CITY OF DALLAS TO REPRESENT THE DUNCANVILLE INDEPENDENT SCHOOL DISTRICT IN THE MATTER OF TAX FORECLOSURE SALES.

Presenter: Jan Arrington

I. CONSIDER APPROVAL OF TEXTBOOKS FOR 2017-2018

Presenter: Andrea Fields

Mrs. Fields stated that this request for textbook approval would be for approximately 8 school years. The textbooks include English and various books for CTE. Board approval is required for this purchase due to the amount. The books for the Collegiate Academy will be brought before the Board at a later date once the agreement with Mountain View is finalized. The selection process was under the leadership of Dr. Sandra McCoy-Jackson, the Chief of Schools, as well as directors and principals at the high school campus.

President Granger asked if all books included an online component. Mrs. Fields replied, yes. President Granger then asked if the district currently pays for books for dual credit students. Dr. Lamb responded, yes. President Granger asked if all Collegiate Academy books would be paid for by the district. Mrs. Fields replied, yes. President Granger asked if that also included supplies. Mrs. Fields replied, yes, certain supplies are supplementary and some are even complimentary.

Tom Kennedy moved to approve the purchase for textbooks for 2017-2018, as presented. Janice Savage-Martin seconded the motion. The motion passed 7 – 0.

J. CONSIDER APPROVAL FOR SUBMITTING A NOMINEE FOR THE REGION 10, POSITION D, SEAT ON THE TASB BOARD OF DIRECTORS

Presenter: Dr. Marc Smith

President Granger mentioned that no action would be taken on this item at that time.

7. INFORMATION/DISCUSSION AGENDA

A. 2017-2018 BUDGET PRELIMINARY DRAFT

Presenter: Jan Arrington

Ms. Arrington stated that there is a budget workshop scheduled for May 18th. Each of the official budgets, the General Operating, Child Nutrition and the Debt Service fund, will be reviewed in detail at that time. The General Operating fund will be the starting point of the first budget draft which was approved by the Board on April 10th. A proposed compensation
plan, additional budget requests submitted, a budget development calendar and potential dates for the adoption of the approved budget will also be reviewed. There will be an update on revenue projections and the fund balance impact to each fund.

B. STRATEGIC PLAN GOAL #2 : FOCUS ON STUDENTS, FAMILIES AND COMMUNITY
Presenter: Melissa Kates

Mrs. Kates presented Strategic Goal #2: Focus on students, families and community.

Objective #1: Provide families with multiple opportunities to participate in their child’s education. The success measure is to increase family participation at school functions.

Objective #2: Provide all students with opportunities to volunteer, intern and apprentice within the community. The success measure on this objective will be to increase student participation rates in community activities. The action steps include career exploration, internship opportunities and the development of key stakeholder groups to invite communities to campus and district events.

Objective #3: Connect families to various organizations which provide social service resources. The success measure on this objective will be the number of annual social service referrals. The action steps include a district-wide resource center, a social services communication plan, a partnership/sponsorship program and grant applications for additional services.

Objective #4: Ensure that students at every grade level have opportunities to participate in co-curricular and extracurricular activities. The success measures on this objective will be student satisfaction and increasing percentage of student participation. Action steps for this objective include standards and procedures for the programs/clubs, vertical alignment of extracurricular programs with middle school to the high school, a tutorial plan for extracurricular participants, and increase of UIL participation.

Objective #5: Provide a safe and nurturing learning and working environment for students and staff. The success measures on this objective will be students and staff feedback, a reduction in disciplinary referrals/placements, and a decrease in the annual work related accidents. Action steps for this objective include classroom management training, crisis counseling and intervention plans, and the alignment of discipline plans with current district policies.

Mrs. Kates explained that the strategic plan is a 5 year plan. The district hopes to update the Board in 5 years with news of the success in meeting all goals.

Renee McNeely commented that she loved this piece because when she worked in the district, it would have been nice to have had social services destination and curriculum alignment.

C. SUMMER SCHOOL UPDATE
Presenter: Dr. Sandra McCoy-Jackson

Dr. McCoy-Jackson explained that Summer School 2017 has empowered Duncanville ISD
staff with the power to provide the continuation of work started during the school year. The first step was to review the 2015-2016 Summer School process. The team discussed priorities and outcomes, created a task list, and collaborated with the departments to assess costs. The team continues to review and revise as it receives updates.

In the past, summer school programs have included mandated components. The goal of the Student Success Initiative or SSI, is to ensure that all students receive the instruction and support they need to be academically prepared in mathematics and reading. The efforts depend greatly on schools, parents, and guardians working in partnership to meet individual student needs. Districts must include students with disabilities, English language learners, and accelerated course students. Credit recovery will also be available for 7th and 8th graders. Free breakfast and lunch will be provided.

Duncanville High School will offer courses with home access with principal’s and counselor’s approval. Students in 9th-12th grades will pay $125 if they are in the district, and $200 if out of district. Credit recovery and the STAAR – EOC Re-Test Prep will also be offered.

Kennemer Middle School will house the STAAR – EOC Re-Test Prep, credit recovery and the DISD special education department will provide extended school year services or ESY.

Bilhartz Elementary will provide a bilingual program (with English as second language) for students and the ESY which includes Pre-School Program for Children with Disabilities or PPCD.

The district is also adding a new approach to the Summer School program by having a STEM Academy and Humanities Academy. This will be an opportunity to provide life skills which will support student success for the current year and beyond.

8. COMMUNICATION FROM CITIZENS

The first speaker was Duncanville High School Counselor, Mr. Chad Fitzgerald. Mr. Fitzgerald began by stating how important the Media Center is to DHS.

Mr. Fitzgerald then mentioned the 2 representatives from Advise Texas at DHS. He said they were both phenomenal. He asked the Board to consider hiring a certified person in the future to oversee the college advisement process. The reason why there’s such a need is that many of the DHS students are first generation learners. It takes a considerable amount of time to identify and handle their needs. Those students bring all their needs to the school and it’s extremely overwhelming. The counselors have 400 students each so it’s very difficult to meet all individual student needs.

Mr. Fitzgerald stated that DHS has 913 students who will graduate this year. There will be 12 students recognized which is only 1.3%. He then mentioned data that he’d provided which included information from Allen High School, Plano West, Skyline and South Grand Prairie High School. All these schools have a top 10% recognition system. Duncanville ISD recognizes students but not in a way that’s visible to everyone. Mr. Fitzgerald provided a ranking list of the top 100 students, and he said that 52 students have an over 100 average. He said that recognizing
these students in a more public way becomes a reflection of the hard work of the teachers, the district and the students.

The second speaker was Duncanville High School Math Teacher, Mr. Keith Spurlock. Mr. Spurlock wanted to thank Dr. Smith for the amendment to the local retirement plan. He also thanked each Board Member for voting in favor of the amendment.

9. ADJOURNMENT

The meeting was adjourned at 8:41 PM by President Granger.