

AGENDA

for the

Board Workshop Meeting

of the

Board of Trustees

**Tyler ISD Administration Building, 1319 Earl Campbell Parkway,
Conference Room B, Tyler, TX**

**September 5, 2019
11:00 AM**

**NOTICE OF BOARD WORKSHOP MEETING OF THE
TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Notice is hereby given that on Thursday, September 5, 2019, the Board of Trustees of the Tyler Independent School District will hold a Board Workshop meeting at 11:00 AM at the Tyler ISD Administration Building, 1319 Earl Campbell Parkway, Conference Room B, Tyler, TX. The subjects to be discussed are listed on the agenda which is attached to and made a part of this Notice.

Individuals with disabilities are entitled to have access to and participate in public meetings. An individual requiring an accommodation for access to the meeting must notify the Tyler Independent School District by informing the district's ADA coordinator, in writing 24 hours prior to the scheduled meeting of the necessity of an accommodation. Upon receipt of this request, the district will furnish appropriate auxiliary aides and services when necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of the board meeting as nonhandicapped individuals enjoy.

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act.

Texas Government Code Section:

551.071	Private consultation with the board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.076	Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
551.084	Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES BOARD WORKSHOP MEETING**

**Thursday, September 5, 2019 11:00 AM
Tyler ISD Administration Building, 1319 Earl Campbell Parkway, Conference
Room B, Tyler, TX**

AGENDA

- I. Call to Order
- II. First Order of Business -- Announcement by the Chairman as to the presence of a quorum, that the meeting has been duly called and that notice of the meeting has been posted in the time and manner required.
- III. Continuous Improvement
 - A. Goal 2.2 - Advanced Placement/Dual Credit Completion Update 5
 - B. Enrollment Update 6
- IV. Action Item
 - A. Consider approval of Internal Audit Plan for 2019-2020 7
 - B. Consider adoption of Substitute Pay Rates for 2019-2020 8
- V. Executive Session will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act.
 - A. Texas Government Code Section 551.071 For the purpose of a private consultation with the board's attorney on all subjects or matter authorized by law.
 - I. When the governmental body seeks the advice of its attorney about pending or contemplated litigation or a settlement offer or
 - II. On a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
 - III. Consider legal advice regarding personnel and related action items.
 - B. Texas Government Code Section 551.072 For the purpose of discussing purchase, exchange, lease, or value of real property.
 - I. Discussing purchase, exchange, lease, or value of real property.
 - C. Texas Government Code Section 551.074 For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee.
 - I. Consider hiring and accepting resignations of professional personnel.
 - II. Consider renewals, non-renewals and terminations of contracts for professional personnel. (To deliberate the appointment, employment, evaluation, reassignment, duties, and contracts of employees.)
 - D. Texas Government Code Section 551.076
- VI. Reconvene from Executive Session

VII. Consider action on items discussed in Executive Session

A. Consider board approval of hiring, accepting resignations/retirements of professional personnel included but not limited to. 9

B. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel.

VIII. Adjournment

Subject: Goal 2.2 - Advanced Placement/Dual Credit Completion

BACKGROUND INFORMATION

The Continuous Improvement/Student Outcome Goal 2, established during the 2018-2019 school year, focuses on increasing the percentage of Tyler ISD graduates considered College, Career, and Military Ready according to TEA criteria.

Goal 2 – Progress Measure 2:

The percentage of Tyler ISD high school students completing an advanced or dual credit course will increase by an average of at least three percent annually over the next three years (from 42.5 percent in 2018 to 51.5 percent in 2021, based on the Texas Academic Performance Report).

- Baseline (2018 TAPR) – 42.5 percent
- Year 1 Target (2019 TAPR) – 45.5 percent
- Year 2 Target (2020 TAPR) – 48.5 percent
- Year 3 Target (2021 TAPR) – 51.5 percent

ADMINISTRATIVE CONSIDERATION

Based on the 2018 Texas Academic Performance Report (TAPR) 42.5 percent of Tyler ISD students completed an advanced or dual credit course. Progress measures 1 and 2 for this goal address AP and Dual Credit participation and performance. With the board and district focus on successful student outcomes, participation and performance in advanced placement and dual credit courses are key measures in increasing the percentage of graduates considered College, Career, and Military Ready. These figures depict the overall level of progress in the secondary advanced academics program.

The information provided in this report is current as of August 28, 2019. The final 2019 Texas Academic Performance Report (TAPR) is scheduled to be released in November 2019 and will have the specific and final data for the year 1 target included in this goal.

ACTION REQUIRED

Discussion only

CONTACT PERSONS

Rawly Sanchez
Gary Brown

09-05-19

Subject: Enrollment Update

Information will be presented at the meeting.

ACTION REQUIRED

Information only

CONTACT PERSONS

Tosha Bjork
Rawly Sanchez

09-05-19

Subject: 2019 - 2020 Internal Audit Services – Audit Plan

BACKGROUND INFORMATION

Internal Audit Services facilitates an annual district wide risk assessment that is the basis for the annual risk based audit plan. The Audit Committee has reviewed the results of the risk assessment and risk based audit plan.

AUDIT COMMITTEE RECOMMENDATION

The Board of Trustees approve the *Internal Audit Services Annual Audit Plan* effective October 1, 2019 through September 30, 2020.

ACTION REQUIRED

Board approval

CONTACT PERSON

Jan Coker

09-05-19

Subject: Consider adoption of Substitute Pay Rates for 2019-2020

BACKGROUND INFORMATION

Board Policy (DEC Local) requires that substitute pay rates are adopted by the Board and any changes thereto must be approved prior to implementation. In an effort to remain competitive in fielding a quality substitute pool, market analysis dictates the changes below for consideration.

ADMINISTRATIVE CONSIDERATION

The substitute pay rates included below are proposed for adoption:

Class A (Paraprofessional):

- Standard Daily Rate - \$65
- Long Term Daily Rate - \$70
 - Beginning the 11th day of the same job.
- Hard to fill Daily Rate - \$70
 - ISS Aide, ABU Aide, Life Skills Aide, Boshears Aide.
- One-on-One Daily Rate - \$75

Class B (College Credit):

- Standard Daily Rate - \$85
- Long Term Daily Rate - \$95
 - Beginning the 16th day of the same job
- Extended Daily Rate - \$110
 - Beginning the 31st day in the same job

Class C (Certified):

- Standard Daily Rate - \$95
- Long Term Daily Rate - \$110
 - Beginning the 16th day of the same job
- Extended Daily Rate - \$120
 - Beginning the 31st day in the same job

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the proposed new Substitute Pay Rates for 2019-2020.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Ronald K. Jones

09-05-19

Subject: Personnel Actions

BACKGROUND INFORMATION

Personnel actions are as indicated.

ADMINISTRATION CONSIDERATION

Personnel appointments recommended for confirmation have met the employment prerequisites of the Tyler Independent School District. The candidates either hold valid certificates or such alternatives as specified by the Board. Proposed contract renewals for one year term contracts and one year non-certified contracts for administrators are also considered.

Recommendations for new appointments are based on interviews, references, adequacy of preparation, performance records and the Superintendent's approval.

The appointments, resignations, retirements, and non-renewals are subject to the approval of the Board of Trustees.

ADMINISTRATION RECOMMENDATION

The confirmation of personnel actions as indicated.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald K. Jones

09-05-19