

Agenda of Special Meeting

The Board of Trustees Little Elm ISD

A Special Meeting of the Board of Trustees of Little Elm ISD will be held August 16, 2021, beginning at 9:00 AM in the Zellars Center for Learning and Leadership.

THIS MEETING WILL BE CONDUCTED BY VIDEOCONFERENCE OR TELEPHONE CALL. AT LEAST A QUORUM OF THE BOARD WILL BE PARTICIPATING BY VIDEOCONFERENCE BY VIDEOCONFERENCE OR TELEPHONE CALL IN ACCORDANCE WITH THE PROVISIONS OF SECTION 551.125 OR 551.127 OF THE TEXAS GOVERNMENT CODE THAT HAVE NOT BEEN SUSPENDED BY ORDER OF THE GOVERNOR.

THIS SPECIAL BOARD MEETING WILL BE VIRTUAL VIA ZOOM-IT WILL BE LIVE STREAMED ON YOUTUBE AT LITTLE ELM ISD TV.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order Open Session.
2. Introduction and Roll Call
3. The Board will recess into Closed Meeting as permitted by the Texas Open Meetings Act Code Subchapter 551.072 & 551.074. The Board and Superintendent will discuss:
 - A. Personnel
 - B. Land
4. Citizen Input
Audience participation shall be permitted at regular Board meetings and shall be limited to the public comment portion designated for that purpose.
Members of the public who desire to address the board during the Citizen Input portion of the board meeting must follow registration procedures by clicking on the link below:
<https://tinyurl.com/RXF74HO>
5. Action Items
 - A. Consider approval of Retention Stipend & Signing Bonus - Custodial Staff 3
Presenter: Asheley Brown
 - B. Consider approval of Local Emergency Paid Sick Leave (COVID) 5
Presenter: Asheley Brown
6. Adjournment

If, during the course of the meeting, the Board of Trustees should determine that a closed meeting should be conducted, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq. The meeting 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, including, but not limited to the following sections and purposes:

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.
551.075	To confer with employees of the school district to receive information or to ask questions.
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.
551.0821	Considering personally identifiable information about public school student.
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 employees groups,
551.084	Excluding witnesses from a hearing.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections or the Act authorizing the closed meeting.

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 session, 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.

Superintendent

Original copy of this agenda was posted on the bulletin board at the Little Elm ISD Administration Building 72 hours prior to the scheduled meeting.

Sonia S. Flores

Board Agenda Item

Little Elm Independent School District

300 Lobo Lane

Little Elm, Texas 75068

	Reports of the Superintendent	Action Item	Consent Agenda	Reports, Routine Monthly	Other
Board Mtg. Date 08-16-2021	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subject:	RETENTION STIPEND & SIGNING BONUS - CUSTODIAL STAFF				
Presenter or Contact Person:	Asheley Brown, Executive Director for Human Resource Services				
Policy/Code:	DEAA, DEA, DEAB as appropriate				
Strategic Plan Goal:	We will recruit, recognize, and retain high quality and effective personnel to support student success at every level.				
Summary:	Custodian positions have been historically hard to fill and it is difficult to retain employees in this position. The district currently has several custodian vacancies. Offering a one-time \$1,000 signing bonus will assist the district's recruiting efforts to hire new custodians and fill our current vacancies. Additionally, in an effort to retain our current custodial staff and recognize their ongoing safety efforts during the pandemic, we recommend a one-time retention stipend of \$1,000 for current LEISD custodians. There are 65 custodial positions in LEISD. The stipends will be paid in two \$500 payments - one midyear and one end-of-year.				
Financial Implications:	\$65,000				
Attachments:	N/A				

Recommendation: | The administration recommends approval of a one-time \$1,000 signing bonus for new custodial staff and a one-time retention stipend of \$1,000 for current custodial staff as submitted.

Motion: | I move the Board approve the one-time \$1,000 signing bonus for new custodial staff and a one-time retention stipend of \$1,000 for current custodial staff as submitted.

Board Agenda Item

Little Elm Independent School District

300 Lobo Lane

Little Elm, Texas 75068

Board Mtg. Date 08-16-2021	Reports of the Superintendent <input type="checkbox"/>	Action Item <input checked="" type="checkbox"/>	Consent Agenda <input type="checkbox"/>	Reports, Routine Monthly <input type="checkbox"/>	Other <input type="checkbox"/>
Subject:	LOCAL EMERGENCY PAID SICK LEAVE (COVID)				
Presenter or Contact Person:	Asheley Brown, Executive Director for Human Resource Services				
Policy/Code:	DEAA, DEA, DEAB as appropriate				
Strategic Plan Goal:	We will recruit, recognize, and retain high quality and effective personnel to support student success at every level.				
Summary:	In anticipation of staff being required to quarantine by medical professionals, due to the COVID-19 virus, we would like to have 10 days of local emergency paid sick leave (LEPSL) available to minimize the financial impact to our staff. Criteria and details about the LEPSL are attached.				
Financial Implications:	\$200,000 approximately (from federal ESSER funds)				
Attachments:	Local Emergency Paid Sick Leave (LEPSL)				
Recommendation:	The administration recommends approval of the local emergency paid sick leave as submitted.				
Motion:	I move the Board approve the local emergency paid sick leave as submitted.				



LOCAL EMERGENCY PAID SICK LEAVE (LEPSL)

Little Elm ISD's Local Emergency Paid Sick Leave (LEPSL) will provide to *all employees*:

- Ten days (up to 80 hours) of paid sick leave at the employee's regular rate of pay where the employee is unable to work because of one of the qualifying reasons below.

Qualifying Reasons for Leave:

Under the LEPSL, an employee qualifies for paid sick time if the employee is unable to work due to a need for leave because the employee:

1. has a lab-confirmed diagnosis of COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is caring for an immediate family member who has a lab-confirmed diagnosis of COVID-19; or
4. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.

Documentation of the qualifying reason the employee is receiving LEPSL will be submitted to Human Resource Services to verify eligibility. The LEPSL will expire on June 30, 2022.