

Agenda of Special Meeting

The Board of Trustees Seguin ISD

A Special Meeting of the Board of Trustees of Seguin ISD will be held December 13, 2023, beginning at 5:00 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

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.

1. **Call to Order**

- A. Establish Quorum
- B. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
- C. Pledges to the United States Flag and Texas Flag. Moment of silence.

2. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

- A. those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.

3. **Action Items:**

- A. Possible Action to Extend Superintendent-Hiring Authority for Certified Personnel During the Spring of 2024 3
- B. Possible Action to Authorize an Amendment to the Current District of Innovation Plan - Alternative to Educator Certification 4

4. **Closed Session:** Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

- A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
- B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).
 - 1. Discussion regarding employment agreements for non-certified personnel.
- C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

5. **Reconvene to Open Meeting**, the Board will take appropriate action on items, if necessary, as discussed in Closed Session
 - A. Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).
 - B. Possible action regarding employment agreements for non-certified personnel.
6. **Adjourn**

ACTION ITEM:

Possible Action to Extend Superintendent-Hiring Authority for Certified Personnel During the Spring of 2024

RECOMMENDATION:

Possible action to grant ability to Superintendent to have final hiring authority of all contractual personnel beginning January 1, 2024 and ending on March 31, 2024.

RATIONALE:

Due to the increasingly competitive hiring season, this authority will allow Seguin ISD to offer immediate employment opportunities to the strongest, highly qualified teacher applicant pool.

REFERENCE and COMPLIANCE:

Strategic Priority #5: Staff Satisfaction - Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

PAPERWORK IMPACT:

Minimal

BUDGET IMPACT/ INFORMATION:

None

EXHIBITS:

None

RESOURCE PERSONNEL:

Joel S. Treviño, Chief Human Resources Officer

Submitted by:

(Signature)



Date Submitted: 12/13/23

(Name)

Dr. Veronica Vijil, Interim Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

ACTION ITEM:

Possible Action to Authorize an Amendment to the Current District of Innovation Plan - Alternative to Educator Certification

RECOMMENDATION:

Possible action to grant ability for the Superintendent to initiate the process to amend the current District of Innovation Plan - Alternative to Educator Certification.

RATIONALE:

The District requests flexibility to the educator certification requirements that would allow the district to hire teachers in hard to fill high demand certification areas in all levels (K-12).

REFERENCE and COMPLIANCE:

Strategic Priority #5: Staff Satisfaction - Seguin ISD will improve staff satisfaction as determined by the Organizational Health Inventory (OHI).

PAPERWORK IMPACT:

Minimal

BUDGET IMPACT/ INFORMATION:

None

EXHIBITS:

District of Innovation Amendment Timeline

RESOURCE PERSONNEL:

Dr. Samuel Hogue, Interim Deputy Superintendent
Joel S. Treviño, Chief Human Resources Officer

Submitted by: Veronica Vijil Date Submitted: 12/13/23
(Signature) _____
(Name) Dr. Veronica Vijil, Interim Superintendent
(Address) 1221 E. Kingsbury St., Seguin, TX 78155
(Telephone) (830) 401-8614

Proposed Timeline of Events as per TEC 12A.005

December 13, 2023	SISD Board to vote on proceeding with amendment to DOI <i>Alternatives to Teacher Certification</i> .
January 8, 2024	Present Proposed DOI Amendment to DEIC for vote. Post to website for 30 days.
February 27, 2024	Public Hearing
February 27, 2024	SISD Board Vote for Approval of DOI Amendment