

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

**JUNE 24, 2021
REGULAR BOARD MEETING MINUTES**

The Cypress-Fairbanks Independent School District Board of Trustees convened in Regular Session on Thursday, June 24, 2021, in the Boardroom of the Cypress-Fairbanks Independent School District Instructional Support Center, located at 10300 Jones Road, Houston, Texas.

1. Call to Order

1.A. Board President Bob Covey called the meeting to order at 6:00 p.m.

The following Board members were present: Debbie Blackshear, Bob Covey, Julie Hinaman, Tom Jackson, Dr. John Ogletree, Don Ryan and Gilbert Sarabia.

Board President Covey recognized CLC members, Stacye Anderson, Ryan Irving and Frances Romero who were in the audience.

1.B. Dennis Hermerding, Lead Pastor of King's Cross Church, delivered the invocation.

1.C. President Covey led the Pledge of Allegiance.

2. Vision and Mission Statement

2.A. Board member Tom Jackson read the District's Vision and Mission statement for the benefit of the audience.

Board President Covey announced that State Representative Rosenthal was in attendance this evening and thanked him for being here tonight. Mr. Covey then turned the floor over to Board member Don Ryan for an announcement.

Mr. Ryan expressed what a great servant Bob Covey has been to CFISD, not only locally, but that he serves statewide and nationally. Mr. Ryan stated that it was his honor to announce that Mr. Covey had been re-elected to the TASB Board of Directors for Region 4, Position F. Mr. Ryan offered his congratulations to Mr. Covey.

Board President Covey announced that the Board would proceed with the **Recognitions** portion of the agenda.

3. Recognitions

3.A. Superintendent Henry made remarks and announcements including the honors and achievements earned by staff and students in recent weeks.

Roy Garcia, Chief Officer for School Leadership, recognized and introduced Julie Clements as the new Keith Elementary School principal. Ms. Clements is replacing Dawn Tryon who is the district's new Director of Community Engagement.

Board President Covey called for a recess at 6:24 p.m.

Board President Covey called the meeting back to order at 6:29 p.m.

Mr. Covey announced that the Board would proceed with the **Public Comments** portion of the agenda.

4. Public Comments

4.A. Patrons who have duly registered per policy BED (Local) may address the Board and make public comments on an agenda item during or before the board's consideration of the item. The Board may allow public comment on agenda items at all meetings. The Board will continue with the remaining agenda after

the registered patrons have had an opportunity to speak. (To participate, registration is between 5:30 and 5:50 p.m. on the day of the Board meeting at the entrance to the CFISD ISC Boardroom.)

1. Ayse Indemaio addressed the Board regarding the May 10, 2021 Board meeting minutes.
2. Jeremy Scheid, CFISD teacher, addressed the Board on teacher pay rates and stipends.
3. Silver Davis addressed the Board on agenda item 10F, adoption of the 2020-2021 budget.
4. Ryan Irving, Jr. addressed the Board on teacher pay raises.
5. Nikki Cowart addressed the Board on agenda item 7B, 2020-2021 budget and ESSER funds and agenda item 10F, adoption of the 2020-2021 budget.
6. State Representative Jon Rosenthal addressed the Board on agenda item 7B, 2020-2021 budget and ESSER funds.
7. Tara Cummings addressed the Board on agenda item 7B, 2020-2021 budget and ESSER funds.

Mr. Covey announced that the Board would proceed with the **Board Comments** portion of the agenda.

5. Board Comments

- 5.A.** Any Board member may make a comment during this portion of the agenda, without prior posting being required. Comment items may not pertain to the character of any students, staff or Board member and may not be discussed or deliberated upon at this meeting.

Board member Don Ryan began his comments in response to questions he had received on whether or not the district teaches Critical Race Theory. Mr. Ryan responded by saying that the district teaches the required curriculum from the state and this does not include Critical Race Theory and it never has. The state requires teaching social studies and history and that obviously includes learning about historic examples of racism and the impact thereof. He further stated that the district's teaching staff knows how to teach these historic examples, and, in fact, the district has a board policy that addresses how to cover this and other topics objectively.

Mr. Ryan commented on how there has been some confusion and misinformation throughout the community about CFISD and teaching Critical Race Theory. Mr. Ryan explained that last month there was a CFISD parent who said she saw information on a website that an implicit bias video was being shown to Bridgeland High School students by the district. This parent felt like discussions on this topic should be student led. We appreciated the parent asking questions about this because the website is wrong. Bridgeland's "No Place for Hate" committee, which is led by students, recommended several different activities, including a video for other students to watch on implicit bias. The campus wanted parents to see the suggested video first, which was sent out to parents to watch. After hearing concerns from parents, the principal did not include the video in the "No Place for Hate" activities, so the video was never shown to students.

Mr. Ryan shared that there seems to be confusion about "No Place for Hate" as well. This has been a popular program in schools for years – especially the past 10 years or so – as part of the district's anti-bullying education at many of our campuses. The committees are led by students and promote a positive school climate. It is not a program about Critical Race Theory. Critical Race Theory is something taught at some colleges, but it has never been part of the CFISD school district curriculum.

"In the school district, ever since I first started on the Board in 2000, we have talked about educational equity as part of the requirements of "No Child Left Behind." As part of "No Child Left Behind," and now with whatever the new law is called, as a Board we are required to look at our test scores and other achievement data broken down, including by race, and create plans to close any achievement gaps between groups. This is part of what the Board has asked the administration to do as part of the equity

audit to help create plans to address the gaps. Our anti-bullying programs and the educational equity plans are things we have a responsibility to create and are not Critical Race Theory programs. I just wanted to take a minute and clear up the confusion. If any parent or patron has a question or concern about our curriculum, I would encourage you to contact our administration. If you can take one thing away from my comments, I hope it would be that we are *not* teaching Critical Race Theory. It is on the record; I've made the statement, so now you've got me."

Board member Debbie Blackshear thanked the CFISD staff involved in the district's recent graduations for another setup of successful graduation ceremonies. The work behind the scenes was tremendous – from Beth Wade and her Berry Center crew to the Cy-Fair Police Department, Dr. Deborah Stewart, Ify Ogwumike – seeing that everything ran on schedule and as planned. Ms. Blackshear said it was an honor to watch each of the district's classes graduate and to see the culmination of their education in Cy-Fair ISD and know that this district has prepared them for the next step in life, whether it be college, trade school, the military or wherever they may be going next. A tremendous 9,139 graduates. "Congratulations to the Class of 2021. Thank you."

Board member Tom Jackson complimented Don Ryan on his comments. Mr. Jackson expressed his appreciation for Beth Wade and her staff at the Berry Center, including food service personnel and Chief Mendez and his force for making the recent graduation ceremonies seamlessly great and safe. Mr. Jackson also gave an appreciative nod to Austin for renewing the graduation committee concept and the administrative personnel who served on the committee. He offered his sincere appreciation to Dr. Deborah Stewart and Dr. Ify Ogwumike for the care and support they gave to the Board, making graduation attendance easier. Mr. Jackson stated that he recently attended the Summer Leadership Institute in San Antonio and shared a few key takeaways, one being Dr. Linda Macias and Dr. Mark Henry's presentation on the college academy at CFISD – the first of its kind in Texas where students can graduate with their associates degree while earning their high school degree. Mr. Jackson stated that throughout the pandemic, he was proud that CFISD followed the state law and directives of both the governor and commissioner of education with "fidelity" and "empathy." "And as always, we will continue to adhere to the laws promulgated by Austin."

Board member Julie Hinaman expressed her gratitude for the outpouring of love and support from the Cy-Fair ISD community following the death of her daughter, four weeks today. "We are grateful for the cards and messages, and we've read all of them and have saved them. We especially appreciate your prayers. Thank you."

Board member Gilbert Sarabia affirmed his support of Don Ryan's statement. Mr. Sarabia thanked the administration, the staff, all the employees throughout the district on an outstanding job during such a tough year. He shared his proudness of the district's students and their achievements and all they have accomplished with the obstacles they faced. Mr. Sarabia expressed how great graduations were, both inside and outside ceremonies. It was great seeing all the students throughout the year competing at different levels in their specialty. Mr. Sarabia gave kudos to the district for enrolling over 26,000 summer school students at no cost to parents. "We're moving on. We have a big job in front of us, and we look forward to the challenges. Thank you everyone for showing up here tonight; we very much appreciate your presence."

Board member Dr. John Ogletree shared how last year in the Board's pursuit of their commitment to the district's motto, *Opportunity for All*, affirmed by resolution condemning racism. The Board, in the resolution, acknowledged that racism still exists, equity exists, justice exists, and discrimination still exists in our country. Dr. Ogletree stated that as leaders of the district, they had an obligation to help shape a better America. As stated in the resolution, all of the district schools would become *No Place for Hate* schools and would celebrate the diversity that is in the district. Dr. Ogletree went on to describe how diverse the district is. With over 115,000 students, there are now 100 languages. The breakdown is 45% Hispanic, 22% Anglo, 19% African American, 9% Asian, 3% multi-racial, .5% Native America and .1% Pacific Islander. Dr. Ogletree shared that in providing *Opportunity for All*, the district has instituted 13 new arrival centers for non-English speaking students and 35 of the district's campuses are bilingual campuses. He stated that 55% of the student population in this district are economically-disadvantaged.

He reminded everyone that during the pandemic the district served over 3 million curbside meals, the Board approved the purchase of 115,000 Chromebooks for students and provided hotpots for students without internet access. Dr. Ogletree shared how 85 students from Cypress Lakes High School also graduated with a Lone Star College associates degree and now, how all 12 high schools will have that program. Dr. Ogletree went on to describe how the district has two mental health intervention teams consisting of licensed professional counselors, psychologists and mental health officers – how we partner with Cy-Hope to provide backpacks full of food on Fridays for students in need, as well as providing financial assistance for dual credit AP testing and CTE certifications. The district also works with three different apartment complexes to provide after-school tutoring. Dr. Ogletree stated that this year the district graduated over 9,000 students and that not a single student had been taught Critical Race Theory. Dr. Ogletree went on to explain that the Board, including the Superintendent, are in the business of providing the finest education for ALL students. He explained that the Board members all live in the community and that they do not get scripts or strategies from any political party or any politician who is presently or not presently in office. “We’re not partisan or political because we are about the students. We affirmed the resolution about racism because it was the right thing to do because we care about all students. We want every student to learn and excel. And this supposed concern tonight over CRT is a non-issue with us.” Dr. Ogletree went on to explain Critical Race Theory to the viewers and how it came about. He then confirmed that none of our teachers in this district teach Critical Race Theory. Dr. Ogletree explained how in the partisan area, anytime someone mentions equality or equity its now lumped into CRT, but that is false and wrong. He stated what the Board put in the resolution condemning racism is not what is put out in the community as CRT renamed. Dr. Ogletree reminded everyone that the district is presently in an equity audit to further the resolution condemning racism. He described the meaning of equity which is to meet the educational needs of all children regardless of race, gender, sexual orientation, disability, language, religion, ethnicity, family background or family income. Equity is a quantifiable, data-driven educational process – not a social or a political issue. In closure, Dr. Ogletree further explained equity and equality by citing a portion of the Declaration of Independence and the preamble to the Constitution and explained how there were dark times in history and teaching facts about history has nothing to do with CRT. “You came here for politics, we’re here for education, you came here to divide our community, we’re here to unify. We are all people of faith up here, you are all people of faith, and I call you to put faith over politics. Respect each other, listen to each other, care for each other and pursue equity and equality.”

Board member Bob Covey echoed what Dr. Ogletree previously stated that this district does not teach nor support Critical Race Theory. Mr. Covey stated that the district does support opportunity for all, which means the district needs to address some of the equity problems throughout the district as it is also seen throughout the state and nationwide. Mr. Covey expressed how much he appreciated everyone attending tonight and encouraged the audience to attend other Board meetings or watch it live on TV. He asked everyone to make sure they know the facts and what is actually going on and not listen to the non-factual information being said throughout the community.

Mr. Covey announced that the Board would proceed with the **Citizen Participation** portion of the agenda.

6. Citizen Participation

6.A. Patrons who have duly registered per policy BED (Local) may address the Board regarding matters of concern/interest to the district, other than the character of any student, staff or Board member. The Board may not act upon any matter that is not listed under the action item portion of the agenda. (To participate, registration is between 5:30 and 5:50 p.m. on the day of the Board meeting at the entrance to the CFISD ISC Boardroom.)

1. Richard Feider addressed the Board on Critical Race Theory.
2. Ryan Lam, Bridgeland High School student, addressed the Board on how district policies affect him as an LGBTQ student.
3. Danielle N. Browning addressed the Board on how she is personally affected by CRT at her school.
4. Marla Lopez addressed the Board on HB 3979.
5. Tom Nobis addressed the Board on Critical Race Theory.

6. Mary Ann Jackson addressed the Board on taking a stand against Critical Race Theory, social justice and intersectionality in all classrooms across the district.
7. Dan Comstock addressed the Board on the dangers of Critical Race Theory.
8. Judi DeHoan addressed the Board on the impact of Critical Race Theory.
9. Bruce DeMyer addressed the Board on Critical Race Theory.
10. Michael Godsey addressed the Board on Critical Race Theory.

Board President Covey called for a recess at 7:47 p.m.

Board President Covey called the meeting back to order at 7:55 p.m.

Mr. Covey recognized Eleanor Escobar, 7th grade student at Spillane Middle School, representing Scouts BSA Troop 002. Ms. Escobar is earning her Citizenship in the Community badge.

The Reports and Public Hearing portions of the agenda were reviewed at the Board Work Session on Monday, June 21, 2021.

Mr. Covey announced that the Board would proceed with the following **Consensus Action Items**.

9. Action Items - Consensus

- 9.A.** The Board will consider approving the minutes of the May 10, 2021 Regular Board Meeting.

Presenter: Holly Reichert

Mr. Covey announced that the Board would proceed with the following **Non-Consensus Action Items** that were moved to **Consensus** at the Board Work Session on Monday, June 21, 2021.

- 10.D.** The Board will consider approving the budget amendments for the period of April 1, 2021 through June 30, 2021.

Presenter: Karen Smith

- 10.E.** The Board will consider approving a resolution for the commitment of the district's fund balance.

Presenter: Karen Smith

- 10.H.** The Board will consider a resolution approving the district's investment policy and investment strategy, the investment officers of the district, the independent sources of instruction relating to investment responsibilities for the investment officers of the district, and investment training hours.

Presenter: Karen Smith

*Board member Tom Jackson announced that he would abstain from voting on this item as he does each year. Mr. Covey stated that this item would be moved under **Non-Consensus**.*

- 10.I.** The Board will consider approving the 2021-2022 Harris County Protective Services inter-local agreement with the Harris County Protective Services for Children and Adults (HCPSA) to provide community youth services for students and families in the Cypress-Fairbanks Independent School District.

Presenters: Roy Garcia, Franklin Sampson

- 10.J.** The Board will consider approving the Memorandum of Understanding between Harris County Juvenile Board and Cypress-Fairbanks I.S.D. to participate in the JJAEP for the 2021-2022 school year.

Presenter: Ify Ogwumike

- 10.K.** The Board will consider approving facilities for Off-Campus Physical Education for the 2021-2022 school year.

Presenter: Dr. Heather Bergman

- 10.L.** The Board will consider approving the list of advanced courses for 2021-2022.

Presenter: Dr. Heather Bergman

10.N. The Board will consider approving the CenterPoint Energy Houston Electric, LLC blanket utility easement to provide overhead and underground electrical service at the existing CFISD Exhibit Center and authorize the Superintendent or designee to negotiate the final terms and execute all related documents.

Presenter: Matt Morgan

10.O. The Board will consider approving the CenterPoint Energy Houston Electric, LLC blanket utility easement to provide underground electrical service for the New Elementary School 57 and authorize the Superintendent or designee to negotiate the final terms and execute all related documents.

Presenter: Matt Morgan

Mr. Covey asked if any Board member would like to remove one or more of these items for further discussion. Since no further discussion was necessary, Mr. Covey asked for a motion to approve the consensus items as recommended or amended.

Board member Dr. Ogletree made a motion to approve as recommended or amended.

Board member Debbie Blackshear seconded.

Motion passed by a 7 to 0 vote.

Mr. Covey announced that the Board would proceed with the following **Non-Consensus Action Items** that remained on Non-Consent.

10. Action Items - Consensus

10.A. The Board will consider approving construction proposals and contracts paid from Bond Funds to the recommended contractor and authorize the Superintendent or designee to execute all necessary documents related to such contract as follows:

Presenter: Matt Morgan

10.A.1. 2020 Elementary School No. 58

Mr. Covey asked for a motion to approve non-consensus action item 10.A. as recommended or amended.

Board member Don Ryan made a motion to approve.

Board member Gilbert Sarabia seconded.

Motion passed by a 7 to 0 vote.

10.B. The Board will consider approving Board members to serve as delegate and alternate delegate to the 2021 Texas Association of School Boards (TASB) annual delegate assembly.

Presenter: Bob Covey

Mr. Covey asked for a motion to approve non-consensus action item 10.B. as recommended or amended.

Board member Tom Jackson made a motion to approve the Board selecting Dr. John Ogletree as Delegate and Debbie Blackshear as Alternate Delegate to the TASB Annual Delegate Assembly.

Board member Don Ryan seconded.

Motion passed by a 7 to 0 vote.

10.C. The Board will consider the endorsement of candidacy for the TASB Board of Directors, representing Region 4.

Presenter: Bob Covey

Mr. Covey asked for a motion to approve non-consensus action item 10.C. as recommended or amended.

Board member Tom Jackson made a motion to endorse candidate Georgan Reitmeier and candidate Tony Hopkins for the TASB Board of Directors for Region 4.
Board member Gilbert Sarabia seconded.
Motion passed by a 7 to 0 vote.

10.F. The Board will consider the adoption of the 2021-2022 Budget.

Presenter: Karen Smith

Mr. Covey asked for a motion to approve non-consensus action item 10.F. as recommended or amended.

Board member Don Ryan made a motion to approve.
Board member Debbie Blackshear seconded.

Dr. Ogletree announced that he would like to amend the motion and add a stipend for the district's hourly employees. Don Ryan accepted the amended motion and asked General counsel Marney Collins Sims if the motion was stated correctly. Ms. Sims replied that the maker of the motion could make a "friendly amendment." Dr. Ogletree, once again, made a motion to approve a stipend for hourly employees, and Mr. Ryan, once again, accepted the "friendly amendment."

Tom Jackson spoke up about "point of order" and disagreed with the use of "friendly amendment." Mr. Jackson explained that there was a motion on the floor that had been made and seconded, and now there should be discussion on the amended motion.

Discussion began on the amendment. Mr. Ryan asked CFO Karen Smith if it would be possible to split the \$1,000 stipend for all hourly employees between the fall semester and the spring semester, \$500 each, due to waiting on funds from the state and as a financial safety factor.

Mr. Jackson asked President Covey for a consensus of the Board on splitting the \$1,000 stipend for hourly employees between the two semesters - \$500 issued in the fall and \$500 issued in the spring. All Board members were in agreement with the \$1,000 stipend for hourly employees and splitting the stipend between the fall and spring semesters.

It was reiterated that Board member Dr. Ogletree made a motion to add a stipend for the district's hourly employees and Board member Don Ryan seconded the motion.

Motion passed by a 7 to 0 vote.

In consideration of agenda item 10.F., the adoption of the 2021-2022 budget, President Covey reiterated that Board member Don Ryan made a motion to approve and Board member Debbie Blackshear seconded the motion.

Motion passed by a 7 to 0 vote.

10.G. The Board will consider approving a list of qualified financial institutions, brokers/dealers, investment pools and investment advisors that are authorized to engage in investment transactions with the district.

Presenter: Karen Smith

General Counsel Sims explained that agenda item 10.G. is actually the agenda item that Mr. Jackson will be abstaining from voting on – and not agenda item 10.H. as commented on earlier in the Board meeting.

Board member Don Ryan made a motion to approve.
Board member Tom Jackson stated he would abstain from voting.
Board member Debbie Blackshear seconded.
Motion passed by a 6 to 0 vote.

10.M. The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.

Presenters: Bill Powell, Paula Ross, Amanda Boles

- 10.M.1. Art and Miscellaneous School Supplies
- 10.M.2. Aruba ClearPass Upgrade
- 10.M.3. Assorted food for Nutrition Services 2021
- 10.M.4. Athletic/All Activities Student Accident Insurance Renewal
- 10.M.5. Automotive Hardware and Fasteners
- 10.M.6. Automotive OEM Proprietary Parts and Labor
- 10.M.7. Bananas for Nutrition Services
- 10.M.8. CFISD Cisco Core Switching Quote
- 10.M.9. Distributors Catalog Bid for Nutrition Services
- 10.M.10. Electrical Supplies
- 10.M.11. Excess Workers' Compensation Coverage Renewal
- 10.M.12. Farm to School Produce for Nutrition Services
- 10.M.13. Leave Management Software
- 10.M.14. Milk for High Schools for Nutrition Services
- 10.M.15. Processed Produce for Nutrition Services
- 10.M.16. Programming, Inspection and Repair of Fire Alarm and Sprinkler Systems
- 10.M.17. School Liability, Privacy & Information Security & Automobile Insurance Renewal
- 10.M.18. Software License and Maintenance Renewal/Expansion
- 10.M.19. Whole Produce for Nutrition Services

Board member Dr. Ogletree made a motion to approve.
Board member Debbie Blackshear stated she would abstain from voting.
Board member Gilbert Sarabia seconded.
Motion passed by a 6 to 0 vote.

10.P. The Board will consider authorizing the administration to declare certain undeveloped district property as surplus and advertise the property for sale in accordance with state law and Board Policy. [This item may be discussed in closed session pursuant to Section 551.072.]

Presenter: Roy Sprague

Board member Tom Jackson made a motion to approve.
Board member Don Ryan seconded.
Motion passed by a 7 to 0 vote.

10.Q. The Board will review and consider taking action to revise the contract of employment for the superintendent. [This item may be discussed in closed session pursuant to Section 551.071 and 551.074.]

Presenters: Board Members, Marney Collins Sims

Mr. Covey announced that agenda item 10.Q. will be discussed in Closed Session this evening.

10.R. The district will consider a Level IV appeal (C. Smith, R. Keeling, L. Sinsel) of a Level III decision. [This item may be discussed in Closed Session pursuant to Section 551.082.]

Presenters: Roy Sprague, Bill Powell, Dr. Kayne Smith, Marney Collins Sims

Mr. Covey announced that agenda item 10.R. was discussed in Closed Session during the Board Work Session on Monday, June 21, 2021.

Board member Don Ryan made a motion to uphold the Level III decision made by the administration. Board member Julie Hinaman abstained from voting as she was not in attendance for the Closed Session on June 21, 2021. Board member Gilbert Sarabia seconded.
Motion passed by a 6 to 0 vote.

Mr. Covey announced that the Board would review and take action on agenda item 10.H. that was mistakenly changed from Consensus to Non-Consensus earlier in the meeting.

- 10.H.** The Board will consider a resolution approving the district's investment policy and investment strategy, the investment officers of the district, the independent sources of instruction relating to investment responsibilities for the investment officers of the district, and investment training hours.
Presenter: Karen Smith

Board member Gilbert Sarabia made a motion to approve. Board member Don Ryan seconded.
Motion passed by a 7 to 0 vote.

Mr. Covey turned the meeting over to Dr. Henry for the **Superintendent's Briefing** portion of the agenda.

10. Superintendent's Briefing

10.A. Superintendent Dr. Mark Henry provided information regarding district events and items of community interest.

11. Closed Session

Board President Covey asked for a motion to move to Closed Session regarding agenda item 10.Q.

Board member Don Ryan made a motion to move to Closed Session to discuss agenda item 10.Q. Board member Dr. John Ogletree seconded.
Motion passed by a 7 to 0 vote.

The Board adjourned to Closed Session at 8:32 p.m.

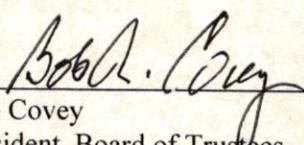
Board President Covey called the meeting back to order at 9:42 p.m.

After reviewing agenda item 10.Q. in Closed Session, Board President Covey asked for a motion to approve the revised contract of employment for the superintendent.

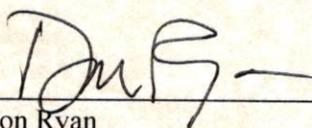
Board member Tom Jackson made a motion to approve the revised contract of employment for the superintendent as discussed in Closed Session with general counsel. Board member Don Ryan seconded.
Motion passed by a 7 to 0 vote.

12. Adjournment

Board President Covey adjourned the June 24, 2021 Regular Board Meeting at 9:47 p.m.



Bob Covey
President, Board of Trustees



Don Ryan
Vice President, Board of Trustees

Approved: August 5, 2021