

**Minutes of Regular Meeting  
The Board of Trustees  
Bastrop Independent School District**

A regular meeting of the Board of Trustees of Bastrop Independent School District was held on **Tuesday, April 15, 2008**, beginning at 6:30 p.m. at the **Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

MEMBERS PRESENT:

James Allen, President  
Rene Barrientos, Vice-President  
Karen Halladay, Secretary  
Valerie Bullock  
Glenn Peterson  
Sophia Williams  
Jim Mills

MEMBERS ABSENT:

None

OTHERS PRESENT

Pat and Logan Allen  
Tracey Lovelace  
Camila Kelly  
Bill Sinoir  
Dr. Vera Preston-Jaeger  
Linda Olivarez  
Turner Gassaway  
Rick Longoria  
Jan Eaton  
John Eaton  
Susan Wendel  
M. Homesley  
Brent Berry  
Robert Solis  
Gilbert Solis  
Ashley Mutschink  
Don Crook  
Sherry Loiselle  
Rebecca Saucedo Saenz  
David Castor  
Carol Armstrong  
Bernie Jackson  
Tammy Johnson  
Jon Ross  
Thomas Jefferson  
Dexter Harris  
Clara Colter  
Brad Pfluger

ALSO PRESENT:

Roderick Emanuel, Superintendent  
Betty Richardson, Asst. Supt. for Curriculum & Instruction  
Karen Dooley, Asst. Supt. for Human Resources  
Sandra Callahan, Chief Financial Officer  
Donald Williams, Exec. Director of Community Services  
Henry Gideon, Chief Operations Officer  
Robert Washington, Coordinator of Student Services  
Lori Gracey, Executive Director of Technology  
Tessie Young, Director of Programs  
Lacey Padgett, Director of Human Resources  
Thomas Dowdy, Director of Maintenance  
Sherri Gilmore, Executive Director of Special Education  
Bryan Doyle, Director of IT Services  
Nanci Stobaugh, Director of Special Education Co-op  
James Matthews, Bastrop High School Asst. Principal  
Dr. Tamera Stark, Director of Community Programs  
Frank Cloud, Bond Construction Manager  
Gerald Perry, BISD Athletic Director/ Head Football Coach  
Terrell King, Bastrop High School Asst. Principal  
Dr. Laurie Bauer, Bastrop Middle School Principal  
Natalie Bennight, Bastrop Middle School Asst. Principal  
Nancy Barrientos, Adm. Asst. to Superintendent  
Jack Yoder  
Gary Haliburton  
Brian Miller  
Chris Olson  
Rev. R.D. Smith  
James Crook  
Sara Clayton  
Tommy Oates  
Patricia Pfeifer  
Janie Simmons  
Charles James  
Sheila Lowe  
Betty Ross  
Sam Spangler  
Mary Jefferson  
Richard Kindred  
Jerry Acevedo  
Tom Scott

Marsha Goertz  
Gilbert Solis  
Mike Goebel  
Maria Adkins  
Chloe Whalon  
Johnny Sanders  
Kyle Arrington  
Vivian Washington  
Dion White  
John Schultz  
Robert Chris Pena  
Latreese Cooke

Jim Clark  
Allan Seekatz  
Donna Smith  
Sean McDonald  
Cyril Adkins  
Michael Simms  
Paula Myers  
Carolyn Moore-Green  
Jeff Pesek  
Debbie Casey  
Deborah Jones  
Randy Pawelek

**1. Opening, Presentations & Open Forum**

**A. Meeting Called to Order**

President Allen called the meeting to order at 6:30 p.m. A quorum of Board members was present. The meeting was duly called and notice of this meeting was posted in accordance with the Texas Open Meetings Act.

**B. Pledge of Allegiance**

Jim Mills led the Pledge of Allegiance.

**C. Pledge of Allegiance to the Texas Flag**

Jim Mills led the Pledge of Allegiance to the Texas Flag.

**D. Opening Prayer**

Jim Mills offered the opening prayer.

**E. Open Forum**

**1. John Eaton**

Mr. Eaton addressed the Board on concerns with the Bastrop ISD Study Audit listed on the agenda. He stated that an audit was not what he recommended, adding that he would like for the Board to hire someone to come in and identify the constraints and causes why the district is not a top performer in the state.

**2. Denny Ross**

Denny Ross addressed the Board on the BISD Athletic program. He stated that Coach Perry is a breath of fresh air and he would like to see traditions restored in Bastrop. Mr. Ross stated that most athletes are capable of excelling in academics and extra-curricular activities.

**3. Robert Solis**

BHS student athlete Robert Solis, on behalf of his fellow athletes, thanked the Board for their support of the athletic program and asked for their continued support. Robert also thanked the Board for improving the facilities and purchasing new equipment.

**4. Rev. R.D. Smith**

Rev. Smith asked the Board not to “sweep under the rug” the request for a public forum. He stated that there is poor communication between the school district and the community. President Allen stated that the Board would be discussing this item later in the meeting and promised that a date would be set for the public meeting before the end of the night.

5. **Gilbert Solis**

BHS parent Gilbert Solis addressed the Board on the trying times and the many changes occurring at Bastrop High School. Mr. Solis thanked the Board on doing a great job and asked them to please continue to support athletics.

6. **Charles James**

Charles James commended Coach Cyril Adkins for his performance as the school district went through trying times. He stated that the district needs to continue to hire people that will nurture our kids. Mr. James suggested a mentoring system for the young coaches as well as the students. He stated that while many students will play sports in college, there are many lessons that students can learn in high school sports that will help them succeed in life.

7. **John Ross**

BHS junior and NHS member Jon Ross thanked the Board for believing in Coach Perry and his vision. He also thanked the Board for the new equipment in the weight room, adding that the student athletes are very proud of their facilities.

8. **Matthew Homesley**

Matthew Homesley, a 1990 BHS graduate and former student athlete commended the Board on the positive changes at the high school. He stated that the changes have had a positive affect on the students and student athletes, and there are some good men and women for the students to look up to.

9. **Turner Gassaway**

Mr. Gassaway stated that he has seen the revised plans for the multi-purpose stadium and it looks like a fine facility. He stated that “it’s not everything that we want, but a big improvement of what we have.” Mr. Gassaway suggested that in the future, the district put together a design committee before the bond proposals go to the voters to get a better idea of what the community wants. Mr. Gassaway commended the Board on making some good decisions recently, including the hiring of Coach Gerald Perry and the staff that he brought with him. He asked the Board to approve Coach Perry’s recommendations this evening.

10. **Richard Kindred**

Mr. Kindred stated that he opposed many of the comments that he’s heard from others this evening. He cautioned the Board to slowly

consider the proposals brought forth by the Athletic Director. Mr. Kindred informed the board that he is in support of a public forum, adding that it's time to "clean up the district" and untie the Superintendent's hands.

**11. Dr. Vera Preston Jaeger**

Dr. Vera Preston-Jaeger, a retired math educator, asked the Board to consider sensitivity training for all district employees. Dr. Preston-Jaeger stated that children are our future, and we must respect all people whether we agree with them or not.

**12. David Castor**

David Castor addressed the board on the grade configuration for the new Cedar Creek High School. He stated that he has met with the Superintendent and learned the possibility of the new school only serving ninth and tenth graders the first year. Mr. Castor stated that he voted for the new school believing that if approved, it would open with all four grades to alleviate overcrowding at Bastrop High School. Mr. Castor asked the Board to please meet with parents and seek input on the grade configuration for the new school.

**13. Jack Yoder**

BHS parent Jack Yoder came to the Board this evening in support of Coach Cyril Adkins. He stated that under Coach Adkins leadership, his son became very focused and disciplined. Mr. Yoder asked that Coach Adkins be reconsidered for the head basketball coach position. Mr. Yoder also expressed his respect for Coach Perry.

**14. Ashley Mutschink**

Bastrop businessman Ashley Mutschink thanked the Board and the administration for the tough decisions that have had to be made recently. Mr. Mutschink stated that what the district and community is experiencing is "growing pains", adding that growth is a good thing. Mr. Mutschink stated that the district has strong leaders, and he reminded that great things are happening at BISD. He stated that he was excited to see more people running for seats on the School Board. Mr. Mutschink recognized that the district is working hard to bridge a gap between the community and the school district, and urged the Board and administration to "keep their heads up".

**15. Pat Pfeifer**

Pat Pfeifer thanked BHS tennis coach Rick Longoria and asked the Board to please assist with facilities for the tennis players. She stated that it was very hard on students to be bused off campus to tennis courts.

**16. Tom Scott**

Tom Scott thanked the Board for their agreement with the Bastrop Education Foundation on the P-16 Program, which inspires and encourages students to think about life after high school. Mayor Scott

stated that he has met a lot of bright BHS students that want to go to college. He added that there is more to be done; however he urged the Board to stay the course and focus on efforts to develop a higher education center here in Bastrop.

## **2. Superintendent's Report and Board Discussion**

### **A. Curriculum Report**

#### **1. Bastrop ISD Community Progress Report**

Bastrop Chamber of Commerce President Susan Wendel congratulated Bastrop ISD for entering into the partnership with the Bastrop and Austin Chambers of Commerce. She explained that the purpose of the Community Education Progress Report is to close achievement gaps and move more students to graduation and post-secondary education. Ms. Wendel stated that she is extremely proud of the gains that BISS has made.

Betty Richardson reported the findings of the 2007 Bastrop ISD Community Education Progress Report. She explained that five area school districts participate in the program and the report is not designed to compare, but to see where we are as a district. Mrs. Richardson stated that the district is working hard to address the needs of the English Language Learners and Limited English Proficient (LEP) students. She reported that the LEP population has increased 25.6% in the past 3 years. In addition, the number of economically disadvantaged students is increasing.

Mrs. Richardson reported that Bastrop ISD covers approximately 431 square miles and over 50% of the districts' students ride school buses. She added that many students are on the bus for several hours each day. Mrs. Richardson reported that BISS was ranked in the bottom third of the state in student attendance. She stated that attendance must be addressed, as it affects funding and test scores. Mrs. Richardson explained that BISS does not qualify for a lot of grants because the district is not poor enough and there are no low performing schools. Mrs. Richardson reviewed TAKS scores and reiterated that the goal is to close the achievement gaps. She reported that BISS has a high graduation rate.

Mrs. Richardson reviewed some initiatives that the district has started this year in an attempt to close the achievement gaps. One of the initiatives is the P-16 Partnership which has three goals – college going culture; participation in rigorous curriculum; and getting students to college. In addition, the district is focusing on curriculum for grades 5-8 such as rewriting the curriculum, laptops for students and additional staff development. The district also participates in the E3Alliance Program, and Mrs. Richardson stated that more community involvement is needed in the program.

## **2. Technology Update**

Lori Gracey reviewed the items that were purchased with the technology money that the Board approved for the year. Mrs. Gracey thanked the Board for their support and invited them to attend the BISD Technology Showcase on Tuesday, May 6<sup>th</sup> at 6:30 p.m. at Bastrop Intermediate School. She added that the presentations at the showcase would be done by the students.

## **B. Financial Report**

Information was provided to the Board. There was no discussion.

### **1. Preliminary Budget Information**

Sandra Callahan presented preliminary budget information for the 2008-09 school year. She reported that the budget would be adopted in June and the tax rate would be set in September once the district receives the finalized values from BCAD.

Mrs. Callahan reviewed preliminary budget assumptions. She reported that the preliminary budget was based on an average daily attendance of 8,050. Mrs. Callahan added that the only way to earn additional revenue is on student attendance.

Mrs. Callahan reported that the focus of the budget is literacy/math/science (closing the gap for all students); the Limited English Proficient Program; technology; and grades 5-8. She stated that a translator is included in the budget for next year. Mrs. Callahan reviewed budget assumptions and proposed staffing requests throughout the district.

Mrs. Callahan reviewed major budget requests. She reported that the fingerprinting process will occur in June and the district has to incur the cost of the fingerprinting for everyone (except for teachers) at a cost of \$52 per person. She added that paraprofessional and professional employees had to be fingerprinted, as well as new auxiliary staff. Existing auxiliary staff does not have to be fingerprinted at this time.

Mrs. Callahan reviewed state aid comparisons. She stated that there are two new indicators on the 65% rule. Mrs. Callahan reported that she increased the budget by \$250,000 next year due to the rising cost of fuel. Mrs. Callahan reported that the preliminary budget uses \$1.9 million from fund balance.

Karen Halladay inquired about the change in the number of days for principals and assistant principals. Mrs. Callahan stated that the district was looking to add the number of days that principals and assistant principals work to accommodate additional training and grade placement committee meetings that occur in the summer. She added that after meeting with principals earlier today, this number would be adjusted and the Board would see the change in May.

Jim Mills asked how many truancy officers the district employs. Mrs. Callahan stated that the district has one truancy officer. Mr. Mills

asked if any consideration has been given to add an additional truancy officer to increase the districts' attendance. Mr. Emanuel stated that the district would hold all teachers accountable, adding that it is important for them to make phone calls to parents when their students are not in class. Mrs. Bullock asked about the NJROTC budget. Mrs. Callahan reported that next year's competition costs are included in the preliminary budget. She added that the high school is working on double blocking the NJROTC class next year.

**C. Personnel Report**

Information was provided to the Board. There was no discussion.

**D. Operations Report**

**1. Update on Design and Construction Projects**

Sean Connor presented a brief schedule update on BISD projects. Mr. Connor reported that dirt should be moved at the new Cedar Creek High School in June.

**2. Review and Consider Approval of BHS Renovations and Additions Final Construction Budget and Consideration of Approval for Change Order Number 3 to GMP**

Randy Pawelek, President of Barlett-Cocke presented an update on the construction contract and status of the budget on the overall project. Mr. Pawelek reported that the punch list is now complete and they are now completing the warranty work. Mr. Pawelek reported that change order #3 is a deductive change order, and the anticipated project savings from the project is \$234,576. Mr. Pawelek thanked the district for their patience.

Karen Halladay moved and Glenn Peterson seconded to approve the BHS Renovations and Additions final construction budget and change order number 3 to GMP as presented. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**E. Athletics Report**

**1. Additional Information and Recommendations regarding Athletic Department Assessment**

Athletic Director Gerald Perry presented follow-up information on the Athletic Department Assessment and reported that after further study, he has re-prioritized his recommendations and will not recommend turfing Erhard Stadium until the completion of next year's football season. He stated that the field would be completed by mid-February and ready for district soccer season. Coach Perry stated that once the field was completed, the construction of the tennis courts could begin. Unfortunately, the district would have to continue renting the tennis courts for now, however he would be recommending moving the planned tennis courts to the existing soccer fields. He added that this location would be a better venue for

tennis tournaments since the area is larger and there would be more parking. The tennis courts would be completed by the end of next school year. Coach Perry reported that he would be asking for an additional practice field, which would give the high school 3 practice fields in the same area.

Coach Perry reported that the district could see significant savings if the timing is such that these items are bid along with the new turf fields at the stadium and the CCHS sites, along with the tennis courts at CCHS. Mrs. Bullock asked if the turf field was communicated to the public when the district went out for the bonds. Mr. Gideon stated that the bond language was pretty global. Mrs. Bullock stated that she was concerned about the price of the turf. Coach Perry explained that the main reason for turfing the fields is that it is needed for a practice field, and the fields are normally used and torn up, and there are not enough practice fields. Mr. Gideon added that the district was limited on “green space” around the high school. He stated that he needed additional time to work with Coach Perry, the architects, and the engineers and they would bring back a recommendation at a later date. Mrs. Bullock reminded that the purpose of the new facilities was to address the district’s needs, and asked for patience in getting where we need to be. Mrs. Bullock thanked Coach Perry for all of the hard work that he’s put in preparing information for the Board. Coach Perry stated that he would continue to study this situation more over the summer.

Karen Halladay moved and Jim Mills seconded to authorize the Athletic Director’s request to convert and upgrade the existing BHS weight room and sports center complex to accommodate increased locker room capacities, dressing, and shower facilities. She further moved to amend the fiscal 2008 budget by the amount of \$254,550.00. The total amount of the budget amendment includes design and construction costs, as well as material purchases.

MOTION CARRIED UNANIMOUSLY

- 3. **Consent Agenda**
  - A. **Consider Approval of Minutes of March 25, 2008**
  - B. **Consider Approval of Bids**
    - 1. **Fall Sports Apparel & Equipment RFB #2008-13**
    - 2. **Customer Service Initiative RFP # 2008-13**
  - C. **Consider Approval of Designated Contract Renewal and Resignation Days**

President Allen asked if any member of the Board would like to pull any of the consent agenda items for closer review. Valerie Bullock pulled items 3B-1 and 3B-2. for discussion. Valerie Bullock moved and Karen Halladay seconded to approve the following consent agenda items as presented: the minutes of March 25, 2008 and designating July 14, 2008, as the deadline date for accepting resignations, without penalty, from contractual employees prior to the 2008-09 school year and April 20, 2009, as the deadline for notifying contractual

employees of the District's proposal to renew or no renew the employee's contract.

MOTION CARRIED UNANIMOUSLY

Mrs. Bullock asked about the fiscal impact for the fall sports equipment. Mrs. Callahan stated that the equipment would cost approximately \$150,000 and was included in the athletic budget.

Mrs. Bullock asked for clarification on the Customer Service Initiative. Donald Williams explained that Turning Point Solutions, Inc. provides customer service consulting services and products.

Karen Halladay moved and Jim Mills seconded to approve all low bids for fall sports apparel and equipment with the exceptions as presented and the contract for Customer Service Initiative Services and Products to Turning Point Solutions, Inc. in the amount of \$16,100.00, pending the approval of the general fund budget amendment.

MOTION CARRIED UNANIMOUSLY

**4. Action Items**

**A. Consider Approval of Request to Participate in Bastrop High School**

**Graduation Ceremonies**

Mrs. Deborah Jones requested that the Board allow her daughter to participate in the Bastrop High School graduation ceremony. Mrs. Jones stated that her daughter previously attended Victory Christian School and has been a part-time student at BHS for the last 2 years. Mr. Peterson asked if the student had met all of the BHS requirements and Mrs. Richardson answered no. Mr. Mills asked if foreign exchange students were able to participate in graduation ceremonies. Mrs. Richardson stated that the only way the students can participate in graduation ceremonies is if they have met all of the BHS requirements.

Mrs. Bullock explained that to grant Mrs. Jones' request, a policy change or addition would have to occur. She went on to say that the Board needs time to speak with their legal counsel regarding the request, which could impact future students.

President Allen stated that the Board did not have enough information this evening to vote on this item. Therefore, the item will be brought back to the Board at the next Board meeting in May.

**B. Consider Approval of Appointment of Election Judges for Trustee Election on May 10, 2008**

Valerie Bullock moved and Glenn Peterson seconded to approve the appointment of election judges for the trustee election on May 10, 2008. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**C. Consider Approval of Bids for Section 125 & Third Party Administrator Services RFP #2008-14**

Karen Dooley reported that the district interviewed three companies, and based on the bids and the interviews, the district is recommending Benchmark Insurance Group. Mrs. Dooley reported a potential savings of \$8,052 based on historically paid fees for 457 Annuity and 403(b).

Valerie Bullock moved and Glenn Peterson seconded to award the contract for Service and Administration Section 125, 457 Annuity, 403(b) annuity, and Supplemental Insurance to Benchmark Insurance Group, Inc. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**D. Consider Approval of Video Editing Software and Related Equipment RFP #2008-16**

Sandra Callahan reported that all proposals received for the video editing software and related equipment exceeded the anticipated cost. Therefore, this item will be re-bid and brought back to the Board for approval at a later date.

Rene Barrientos moved and Valerie Bullock seconded to reject all proposals submitted for Video Editing Software and Related Equipment because the proposed pricing exceeds the anticipated cost. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**5. Information Items**

**A. District-Wide Calendar**

Information was provided to the Board. There was no discussion.

**B. Enrollment**

Information was provided to the Board. There was no discussion.

**C. Bastrop ISD Audit Study**

Information was provided to the Board. Betty Richardson reviewed five different types of possible audits that can be conducted. She asked the Board for direction on what the audit should accomplish. Since John Eaton had suggested the study, President Allen asked for clarification of his request. Mr. Eaton stated that he would like for the district to bring in a third party to take a look at the operating and management environment and figure out what inhibitors are keeping the district from being a top notch academic district. He added that an audit would not accomplish what he's suggesting.

Mrs. Bullock stated that the district needs a study of the system. Mrs. Richardson suggested the Organizational Health model. Mrs. Halladay stated that the organizational health model would address morale issues. Mrs. Richardson stated that the down side of an organizational health audit is that it would only give a district profile, not individual campus profiles. Mrs. Halladay wondered about an independent contractor. Mrs. Dooley suggested putting out a request for proposal and see what comes in. Mrs. Richardson stated that the district would need a clear definition of exactly what the Board wants to put together in the RFP. Mrs. Halladay suggested a workshop meeting to discuss this matter further. President Allen agreed that a workshop meeting would be needed after the May 10<sup>th</sup> election.

**D. Discuss Future Agenda Items and Meeting Dates**

President Allen reported that he had received two letters from citizens requesting a public meeting. President Allen thanked the ladies for their letters, and informed them that the reason a date had not yet been set for the public meeting was that tonight was the first time that the Board has met to discuss setting a date since the requests were received.

President Allen stated that a location for the meeting would be determined and notice of the meeting would be publicized. He added that BISD would have legal representation present at the meeting, and there would be time limits set. President Allen stated that the purpose of the meeting was to begin to bridge a gap and in order to accomplish this; positives would be encouraged.

President Allen presented several possible dates for the meeting, and the Board agreed to hold the public meeting on Tuesday, May 13<sup>th</sup> from 6:00 – 7:30 p.m. The location of the meeting will be determined.

Glenn Peterson moved and Rene Barrientos seconded to hold a Public Meeting on Tuesday, May 13, 2008 from 6:00 – 7:30 p.m. at a location to be determined. President Allen called for questions or comments. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**6. Closed Session**

The Board of Trustees on April 15, 2008, beginning at 9:15 p.m. convened into closed session in accordance with the Texas Open Meetings Act.

**A. Receive Legal Advice from Counsel (551.071)**

1. BHS Renovations and Additions and relationship with Bartlett-Cocke, L.P., including issues and concerns surrounding the project
2. Performing Arts Center Contract Issues and relationship with Bartlett-Cocke, L.P.

**7. Action Resulting from Closed Session**

The Board of Trustees reconvened from closed session at 9:35 p.m. on April 15, 2008. There was no action resulting from Closed Session.

- A. **BHS Renovations and Additions and relationship with Bartlett-Cocke, L.P., including issues and concerns surrounding the project**
  - B. **Performing Arts Center Contract Issues and relationship with Bartlett-Cocke, L.P.**
8. **Adjournment**  
There being no further business, the meeting was adjourned at 9:35 p.m.

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Board Secretary

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Board President