

**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 21, 2009**, beginning at 6:30 p.m. at **the Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas 78602.**

MEMBERS PRESENT:

James Allen, President
Jim Mills, Vice-President
Karen Halladay, Secretary
Johnny Sanders
John Eaton
Glenn Peterson
Sophia Williams

MEMBERS ABSENT:

None

OTHERS PRESENT

Tico Stokes
Sandra Ballard
Libby Moorefield
Jerry Acevedo
Pauline Allen
Robert Allen
Evelyn Weilert
Amelia Capo
Suzanne Capo
Carolyn Moore-Green
David Broadhurst
Bill Owens
Bernie Jackson
Carol Armstrong
Deborah Jones
Brad Hambleton
Martha Sherwood
Kris Lautenschlager
Richard Templeton
John Apostalo
Robert Howe
Cheryl Robinson
Victoria Williams
Beverly Anderson
Lisa Albrecht
Latreese Cooke

ALSO PRESENT:

Roderick Emanuel, Superintendent
Betty Richardson, Asst. Supt. for Curriculum & Instruction
Barry Edwards, Asst. Supt. for Human Resources
Sandra Callahan, Chief Financial Officer
Henry Gideon, Chief Operations Officer
Thomas Dowdy, Director of Maintenance
Lori Gracey, Ex. Director of Technology/CATE
Jennifer Womack, Director of Curriculum & Assessment
Tessie Young, Director of Programs
Gerald Perry, Director of Athletics/Head Football Coach
Lacey Padgett, Director of Human Resources
Robert Washington, Student Services Coordinator
Melissa Lautenschlager, Science Specialist
Michael Granado, Director of Student Services
Bryan Doyle, Director of IT Services
Sherri Gilmore, Ex. Director of Special Education
Albert Gaines, Director of Child Nutrition
Dr. Celina Estrada-Thomas, Bastrop High School Principal
Terrell King, Bastrop High School Asst. Principal
Dr. Laurie Bauer, Bastrop Middle School Principal
Jim Hallamek, Cedar Creek Middle School Principal
Nancy Barrientos, Adm. Asst. to Superintendent
Sally Craycroft
Vera Preston-Jaeger
Josefina Hernandez
Jim Clark
Jamie Hicks
Evelyn Key
Tom McBride
Cindy Allen
Kirk Wilkie
Vivian Washington
Ty McDonald
Ella Williams
Tonda Owens
Tresha Silva
Janice Butler
Don Capo

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

Glenn Peterson led the Pledge of Allegiance.

C. Pledge of Allegiance to the Texas Flag

Glenn Peterson led the Pledge of Allegiance to the Texas Flag.

D. Opening Prayer

Glenn Peterson offered the opening prayer.

E. Student Speaker on Character Education Trait for April – Self-Discipline

Amelia Capo, Lead Prosecuting Attorney with the Bastrop County Teen Court, spoke to the Board on the Character Education Trait for April – Self-Discipline.

F. Information on Teen Summit presented by Bernie Jackson

Family Crisis Center Prevention and Volunteer Coordinator Bernie Jackson asked the Board for their support of the Family Crisis Center working on curriculum to address violence. She presented information to the Board on the upcoming 2009 Youth Summit which will be held on May 20-22, 2009. Ms. Jackson stated that the summit would be for middle school students and will address violence, whether it be bullying, dating violence – whatever the districts' needs are. She went on to say that they will show students how to deal with information that they are being deluged with by the media. Ms. Jackson thanked Dr. Bauer and Mr. Hallamek for their assistance.

Ms. Jackson also invited the Board and the community to a Rally to eliminate domestic and sexual violence on May 16, 2009 beginning at Bastrop Middle School at 10:00 a.m.

G. Open Forum

1. Deborah Jones

Mrs. Deborah Jones asked the Board to put a phonics program in place at BISD beginning in kindergarten. Mrs. Jones stated that she transferred her son to Emile from Mina because they have programs that are not offered at Mina Elementary.

2. Vera Preston-Jaeger

Dr. Preston-Jaeger addressed the Board on learning styles of children. She stated the importance of teaching phonics.

2. Superintendent's Report and Board Discussion

A. Procedures for May Employee Opinion Survey

Sally Craycroft with TASB presented information on the May Employee Opinion Survey process. She reviewed the six main areas on the survey and explained that the survey questions are already developed and approved. Ms. Craycroft stated that the survey has a comment section that allows employees to provide input. She added that 40% of those that completed the last survey provided comments.

Ms. Craycroft reported that every safeguard is in place to protect the anonymity of responders. She stated that access numbers actually detract from the survey and draws some concern. Ms. Craycroft stated that all you need to complete the survey is a computer that has internet access and the link to the survey. All of the data goes directly to TASB. In addition, she stated that the district could offer computer assistance and open computer labs for employees to access the survey, or could even have paper surveys available to district staff.

Ms. Craycroft reported a 66% participation rate in the fall survey. She stated that TASB would compare data from the fall and spring surveys and would provide the information to the Board President.

John Eaton stated that he had heard concerns around issues of employees signing on using district terminals. He said some employees felt their anonymity could be compromised on district computers. Mr. Eaton stated that the district needed to be explicit on the invitation to participate in the survey on all of the options available for employees for taking the survey. He stated that Workforce Solutions and the Bastrop Public Library would make terminals available for district employees. Mr. Eaton suggested that the district provide stamped envelopes addressed to TASB for those that wanted to complete a paper survey instead of collecting the surveys in the office and forwarding to TASB. Ms. Craycroft applauded the district on the release of the results from the first survey.

B. Financial Report

Information was provided to the Board. Mrs. Callahan reported that the district received \$25,600 for lease bonus from GeoSouthern Energy Corporation. In addition, the district received \$92,000 for excess proceeds on tax sales from Bastrop County. Mrs. Callahan added that she would amend the budget next month.

Mrs. Callahan reviewed measurement charts. She reported that enrollment dropped slightly since last month; however ADA is almost 1% above last year which is good news for the state money. Mrs. Callahan reported that the district currently has 605 teachers and a total of 1170 employees.

1. Preliminary Budget Information

Mrs. Callahan presented preliminary budget information for 2009-2010. She reported that the budget is based on enrollment of 8,902 and an ADA of 8,238. Mrs. Callahan stated that the current plan is to keep the tax rate at \$1.04.

Mrs. Callahan reported that she has received preliminary amounts that the district may get in stimulus money. In addition, Mrs. Callahan informed the Board that the district would be putting out a RFQ for a financial advisor and she hopes to bring a recommendation in May. Mrs. Callahan reported that the district usually goes out for quotes about every 5 years.

Mrs. Callahan reviewed budget assumptions and staffing requests. She explained that the Superintendent and his administrative team met with principals and department heads and they were asked to bring their wish list to the budget meetings. Mrs. Callahan reviewed non-staffing budget

requests. She explained that CScope is currently being used at the middle and high school levels, and the district is looking to expand CScope throughout the district. Mrs. Callahan reviewed general fund revenues and expenditures and state aid comparison.

Mrs. Callahan reviewed preliminary program planning for the American Recovery and Reinvestment Act (ARRA). She explained that Title I funds can only be used for grades kindergarten through 6th. Mrs. Halladay asked if the district could use stimulus funds to purchase phonics programs. Mrs. Richardson stated that BISD has five phonic programs in the district, and added that phonics is a part of the districts' ELA program beginning in pre-kindergarten. Mrs. Richardson stated that phonics is required and is not left to the discretion of the campus principal. She went on to say that another good program that the district is utilizing is Fast Forward, which is a computer lab that teaches kids how to use their brains to process information. She added that the Fast Forward program is currently being used at four elementary schools and the district is planning to add it to the other two elementary schools using stimulus money.

Mrs. Callahan reviewed the fund balance analysis and projections and reported that after the audited financials, the undesignated unreserved fund balance ended at 18.3%. Mrs. Callahan asked the Board to let her know if they had specific budget information that they would like for her to bring to future meetings.

Mr. Eaton commented that he felt that the district was “top heavy” with too many non-teaching staff and would like to see some innovative ways to change our mix to increase productivity. In addition, he stated that the district is in need of a lot more bilingual teachers. Mr. Eaton added that he does not want to diminish the student/teacher ratio.

Mr. Eaton stated that he would like a report in May on how our headcount is distributed and how it's changed from 5 years ago to today. He also asked for information on what the district should do in terms of salaries to be competitive for our teachers. Mr. Sanders requested a breakdown of salaries – administrative raises versus teachers/staff raises. Mrs. Halladay requested a job summary for the 3 new positions (Fine Arts Manager, Stadium Manager, and Fine Arts Coordinator). She would also like to know how each of them will be spending their time.

C. Personnel Report

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

D. Operations Report

1. Update on Construction Projects

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

2. Information Regarding TABC Guidelines for the Sale and Consumption of Alcohol in and around Public School Facilities and Churches

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

Glenn Peterson left the meeting at 7:46 p.m.

3. Consent Agenda

A. Consider Approval of Minutes of March 10 and April 6, 2009

B. Consider Approval of Bids

1. Telephone Communication System RFP #2008-04 Renewal

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. There being no requests, President Allen called for a motion. Karen Halladay moved and Jim Mills seconded to approve the following consent agenda items as presented: the minutes of March 10 and April 6, 2009; the renewal of the contract for the web-based telephone messaging system with Reliance Communications (School Messenger), effective through December 2009; designating July 13, 2009 as the deadline date for accepting resignations, without penalty, from contractual employees prior to the 2009-2010 school year; and naming April 19, 2010 as the deadline for notifying contractual employees of the District's proposal to renew or not renew the employee's contract.

MOTION CARRIED UNANIMOUSLY

4. Action Items

A. Consideration and Approval of Pupil Transportation Services Bid

Henry Gideon reported that the district began outsourcing transportation 5 years ago and added that it was now time to go out for bids. He stated that three vendors provided good, competitive proposals for pupil transportation services. Mr. Gideon reported that the proposal from Durham School Services was all inclusive and included a 4.4% decrease in cost for the coming year. He added that the Durham bid offered the best value for the district. Mr. Gideon stated that the term of the contract was five years with one year renewals which are assessed each year.

Johnny Sanders moved and Sophia Williams seconded to award the pupil transportation services bid to Durham School Services. Karen Halladay amended the motion to include the following: and authorize the Superintendent to negotiate a term contract that will commence on July 1, 2009. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

B. Consider Authorizing Administration to Issue Contracts for 10 Additional Teaching Positions for 2009-2010

Barry Edwards asked the Board to authorize the administration to issue contracts for ten additional teaching positions for next year. He stated that the positions that he would like to issue contracts for are in high needs areas - Math, Science, Bilingual and Special Education. Mr. Edwards added that he would like to offer contracts to the most highly qualified teachers before they sign with other districts.

Jim Mills moved and Karen Halladay seconded to authorize the administration to issue contracts for 10 additional teaching positions for 2009-2010 as presented. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

C. Consider Authorizing Administration to Issue Contracts for 3 Additional Teaching Positions for the Regional Day School for the Deaf Program

Barry Edwards reported that the Deaf Education Program would be moved to BISD beginning next school year and asked the Board for authorization to issue contracts for three positions for the program. He added that the program would be at Emile Elementary and Bastrop Middle School. Mr. Edwards stated that there would be no budget impact to the district, adding that the program was provided through the Region XIII Education Service Center.

Karen Halladay moved and Jim Mills seconded to authorize the administration to issue contracts for 3 additional teaching positions for the Regional Day School for the Deaf Program for 2009-2010 as presented. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

D. Consider Approval of Justice Department Submission for Election Day Polling Location Change for Paige Pct. 2011

Donald Williams reported that due to a conflict at the normal Paige voting location, the district would need to submit a letter to the Justice Department for Election Day. Mr. Williams reported that the new polling location for May 9, 2009 for Paige Pct. 2011 would be the St. John's Lutheran Church.

Johnny Sanders moved and Sophia Williams seconded to approve the Justice Department submission for Election Day polling location change for Paige Pct. 2011. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

E. Consider Approval of Election Judges for Trustee Election on May 9, 2009

Johnny Sanders moved and Jim Mills seconded to approve the election judges for the Trustee Election on May 9, 2009 as presented. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

F. Consider Approval of the Naming of the New Centralized Multi-Purpose Athletic Stadium

Athletic Director Gerald Perry reported that the stadium is coming along well and it's time to name the stadium. Coach Perry recommended naming the stadium *Bastrop ISD Memorial Stadium* in an effort to memorialize past coaches, players, etc.

Johnny Sanders moved and Jim Mills seconded to approve the recommendation to name the New Centralized Multi-Purpose Athletic Stadium "*Bastrop ISD Memorial Stadium*". President Allen asked for comments or questions. 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.

6. Closed Session

The Board of Trustees, at 8:20 p.m. on Tuesday, April 21, 2009, took a 5 minute break and then convened into Closed Session in accordance with the Texas Open Meetings Act.

A. Student Discipline (551.082 & 551.0821)

1. Student Discipline Appeal

President James Allen recused himself from the hearing. Vice-President Mills presided over the appeal hearing.

7. Action Resulting from Closed Session

The Board reconvened from Closed Session at 9:44 p.m. on Tuesday, April 21, 2009.

A. Consideration and Possible Action on Student Discipline Appeal

John Eaton moved and Karen Halladay seconded to grant in part and to deny in part the Level III grievance as follows: grant the request to restore Gabrielle Silva's discipline record to its' original state and reinstate Gabrielle Silva to all extracurricular positions held prior to the incident; and deny the other Level III grievance requests. Vice-President Mills asked for comments or questions. There being none, Vice-President Mills called for a vote. James Allen abstained from the vote.

MOTION CARRIED 5-0-1

8. Adjournment

There being no further business, the meeting was adjourned at 9:45 p.m.

Board Secretary

Board President