

**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, May 20, 2008**, beginning at 6:30 p.m. at the **Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

MEMBERS PRESENT:

James Allen, President  
Karen Halladay, Secretary  
Johnny Sanders, Board Member Elect  
John Eaton, Board Member Elect  
Glenn Peterson  
Sophia Williams  
Jim Mills

MEMBERS ABSENT:

Rene Barrientos, Vice-President  
Valerie Bullock

OTHERS PRESENT

Stormye Loisel  
Jason Labay  
Rusty Klaus  
Jerry Acevedo  
Sara Clayton  
Shawnda Sanders  
Morgan Sanders  
Paige Stobaugh  
Doug Clark  
Sheila Lowe  
Elisha Nunn  
Mary Jefferson  
David Brodhead  
Jenae Hill  
Thomas Jefferson  
Deborah Jones  
Ken Jones  
Greg Andrus  
Terry Hamm  
Jan Goebel  
Carol Armstrong  
James Gurka  
Kyle Arrington  
Cheryl Robinson  
Latreese Cooke  
Jim Clark

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  
Lori Gracey, Ex. Director of Technology  
Theresa Fierro, Staff Accountant  
Gerald Perry, Director of Athletics  
Tessie Young, Director of Programs  
Lacey Padgett, Director of Human Resources  
Thomas Dowdy, Director of Maintenance  
Al Gaines, Director of Child Nutrition  
Jennifer Womack, Director of Curriculum & Assessment  
Sherril Gilmore, Ex. Director of Special Education  
Bryan Doyle, Director of IT Services  
Nanci Stobaugh, Director of Special Education Co-op  
Shevis Moore, EMC/Safety Officer  
Dr. Tamera Stark, Director of Community Programs  
Frank Cloud, Bond Construction Manager  
Allison Murray, Foundation/PIE Coordinator  
Terrell King, Bastrop High School Asst. Principal  
Dr. Laurie Bauer, Bastrop Middle School Principal  
Jim Hallamek, Cedar Creek Middle School Principal  
Ed Sanders, Bastrop High School Asst. Principal  
Paula Vinklerek, Bastrop High School Asst. Principal  
Nancy Barrientos, Adm. Asst. to Superintendent  
John Sullivan  
Judge Benton Eskew  
Dominique Ducloux  
Lindsay Sanders  
Sharah Johnson  
Troyanne Bush  
Cindy Goertz  
Sue Gurka  
Scott Cooper  
Monica Roffol  
Tom Scott  
Celina Estrada-Thomas  
Jan Eaton

Pati Jacobs  
Annette Dixon

Tresha Silva  
Rebecca Saenz

**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. Open Forum**

**1. Doug Clark**

On behalf of the Bastrop Band Boosters, Doug Clark thanked Henry Gideon and all of his staff for their help with the Bastrop Band Bash.

**2. Dominique Ducloux**

Dominique Ducloux addressed the board on her request to participate in the BHS graduation ceremony.

**2. Canvassing of May 10, 2008 Board of Trustees Election**

The Board members were handed the final results of the May 10, 2008 Trustee Election to canvass. The results of the Trustee Election are as follows: Place 3 – Allan Seekatz (275 votes), Johnny Sanders (847 votes), Jim Clark (393 votes) and Michael Simms (298 votes); and Place 4 – John Eaton (923 votes), Tonda Owens (217 votes), and Rene Barrientos (658 votes).

Karen Halladay moved and Jim Mills seconded to certify the May 10, 2008 trustee election results of Johnny Sanders winner of Place 3 and John Eaton winner of Place 4. President Allen asked the Board for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**3. Administration of Oath of Office to New Board Members**

Judge Benton Eskew administered the Oath of Office for newly elected board Members to Johnny Sanders, Place 3 and John Eaton, Place 4.

Superintendent Emanuel presented the new board members with a certificate and congratulated them on being elected to serve on the BISD Board of Trustees.

#### **4. Reorganization of Board – Election of Officers**

President Allen opened the floor for nominations for the office of Board President. Jim Mills nominated James Allen for Board President. Sophia Williams seconded the nomination. Superintendent Emanuel called for other nominations. There being no other nominations, Superintendent Emanuel called for a vote. James Allen was elected Board President.

MOTION CARRIED UNANIMOUSLY

President Allen called for nominations for the office of Board Vice-President. Sophia Williams nominated Jim Mills for Board Vice-President. Johnny Sanders seconded the nomination. President Allen called for other nominations. There being no other nominations, President Allen called for a vote. Jim Mills was elected Board Vice-President.

MOTION CARRIED UNANIMOUSLY

President Allen called for nominations for the office of Board Secretary. Glenn Peterson nominated Karen Halladay for Board Secretary. Sophia Williams seconded the nomination. President Allen called for other nominations. There being no other nominations, President Allen called for a vote. Karen Halladay was elected Board Secretary.

MOTION CARRIED UNANIMOUSLY

President Allen announced that approximately 40 students would be graduating from Genesis High School on Sunday, May 25, 2008, at 1:30 p.m. at Bastrop High School. He commended Principal James Richardson for doing a great job at Genesis High School. President Allen called special attention to one Genesis graduate, Juan Montez, who will not be able to attend the graduation ceremony. He stated that Mr. Montez would be leaving later this week to serve in the military and serve his country.

President Allen congratulated Superintendent Roderick Emanuel, who was elected Chair of the Region XIII Regional Advisory Committee. The advisory committee serves the sixty school districts in the region.

#### **5. Superintendent’s Report and Board Discussion**

##### **A. Annual Report from the Bastrop Education Foundation**

BEF President Sara Clayton presented an update on the Bastrop Education Foundation. Mrs. Clayton reported that the BEF is a non-profit organization with 25 members and is supported by donations. Mrs. Clayton reported on the grants that the BEF had awarded teachers in the past years, and added that they were honored to award 18 additional grants this morning totaling \$65,000.

##### **B. Operations Report**

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

Henry Gideon reported that as the design teams have moved from the design development phase and into construction phase, it was becoming increasingly important to begin sharing cost estimates on the three 2007 bond projects. Mr. Gideon reported district staff, contractors, and the district architects have been reviewing cost increase concerns and while he said he did not want to alarm the Board or our taxpayers, construction cost increases are a reality and they can be attributed to increased fuel costs, construction inflation, the impact of the earthquake in China, along with the tragedy in Burma, and other global events. As a result, he said, there are some uncertainties pertaining to construction materials and supplies that could have an impact on our projects. Mr. Gideon also noted that school districts across the state have been scrambling to manage construction budgets, and that we, too, have pushed our design teams very hard in an attempt to stay within budget, while keeping as much of our design and program requirements in place as is reasonably possible.

Mr. Brad Pfluger of Pfluger Associates presented a summary of the current construction schedules which targets substantial completion for the new CCHS by July 2010; for the Jerry Fay Wilhelm Center for the Performing Arts by August 2009; and for the Stadium by August 2009. Mr. Sean Conner of Pfluger Associates stated that the High School and Stadium completion dates were necessary for the start up of that fiscal school year; however he mentioned that the Performing Arts Center date could be a bit more flexible. Brad Pfluger reviewed a summary of the cost estimates for the budgets on all three projects. He said that these budget estimates included contingency dollars built into the numbers, but as of this reporting he said all projects are estimated to be slightly above budget targets with contingencies. Mr. Pfluger confirmed Mr. Gideon's statement that the design team, district staff, and the contractors were working to find savings in projects, but that we would need to move soon put construction documents out to bid and to consider and approve construction GMP's (guaranteed maximum pricing).

Mr. John Eaton asked what type of contract is in use by the district with regards to contractors and what guarantees are in the contract that rewards for on-time completion and coming in under budget. Mr. Gideon stated that the district uses the Construction Manager at Risk (CMAR) methodology, as approved by the Board of Trustees and that these contracts are essentially "fee plus cost." Mr. Gideon further stated there are no provisions to reward on-time performance and or for delivering construction projects under budget. Mr. Eaton questioned there being no consequences for coming in over-budget or late. Mr. Gideon stated that the existing CMAR process requires performance bonds, sureties, and liquidated damages in the contract as approved by the Board of Trustees in order to protect the taxpayers against performance and budget concerns. Mr. Gideon also stated that once the contractors present for board consideration and approval the guaranteed maximum price (GMP), the contractors must then deliver at that price. He added that anything over the GMP would be the responsibility of the

contractor and that all savings realized, by staying below the GMP, would come back to the taxpayers.

Sean Connor also updated the board on the schedule and budget, along with representatives of the three contractor firms. In the presentations given, CCHS is currently at 103.4% of current budget estimates, the Jerry Fay Wilhelm Center for the Performing Arts is at 101.2% of budget estimates, and the Stadium is at 102.8% of budget estimates. All three contractor representatives stated that global steel prices have risen 40 to 50% since December of 2007 and that fuel costs will be an issue and will have an impact on materials and supply.

Mr. Conner also presented variations on the entrance to CCHS and to the vertical tower to include different materials that reflected the Central Texas and native Bastrop County stone. He added the architects would welcome comments and input on tower option from the board by the next regular board meeting.

**2. Consider Authorization to Seek Proposals for the Jerry Fay Wilhelm Center for the Performing Arts**

Sean Conner and a representative from Bartlett-Cocke presented the request to seek proposals for the Jerry Fay Wilhelm Center for the Performing Arts. With design development completed and approved by the Board of Trustees, the architects are ready to put the construction documents out for bid. Sean Conner and Denise Shaw (lead designer of this project with Pfluger Associates) stated the construction documents have accommodated likely cost increases and that the design team had already trimmed all possible fat while maintained the approved aesthetic. Denise cited a couple of examples: 1. Utilizing existing trees instead of purchasing new trees for landscaping other than that required by the City of Bastrop per code. 2. A change has been made to the original roofing structure to save money on steel costs, however this would not affect acoustics and the roof would still come with a twenty (20) year warranty.

Jim Mills moved and Sophia Williams seconded to authorize the architect to seek proposals for the Jerry Fay Wilhelm Center for the Performing Arts. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**3. Consider Approval of the Design Development for the BISD Centralized, Multi-Purpose Athletic Stadium and Authorize the Architect to Proceed with the Construction Document Phase**

Sean Conner and a representative from Drymalla Construction presented information on the schedule and budget for the stadium and asked the Board of Trustees to consider approval of the Design Development for the stadium.

Glenn Peterson moved and John Eaton seconded to approve the design development for the BISD Centralized, Multi-Purpose Athletic Stadium and authorize the architect to proceed with the construction document phase. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**4. Consider Possible Construction Alternatives for the BISD Centralized, Multi-Purpose Athletic Stadium**

Henry Gideon reported to the Board that district staff and the design team looked into the possibility of possible construction alternatives for the stadium which included pre-purchasing steel. Mr. Gideon and a representative from Drymalla reported there would be no cost benefits, therefore there would be not action needed from the Board of Trustees.

**5. Demographic Report Presentation – presented by School District Strategies/Larry Blair**

Larry Blair with School District Strategies presented a demographic study of Bastrop ISD. Henry Gideon commented that the data analysis assumed that CCHS would open in 2010 as a grade 9 or a grade 9 and 10 configuration, but that this was for informational purposes only. He reminded the Board that they had made no decisions with regards to CCHS configuration. Mr. Blair reported that Hispanic population increases are the most rapidly growing population in Bastrop County. He also reported that the Socio-economically disadvantaged student group is rapidly growing as well. Mr. Blair reported his firm was contracted to provide BISD with quarterly updates on student and economic growth. He invited the board and district staff to attend seminars his firm's parent organization holds in Austin every 90 days to review economic development in the Central Texas area. Mr. Blair reported that although BISD is still one of the fastest growing districts in Texas over the last 10 years, a look at the projections indicated that the lower scenario for student growth was most likely to occur for enrollment projections over the next 10 years due to a slow-down in the economy, increased fuel prices, and slow development. President Allen told board members that the board would be taking up the discussion of CCHS configuration in future meetings and that he would invite input from the public. Mr. Gideon mentioned that according to the demographic study, the BBE, CCE & Mina attendance zones – were the district's fastest growth areas. He also indicated there had been a shift in the growth patterns in the western attendances zones and that while high school student growth continued in the southwest in and around the proposed third High School Site at 812 and 21, high school growth was also growing faster in and around the new CCHS site and all along the 71 corridor. Mr. Blair added that he works with a lot of school districts across the state, but he wanted to especially compliment the outstanding folks here at BISD for their knowledge and assistance.

**C. 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 she took the new demographic study into consideration while preparing the budget.

Mrs. Callahan reported that state funding was based on an estimated 8,050 ADA. She reviewed the focus of the 2008-09 budget which includes closing the gaps for all students in Literacy, Math and Science, the Limited English Proficient Program, Technology and grades 5-8 curriculum. Mrs. Callahan reviewed staffing requests. Mr. Emanuel informed the Board that a BISD principal was returning from service in Afghanistan and would be named the Director of Student Services when he returns in August. His duties would include discipline hearings, grievances and he would serve as the principal of Boot Camp. He will also be assigned additional duties.

Mrs. Callahan reviewed major budget requests, general fund revenue comparisons and an ADA history. She stated that a budget workshop would be needed in early June. The tax rate would be set in September.

Mrs. Callahan reported that 2008-09 would be the last year of the 21st Century Grant. Mrs. Callahan stated that a \$2400 expenditure was included in the proposed budget to tape the BISD Board of Trustees meetings. Mrs. Halladay asked why BHS students couldn't tape the meetings and save the district some money. Mr. Emanuel stated that he would look into this further and report back.

Mr. Eaton stated that he was concerned with lower growth based on the new demographic study. Mrs. Callahan assured him that her projections were very conservative.

Mrs. Callahan reviewed the 65% rule, which states that at least 65% of operating expenditures were expended for instruction. She added that this was very important for the School FIRST Rating.

President Allen called for a break at 9:02 p.m. The Board reconvened at 9:08 p.m.

**D. Personnel Report**

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

**6. Consent Agenda**

**A. Consider Approval of Minutes of April 15, 2008**

**B. Consider Approval of Bids**

**1. Fall Sports - BHS Basketball and Soccer**

2. **Video Editing Equipment and Related Equipment**
3. **Cafeteria Equipment – Cedar Creek Elementary and Bastrop Intermediate**

**C. Consider Approval of Resolution Regarding the Extracurricular Status of 4-H Organization**

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. John Eaton moved and Jim Mills seconded to approve the following consent agenda items as presented: the minutes of May 20, 2008; the low bids for BHS Girls Basketball and BHS Boys and Girls Soccer fall sports apparel and equipment and that all bids for BHS Boys Basketball be rejected and re-bid; the video editing software and related equipment as presented; the contract for the cafeteria equipment for Bastrop Intermediate and Cedar Creek Elementary to Mission Restaurant Supply in the amount of \$105,328.00; and the Resolution that recognizes the Bastrop County, Texas 4-H Organization as approved for recognition and eligible

MOTION CARRIED UNANIMOUSLY

**7. Action Items**

**A. Consider Approval of Prevailing Wage Scale**

BISD Construction Manager Frank Cloud presented the prevailing wage scale information that is required for construction contracts. He noted the scale presented a minimum wage scale and not maximum.

Karen Halladay moved and John Eaton seconded to approve the prevailing wage scale as presented. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**B. Consider Approval of Request to Participate in Bastrop High School Graduation Ceremonies**

Superintendent Emanuel stated that he was bringing a recommendation for a one time exception to allow Dominique Ducloux to participate in the Bastrop High School graduation ceremony.

Johnny Sanders moved and Sophia Williams seconded to grant a one-time exception and allow Dominique Ducloux to participate in the Bastrop High School graduation ceremony. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote. Jim Mills opposed.

MOTION CARRIED 6-1

**C. Consider Approval of Amendment to Agreement with Durham School**

**Services**

Henry Gideon presented the annual amendment to the district's contract with Durham School Services for pupil transportation. He reported that pursuant to the existing agreement, Durham School Services can request

inflation cost increases that are known as CPI (consumer price index) increases. Mr. Gideon reported that Durham was requesting a 1.17% CPI increase to their contract. Mr. Gideon also introduced Mr. Greg Andrus (the local site manager) and Mr. David Broadhead (the regional manager) and said they normally present an annual update to the board concerning pupil transportation, however in the interest of time he asked for board permission to allow the Durham Leadership team to make their report in writing as information to the board. Mrs. Callahan reported that there were sufficient funds available in the proposed fiscal 09 budget to cover the increase request.

Jim Mills moved and Sophia Williams seconded to approve the amendment to the Agreement with Durham School Services as presented. 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 General Fund, Food Service and Technology Allotment Budget Amendments**

Sandra Callahan presented information for the general fund, food service and technology allotment budget amendments. She reported that the final budget amendments for the year would be done in June.

John Eaton moved and Jim Mills seconded to approve the general fund, food service and technology allotment budget amendments as presented. President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**8. 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. Proposed Price Increase for Lunch Meals**

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

**D. Higher Education Resolution**

Information was provided to the Board. Tom Scott reported that he would like to create an ad hoc task force to address post secondary education in the county. Mr. Scott brought forth a Higher Education Resolution for the board's approval, and stated that if approved, the task force would bring back preliminary findings and recommendation before the end of the summer. He added that the district would need to designate someone to work on the task force.

President Allen moved this information item forward for action and asked for a motion to approve the resolution. Jim Mills moved and Karen Halladay

seconded to approve the Higher Education Resolution as presented. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

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

Mr. Emanuel asked for a budget workshop on June 9<sup>th</sup> at 6:00 p.m.

President Allen challenged the administration to do some research on the grade configuration for Cedar Creek High School and bring some pros and cons for the Board to discuss. He added that the district has committed to hold some public meetings once the information has been gathered.

Mrs. Halladay would like for the Board to consider having quarterly community forums. In addition, she requested an academic action plan (specifically for Math and Science).

Mr. Eaton had 4 requests for future agenda items. He stated that if a goal were set to have 70% of BISD graduating students in the 2013 class taking the SAT or ACT tests and achieving an average score equal to or better than the National Average Scores, what would have to be changed to accomplish such a goal? Mr. Eaton requested a presentation of no more than three slides.

Mr. Eaton also requested that a modification be made to policy GB (LOCAL) to include an eighth bullet that reads “The truth, the whole truth and nothing but the truth in all communications in all situations” and to add the statement “Failure to comply with item 8 could be grounds for termination” under Employee Responsibility.

Mr. Eaton’s third request was for staff to outline the language that would be used in a Request for Quote to an outside professional firm specializing in employee opinion surveys outlining the attributes of an anonymous employee opinion survey to be conducted annually. He asked for no more than five slides.

Lastly, Mr. Eaton asked what it would take to make the high school campus free of weapons, drugs and electronic devices excluding BISD issued laptops and what changes would be required related to policy, facilities and equipment. He asked for no more than five slides outlining how to accomplish that goal.

President Allen stated that the Board could discuss the possibility of a quarterly public forum at the upcoming workshop meeting. He stated that he is all for open communication, but added that 70% of the last public forum was about the high school mural. President Allen asked staff to place the mural on the agenda for the regular June Board meeting. President Allen commended Donald Williams for doing a great job of communicating on behalf of the district.

Johnny Sanders asked for staff to gather information on trade and technical schools. He would like to see what it would take to go in that direction, and suggested that staff look at Crockett High School.

**9. Closed Session**

The Board of Trustees on May 20, 2008, beginning at 9:40 p.m. convened into closed session in accordance with the Texas Open Meetings Act.

**A. Personnel Discussion (551.074)**

1. Bastrop High School Principal

**10. Action Resulting from Closed Session**

The Board of Trustees reconvened from closed session at 11:00 p.m. on May 20, 2008.

Glenn Peterson moved and Jim Mills seconded to approve the Superintendent's recommendation of Dr. Celina Estrada-Thomas as principal for Bastrop High School. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

Dr. Estrada-Thomas thanked Mr. Emanuel and the Board of Trustees for their vote of confidence.

**11. Adjournment**

There being no further business, Karen Halladay moved and Johnny Sanders seconded to adjourn. The meeting was adjourned at 11:02 p.m.

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Board Secretary

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Board President