

## **Bastrop Independent School District**

906 Farm Street

Bastrop, Texas 78602-3717

A Workshop Meeting of the Board of Trustees of the Bastrop Independent School District was held at 9:00 a.m. on Monday, June 1, 2009, at **the Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

### MEMBERS PRESENT:

John Eaton, President  
Johnny Sanders, Vice-President  
Sophia Williams, Secretary  
James Allen  
Jim Mills  
Ty McDonald

### MEMBERS ABSENT:

Glenn Peterson

### OTHERS PRESENT:

Marshall Parker  
Cherry Flowers  
Sandra Ballard  
Libby Moorefield  
Martha Sherwood  
Jennifer Gill  
Lesslie Martin  
Tanya Jackson  
Patty Montgomery  
Mavrick Parrish  
Charlotte Jades  
Georgia Thomas  
Larry Strickland

### ALSO PRESENT:

Roderick Emanuel, Superintendent  
Betty Richardson, Asst. Superintendent for C & I  
Barry Edwards, Asst. Superintendent for HR  
Sandra Callahan, CFO  
Henry Gideon, Chief Operations Officer  
Donald Williams, Ex. Director of Communications  
Jennifer Womack, Director of Curr. & Assessment  
Bryan Doyle, Director of IT Services  
Sherri Gilmore, Ex. Director of Special Education  
Nanci Stobaugh, Director of Special Education  
Tessie Young, Director of Programs  
Nancy Barrientos, Adm. Asst. to Superintendent  
Tico Stokes  
Rena DeLoach  
Robert Howe  
Brad Hambleton  
Debbie Gibbs  
Shelley Campos.  
Marie Bean  
Sheena Patterson  
Terry Hagerty  
Michelle Bienek  
Louise Smith  
Rose Ann Milan  
Brandi Brewer

### **1. Meeting Called to Order**

The meeting was called to order by President Eaton at 9:00 a.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.

**2. Consider Approval of Revisions to TASB Policy BE (LOCAL)**

Superintendent Emanuel recommended that the Board of Trustees change the start time of monthly meetings to 6:00 p.m. Mr. Sanders suggested starting the meetings at 5:30 p.m.

Johnny Sanders moved and Jim Mills seconded to revise TASB Policy BE (LOCAL) to read that the Regular meeting of the Board of Trustees will be held on the third Tuesday of each month at **5:30 p.m.** President Eaton asked for comments or questions. There being none, President Eaton called for a vote.

MOTION CARRIED UNANIMOUSLY

**3. Update on Transportation**

Henry Gideon provided the Board with an update on driver concerns that were brought up at the regular May school board meeting. Mr. Gideon reported that he has requested one year of inspection reports on the buses from TxDOT, adding that these inspections are input into a state provided computer system called TAVIS and that Durham is unable to print out these reports on-site.

Mr. Gideon explained that he and Shevis Moore have been investigating Durham's fleet maintenance systems and processes. Mr. Moore stated that they had been approaching the investigation from a safety and engineering standpoint. He went on to say that they needed to look further to ensure that Durham is providing a safe transportation system for our students. Mr. Moore stated that they have performed a preliminary analysis at this time; however they will need a couple of more weeks to do a complete and thorough investigation and spend a little more time with Durham's management team. Mr. Moore did confirm that what he has found is that Durham was lacking in workplace diligence – including safety reporting efforts by both drivers and Durham management.

Mr. Moore presented information on the Safety Management System at Durham Transportation. He reported that drivers are required to inspect their buses every morning and complete a Vehicle Condition Report (VCR) daily. Mr. Moore reported that at this time, approximately 10% of the fleet does not have radios. Martha Sherwood stated that radio repairs are scheduled for June 5<sup>th</sup>.

President Eaton asked how many areas Durham is out of compliance with their contract with the district. He also asked how many bus accidents there has been this year. Mr. Moore answered that there have been 16-17 bus accidents this year and Ms. Sherwood added that most of the accidents were non-preventable accidents. She added that there were no accidents this year due to bus malfunction or mechanical failures. Mr. Allen commented that what the board was discussing today had nothing to do with accidents, adding that Durham does not drive the buses.

President Eaton stated that there are two issues with Durham – are the buses safe and meeting standards and is Durham in compliance with their contract with the district. President Eaton asked staff to bring the board the results from their investigation to include the following: a summary of safety issues and if Durham is in or out of compliance; is Durham complying with their contract; details on how many buses were inspected and how many failed; and timelines (has there been a bump in the preventative maintenance since these issues have been brought to the district’s attention?). President Eaton also asked staff to prepare two resolutions to bring to the Board in June – the first resolution to deal with the withdrawal of the contract with Durham and the second resolution to include the proposal of which alternate company should be awarded the transportation contract. He added that he wants sufficient details for the board to be able to make an intelligent decision. Mr. Allen asked for a report of other Central Texas districts that are contracting with Durham Transportation that might be having similar concerns. Brad Hambleton reported that no other Central Texas districts that they contract with are having similar concerns.

The Board took a break at 10:00 a.m. The Board reconvened at 10:07 a.m.

#### **4. Budget Work Session**

Superintendent Emanuel announced that today’s workshop meeting would also serve as an orientation for newly elected board member Ty McDonald.

Mrs. Callahan reported that she received an update today that legislator’s had approved a minimum salary increase of \$800 for all teachers or \$60 per WADA (weighted average daily attendance) which would amount to \$986. She added that it would be the Board’s decision on how much of an increase to give to staff. Mrs. Callahan stated that a lot more information would be coming in the next few weeks, adding that the district could have a balanced budget for 2009-2010 based on the information that she has received to date. She reported that the Notice of the Budget Hearing would be published in Saturday’s Bastrop Advertiser.

Sandra Callahan reviewed preliminary budget assumptions for 2009-10. She reported that the preliminary budget is based on a 3% increase in ADA for next year. Mrs. Callahan stated that she would add a slide in next month’s presentation comparing ADA and WADA. President Eaton asked if the district had the latitude to give teachers with advanced degrees more money. He asked for a recommendation from staff on salary increases for teachers and what the district could do to level the field on advanced degrees in order to be competitive. Mr. Edwards reported that BISD currently has 109 teachers with Master’s degrees and 3 with Doctorate degrees. He recommended that stipends for Master’s degrees be increased to \$1000 and \$1250 for Doctorate degrees. Mr. Edwards stated that this stipend has not been increased in years, adding that the district wants to encourage staff to get advanced degrees in their fields. Mr. Edwards went on to say that the district would like to look at offering

stipends in some high needs areas such as Science, Special Education, etc. for the 2010-11 school year. He added that this would be a great recruiting tool.

Mrs. Callahan reviewed the student ethnicity summary and pointed out that the Hispanic population is catching up with the White population. She added that the district needs to continue to look at hiring more bilingual teachers to keep up with the growth. President Eaton asked if it was a requirement of the district for LEP students to attend summer sessions for no credit and learn more about the English language prior to the school year. Mrs. Richardson stated that if we know a LEP student will be enrolling, we can include them in our summer programs that are already being offered. She explained that there would only be a minimal cost to offer this program to our new LEP students.

Mrs. Callahan reviewed the district staff summary. Mr. Sanders asked how BISD compared with other peer districts our size as far as administrators and Service Center staff. President Eaton asked for a bar to be added to the graph with projected numbers for 2009-10. In addition, he would like the chart to include student enrollment. President Eaton asked how many staff positions have been replaced by consultants. Donald Williams reported that there was one position in the Community Service Department (which is paid out of the 21<sup>st</sup> Century Grant funds) that we have contracted with a consultant through the end of June. He added that if the district is awarded funds from the 21<sup>st</sup> Century Grant, he would be able to hire for the position.

Mrs. McDonald asked about the possibility of teachers offering Spanish language classes to English speaking children beginning in Kindergarten. Mrs. Richardson explained that the district is looking at this as part of the long range plan. Mr. Sanders asked if the district could pilot the program and see how many students would sign up. Mrs. Callahan stated that every teacher that is added would cost the district approximately \$50,000.

Mr. Sanders asked if the district could find out how much it would cost to include the upkeep of the Bastrop County Park in Cedar Creek with the Cedar Creek Elementary mowing. Mr. Gideon stated that the district signed over the ownership of the property to the County for the park; however he would check into how much it would cost for the upkeep of the property and let Mr. Sanders know what he finds out.

President Eaton inquired about performance pay. Mr. Edwards stated that incentive pay can be very subjective, difficult to administer and he does not feel that it works. He stated that teacher unions generally disagree with incentive pay because the pay is tied to our testing system and therefore impairs the ability to use incentives in all the different situations occurring in schools such as Fine Arts. He added that it basically increases the already high stakes testing and asked how you measure that type of performance. There is no consensus formed yet regarding the components and or criteria of a successful incentive pay program.

Mrs. Callahan reviewed 2009-10 staffing requests. Superintendent Emanuel told the Board that the original wish list included many additional positions, but the wish list was cut down to get the district the “biggest bang for our buck.” Mrs. Callahan reviewed major budget requests which included technology, C-Scope curriculum, and maintenance equipment and vehicles. Superintendent Emanuel stated that the district has taken a giant step in technology by providing all teachers with laptop computers. He added that the technology money that is being requested is to maintain the technology that the district already has. President Eaton requested an overall long term plan for technology and curriculum.

Mrs. Callahan reviewed the 2009-10 general fund revenue comparison. She reported that it looks like the district will receive approximately \$61.4 million in revenue for 2009-10, adding that this is preliminary information. Mrs. Callahan reviewed the M&O Tax Rate History and Fund Balance Analysis. She reported that the remaining \$38.3 million bonds would be sold this summer. Mrs. Callahan reviewed preliminary planning amounts for AARA/Stimulus funds.

President Eaton reminded staff that he would like to see some scenarios for the districts’ facilities for the long term. Among the facilities in question are the BHS 9<sup>th</sup> Grade Campus, Lost Pines Elementary (busting at the seams) and Emile Elementary (underutilized). Mr. Sanders asked when the district would go out for bids for legal services. Mrs. Callahan stated that the legal services contract comes up each year for an annual review. Mr. Sanders stated that he would like for the district to go out for bids on all services and consultants this year – demographer, auditor, architects, legal services, financial advisors, etc.

President Eaton stated that we still don’t know where we’re at yet with the legislature; however the district will adopt the budget on June 16<sup>th</sup>. President Eaton asked Board members to let the Superintendent know if they would like to schedule an additional budget workshop meeting. He stated that if the Superintendent received four or more requests, he would schedule a workshop meeting.

The Board of Trustees, at 12:06 p.m. on Monday, June 1, 2009, convened into Closed Session in accordance with the Texas Open Meetings Act Texas Government Code 551.074 for a personnel discussion.

The board reconvened in open session at 1:07 p.m. on Monday, June 1, 2009. There was no action resulting from closed session.

## 5. **ADJOURNMENT**

There being no other business, the meeting was adjourned at 1:07 p.m.

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Board Secretary

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Board President