

**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, June 17, 2008**, beginning at 6:30 p.m. at the **Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

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

Cary Prater  
Mike Dowell  
Mary Jefferson  
Sharon Luther  
Kathryn Stolarek  
Paula Clark  
Jim Clark  
Jud Stahl  
Mike Goebel  
Ellen Owens  
Jeanette Gonzalez  
Deanna Whitworth  
Erin Barron  
Judy Barron  
Ann Harasimowitz  
Chris Duggan  
Kim Herndon  
Jean Levering  
Ray Tatum  
Hannah Lindberg  
Kiley Ellsworth  
Nicole Johnson  
Joe Charlton  
Raul Valdez  
Terry Hamm  
Rebecca Bennett  
Kathy Hopp  
Paul Jameson

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  
Thomas Dowdy, Director of Maintenance  
Al Gaines, Director of Child Nutrition  
Jennifer Womack, Director of Curriculum & Assessment  
Lacey Padgett, Director of Human Resources  
Bryan Doyle, Director of IT Services  
Dr. Celina Estrada-Thomas, Bastrop High School Principal  
Nanci Stobaugh, Director of Special Education Co-op  
Melissa Lautenschlager, Science Specialist  
Dixie West, Instructional Technology Specialist  
Elva Conrardy, Bilingual/ESL Specialist  
Pat Tips, Technology Specialist  
Alfred Carter, Custodial Manager  
Shevis Moore, EMC/Safety Officer  
Dr. Tamera Stark, Director of Community Programs  
Frank Cloud, Bond Construction Manager  
Merv Doherty, Bastrop Intermediate Principal  
Terrell King, Bastrop High School Asst. Principal  
Dr. Laurie Bauer, Bastrop Middle School Principal  
James Matthews, Bastrop High School Asst. Principal  
Nancy Barrientos, Adm. Asst. to Superintendent  
Natalie Bennight, Bastrop Middle School Asst. Principal  
Melissa Lawson  
Patty Green  
Kyle Arrington  
Sheri George  
Sam Germenis  
Beth Awtrey  
Cheryl Robinson  
Scott Cooper  
Annette Dixon  
Heather Neill Dudek  
David Hansell  
James Beckcom  
Lisa Peavy

Gale Branecky  
Lauren Hansell  
Pinky Smith  
Barbara Coy  
Ginni Smith  
Jerry Acevedo  
Jennifer Miller  
Madison Herman  
Irma Haptonstall  
Tom Haptonstall

Cheryl Rugeley  
Debra Pahlow  
Christine Hansen  
Paul Coy  
Marsha Goertz  
M.J. Herman  
Cindy Herman  
Jarrod Allen  
Norma Bangs  
Richard Giro

**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**

James Allen led the Pledge of Allegiance.

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

James Allen led the Pledge of Allegiance to the Texas Flag.

**D. Opening Prayer**

Glenn Peterson offered the opening prayer.

**E. Open Forum**

**1. Mike Hermann**

Mr. Hermann, a local business owner, thanked the Board for all they do. He stated that he is a parent of 3 BISD students and he truly appreciates the Board. In addition, Mr. Hermann commended Coach Perry for bringing the community together with the recent Football Showcase. Mr. Hermann said that parents must pay attention and get involved.

Mr. Hermann addressed the Board on behalf of the Honey Bears Booster Club. He stated that the uniforms the Honey Bears wear are over 17 years old and are pathetic. He asked the Board to hold a special meeting to approve the purchase of new uniforms so they would be in for the new school year. Mr. Hermann stated that appearance sets the tone.

**2. Madison Hermann**

Madison Hermann, Captain of the BHS Honey Bears asked the Board to please consider replacing their uniforms. Madison and another Honey Bear modeled the uniforms and showed the Board what poor shape the uniforms were in.

**3. Kathy Hopp**

Kathy Hopp informed the Board that her 8 year old daughter was assaulted by a 14 year old student last year and the student threatened

to kill her. She was upset that her daughter saw the student at summer school. Ms. Hopp asked that this situation be addressed immediately, adding that it was a violation of the Texas Education Code.

**2. Public Hearing on the Mural at Bastrop High School**

**A. Public Comments to Receive Input Regarding Fine Arts Mural at Bastrop High School**

The Public Hearing on the Mural at Bastrop High School opened at 6:45 p.m. The following individuals offered their opinions on the mural:

1. Heather Dudek
2. Deborah Pahlow
3. James Beckcom
4. Paul Jameson
5. Rebecca Bennett
6. Cheryl Rugeley
7. Richard Giro
8. Cary Prater
9. Kathryn Stolarek
10. Patty Green
11. Kim Herndon
12. Jean Levering
13. Lauren Hansell
14. Haley Lindberg
15. Mike Hermann
16. Dr. Vera Preston Jaeger
17. Annette Dickson

**B. Consideration and Possible Action Regarding the Display of the Fine Arts Mural at Bastrop High School, Including Possible Removal, Signage, and Other Options**

Karen Halladay asked if this was a board decision or the high school principals' decision. President Allen stated that when the issue came up, the high school did not have a permanent principal; therefore, the Board can make the decision.

**Closed Session**

The Board of Trustees on June 17, 2008, beginning at 7:24 p.m. convened into closed session in accordance with the Texas Open Meetings Act.

**A. Consultation with the School District's Attorney via Telephone to Receive Legal Advice concerning the Fine Arts Mural at Bastrop High School. This item may be discussed in closed session in accordance with Texas Government Code 551.071 and 551.129.**

The Board reconvened from closed session at 7:38 p.m. on June 17, 2008.

The Board was in agreement that the mural was a beautiful work of art that many students put their heart into it. They were also in agreement that they were not offended in any way by the mural.

Glenn Peterson moved and Karen Halladay seconded to leave the mural as it is at Bastrop High School. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**3. Public Hearing on the 2008-2009 Budget**

**A. Public Hearing**

CFO Sandra Callahan opened the Public Hearing on the 2008-09 Budget. She reported that the district begins their fiscal year in July and the budget must be adopted in June.

Mrs. Callahan reviewed 2008-09 proposed budget assumptions. She reported that the budget was based on an ADA of 8,050, adding that the ADA drives the budget. Mrs. Callahan stressed the importance of students coming to school.

Mrs. Callahan reported that preliminary property values are at \$2.1 million. She reviewed final staffing requests for 2008-09 school year as well as major budget requests. Mrs. Callahan stated that extra money was included in the budget for transportation due to rising fuel prices.

Mrs. Callahan reported that the district received a preliminary Superior FIRST rating for 2006-07. Mrs. Callahan reviewed two fund balance scenarios. In addition, Mrs. Callahan reviewed proposed food service, technology, and debt service budgets. She explained that the bonds would not be sold until July 2009, adding that once the bonds are sold, the district must begin making payments. The districts' financial advisors will advise the Board if the bonds need to be sold sooner. Mrs. Callahan reported that the tax rate would be adopted in September.

President Allen opened the floor for questions from the board and the public. Mr. Goebel questioned the technology expenses. Mrs. Callahan explained that the actual computers are not included in the technology budget – just the licenses and replacement laptops. She added that licenses are a recurring expense.

Jim Mills would like for the board to consider adding 2 additional truancy officers to assist in getting students to school. Mrs. Halladay stated that she felt that truancy officers are not the answer for the student attendance rate. Mr. Sanders asked Dr. Thomas if additional truancy officers are needed. Dr. Thomas reported that she and her administrative team will take a different approach next year, adding that truancy officers are only there to advise - they cannot bring students to school. Dr. Thomas asked for the opportunity to attack the ADA at the high school campus. There was no further discussion and the Public Hearing was closed.

**B. Consider Approval of Pay Grade System with Annual Salary Adjustments**

- C. **Consider Approval of 2008-2009 Teacher Pay Scale**
- D. **Adopt the 2008-2009 Budget for General, Debt Service, Food Service and State Technology Funds**

President Allen called for one motion for items B, C and D. Jim Mills moved and John Eaton seconded to approve the pay grade system with annual salary adjustments, the 2008-2009 teacher pay scale, and the 2008-2009 budget for general, debt service, food service and state technology funds as presented. President Allen asked the Board for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

John Eaton stated that the district is facing major challenges; however we cannot continue dipping into the fund balance. He challenged staff to figure out how they plan to present a balanced budget for next year and deal with challenges such as decreasing student/teacher ratio, keeping teacher salaries competitive, and not increasing the tax rate.

**4. Superintendent's Report and Board Discussion**

**A. Curriculum Report**

**1. P-16 Update**

Betty Richardson reported that BISD was awarded a 5-year P-16 Partnership grant in the amount of \$450,000. In addition, the Bastrop Education Foundation awarded the district with a \$25,000 grant for post-secondary readiness. Mrs. Richardson reported that a P-16 Council was formed in June and developed a set of goals and objectives for the partnership along with a set of initial formative and summative measures that can be evaluated over the next five years. She reported that BHS Principal Dr. Thomas would become a part of the P-16 Council. Mrs. Richardson presented a summary of the activities for the 2007-2008 school year and goals for year 2 of the P-16 Partnership.

Mrs. Richardson reviewed an action plan and the goals of the P-16 Initiative. She reviewed SAT/ACT participation and success, and reported that BISD studied the feasibility of becoming a SAT/ACT testing site and submitted an application. The district was informed last week that we were accepted. In addition, the district is working to increase participation in PSAT testing, which included paying the registration fee for students to take the test. The district has contracted with the House of Tutors for SAT prep classes through the BISD Community Education program. Mrs. Richardson stated that they are researching other prep programs.

Mr. Eaton suggested that the district needs to educate the community in terms of the value of having students target to take an ACT/SAT test even if they are in a trade. Mrs. Richardson stated that she can add that piece. Mr. Eaton stated that he would like a 5-year goal of 70%. Mrs. Richardson stated that she was not prepared as an individual to set that goal this evening.

**B. Financial Report**

Information was provided to the Board. There was no discussion

**C. Personnel Report**

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

**D. Operations Report**

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

Brad Pfluger updated the board on the construction projects. He reported that at this time, the Cedar Creek High School and Performing Arts Center are on schedule, and the stadium is actually ahead of schedule. Mr. Pfluger requested that the Board hold a special meeting in approximately 10 days to authorize them to go out for bids as soon as possible due to escalating prices.

Sean Conner presented information on the tower options at the new high school. The Board agreed that they preferred option #5.

**a. Current Cost Estimates for Cedar Creek High School**

Scott Cooper with American Constructors reported that they would be asking the Board to approve the first GMP in the amount of \$11,678,000 for the initial site work and long lead materials procurement for the Cedar Creek High School project this evening. He explained that there are critical items that they need to get started on immediately. Mr. Cooper reported that the project is currently approximately 2.3% over budget; however they are working hard to reduce that amount. He was confident that the project would be within budget by September.

**b. Partial GMP (Guaranteed Maximum Price) Presentation for Site work and Long Lead Materials for Cedar Creek High School**

John Eaton moved and Johnny Sanders seconded to approve the partial guaranteed maximum price for initial site work and long lead materials for Cedar Creek High School in the amount of \$11,678,000. President Allen called for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**2. Proposed Timeline for Cedar Creek High School Configuration Discussion**

Henry Gideon presented a proposed timeline for the Cedar Creek High School configuration. Mr. Gideon proposed having two public forum meetings to receive feedback from community members. He stated that

it would be imperative to get information out to the public prior to the public meetings. The Superintendent would have a recommendation on the configuration to the Board in January 2009. President Allen stated that he would like to see costs associated with the different scenarios.

- 3. Proposal for Upgrading the Stadium Lighting at Erhard Field**
- 4. Update on New Varsity Boy's Locker Room Project at Bastrop High School**

Henry Gideon presented a proposal for stadium lighting at Erhard Field. Mr. Sanders reminded Board members that the current lighting at the stadium does not meet UIL standards. He added that the lighting is also a safety issue that's not going away.

BISD Bond Construction Project Manager Frank Cloud then presented an update on the new varsity boy's locker room project at Bastrop High School. Mr. Cloud reported that the Board approved \$254,550 for the project and \$95,834 has already been spent. Mr. Cloud reported that construction has been halted on the project until the Board approves an additional \$95,383. He explained that the variance in the actual bid price versus the initial cost estimates were largely due to the fact that we are paying a premium for construction costs because the window of completion is short. He went on to say that plumbing costs were much higher than anticipated. Mr. Cloud stated that they would need to resume construction no later than June 23<sup>rd</sup> in order to complete these renovations by the start of the school year.

Mrs. Callahan reported that the impact on the fund balance to complete both the lighting and the locker room projects would be approximately \$325,000. President Allen asked if she anticipated the fund balance dropping below the 15% goal. Mrs. Callahan stated that the 15% fund balance is a Board policy, not a goal.

Mr. Eaton commented that if these two items were approved, there would be no margin for further athletic improvements for the next two years. Mr. Sanders disagreed and added that the district would need to "go back to the drawing board". Karen Halladay asked if Coach Perry would prefer the lighting or another item from his wish list. Mr. Gideon answered that both items are priorities.

Johnny Sanders moved and John Eaton seconded to approve the upgrading of the stadium lighting at Erhard Field and the completion of the varsity boy's locker room project at Bastrop High School. President Allen called for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

5. **Consent Agenda**

A. **Consider Approval of Minutes of May 13, May 20 and June 2, 2008**

B. **Consider Approval of Bids**

1. **BHS Yearbook Renewal**
2. **Printing Services for “*The Communicator*” Renewal**
3. **Fire Control Systems Inspections & Services Renewal**
4. **Uniform Services Renewal**
5. **Computer Monitoring and Teaching Software RFP #2008-21**
6. **Financial Audit RFP #2008-22**
7. **Grounds Maintenance RFB #2008-23**
8. **Printing Services RFP #2008-24**
9. **BHS Boys Basketball Apparel & Equipment RFB #2008-25**

C. **Consider Approval of Price Increase for BISD Lunch Meals**

President Allen asked if any member of the Board would like to pull any of the consent agenda items for closer review. John Eaton questioned the difference between rental and lease on item B4. Sandra Callahan reported that with a lease you are locked in and rentals offer a 30-day out. Mrs. Callahan stated that she would verify that information and let the Board know if there were any other differences. There being no requests, President Allen called for a motion. Karen Halladay moved and Sophia Williams seconded to approve the following consent agenda items as presented: the minutes of May 13, May 20 and June 2, 2008; renewing the contract with Walsworth Publishing Company for the publishing of the BHS yearbook for the 2008-2009 school year; renewing the contract for printing services of *The Communicator* to the Bastrop Advertiser; awarding the contract for fire control systems inspections and services to JM Electronic Engineering; renewal of the contract for uniform services with G&K Services (this contract was awarded by Hays CISD and the District can participate in this contract through the Interlocal Agreement with the Central Texas Purchasing Alliance) for a renewal period of one year; award of the bid for computer monitoring and teaching software to LanSchool; awarding the contract for the 2007-2008 financial audit to West, Davis, and Co., LLP; awarding the contracts for grounds maintenance to Corporate Services – BIS and BMS, Hewitt’s Lawn Service – BHS, BHS West, Genesis, Gateway/Transportation, CCMS, CCIS, CCE, RRE, BBE and LPE, and Renfro’s Lawn Care for Mina and the Service Center; awarding the contract for printing services for which they responded in the Request for Bid to G & C Printing and re-bidding the other items that did not receive a response; awarding all low bids for BHS Boys Basketball Apparel and Equipment with the following exceptions – basketballs to Georgetown Sports, Shoes to Georgetown Sports, Duffel Bags to Georgetown Sports, Game Jackets to Georgetown Sports, Game Pants to Georgetown Sports, and Jerseys to Jerry Lenz Sports.

MOTION CARRIED UNANIMOUSLY

6. **Action Items**

A. **Consider Approval of 2007-08 Budget Amendments**

Sandra Callahan reviewed the final 2007-08 budget amendments. She reported that substitute costs were over budget, adding that employee absenteeism must be addressed. In addition, the amendments include additional money for fuel due to summer school routes and funds for fingerprinting costs. Superintendent Emanuel stated that the district is working hard to reduce the number of days that teachers are out for training during the school year. Mr. Sanders asked if there are any incentives for teachers to come to work. Mrs. Richardson stated that some campuses currently offer incentives. Mrs. Dooley stated that absenteeism is addressed through PDAS. Mr. Gideon commented that employees are given 10 days up front instead of accumulating the days as you go. Mr. Eaton requested a monthly report of staff attendance rates broken down by campus and reason for absence.

Karen Halladay moved and John Eaton seconded to approve the 2007-08 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

**B. Consider Approval of Revisions to TASB Policy GB (LOCAL)**

John Eaton moved and Karen Halladay seconded to approve the revisions to TASB Policy GB (LOCAL) as presented. 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 Changes to TASB Policies FMH (LOCAL) and EI (LOCAL) Regarding Commencement Exercises and Certificates of Coursework Completion**

Betty Richardson reported that policy FMH and EI were changed last May to allow students that had not passed the TAKS test to participate in commencement exercises and receive a Certificate of Coursework Completion. She stated that students begin taking TAKS tests in 3<sup>rd</sup> grade, and have 5 opportunities to pass the exit-level TAKS test. Mr. Peterson asked how many students came back and passed the TAKS test from the class of 2007. Mrs. Richardson reported that 27 students received a Certificate of Completion in 2007, and 19 of those students still have not passed the TAKS test. She went on to say that 53 students in the class of 2008 received a Certificate of Completion.

Jim Mills moved and Johnny Sanders seconded to approve the changes to TASB Policy FMH (LOCAL) and TASB Policy EI (LOCAL). President Allen asked the Board for comments or discussion. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

Johnny Sanders stressed the importance of getting the word out to parents and students on these policy changes. Mrs. Richardson stated that this information would be included in the Student/Parent Handbook. In addition, Donald Williams would be sending a letter out to all incoming seniors. Mr. Peterson asked that the letter include that the reason for changing the policy back was that the numbers were going in the wrong direction.

**7. Information Items**

**A. Update on Summer Leadership Institute**

There was no discussion on this item.

**B. HB 273 and Use of Purchasing Co-ops**

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

**C. Proposed 2009 Bastrop Central Appraisal District Budget**

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

**D. Energy Goals and Recommendations**

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

**E. Information on Employee Satisfaction Survey**

Mrs. Richardson reported that she has been working on getting proposals for an employee satisfaction survey, but needs a timeline for the survey. She stated that she would ask companies to submit their proposals prior to the July Board meeting. Mrs. Richardson asked for additional input and direction from the Board on what type of survey they desire. Several board members offered to assist Mrs. Richardson in finding a firm to conduct the survey.

**F. Resolution to Authorize Tax Resale**

Information was provided to the Board. Ellen Owens from McCreary, Veselka reported that they received bids on 36 properties, mostly located in Tahitian Village. Ms. Owens asked the Board to consider approving the resolution this evening.

Karen Halladay moved and John Eaton seconded to approve the Resolution to Authorize Tax Resale as presented. President Allen called for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

**G. Discuss Dates for Board of Trustees Team Building**

President Allen asked Board members to please email dates that they would be available for an off-site team building workshop in July and available dates for a goal setting meeting in August.

Sophia Williams stated that she would not be able to attend the regular board meeting on July 24<sup>th</sup> due to a prior commitment. Johnny Sanders stated that he had a conflict on that day as well, but added that he would attempt to attend the meeting. Karen Halladay asked for communication to new board members on the Superintendent's evaluation that is scheduled for July. President Allen stated that he would get together with Mr. Eaton and Mr. Sanders and go over the evaluation process prior to the evaluation.

**H. Discuss Future Agenda Items**

Mr. Peterson would like to discuss the Honey Bears uniforms at a future meeting. President Allen stated that this should be a high school priority. Mr. Emanuel invited the Board to a Reception for Karen Dooley tomorrow at 2:30 p.m. in the Boardroom.

**9. Adjournment**

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

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Board Secretary

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Board President