

**OFFICIAL MINUTES OF THE BOARD OF TRUSTEES  
BRADY INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees for the Brady Independent School District met in regular session at 6:00 p.m. on Monday, May 15, 2017 in the school administration building. The meeting was called to order by President Brentt Raybion at 6:00 p.m.

**PRESENT** Sandra Keith, Ed Hernandez, Michael Probst, Fernando Lafuente, Brentt Raybion, Teri Trull, and Connie Locklear

**ABSENT** No one

**PLEDGE &  
PRAYER** Mr. Probst

**AWARDS &  
RECOGNITION** Student Recognition  
Angela Bierman, BE Principal recognized all students in Jennifer Dossey's self-contained Special Education Department.  
  
Shona Moore, MS Principal, recognized the 8<sup>th</sup> grade band members who were awarded "all 1's" at the recent band contest.

Russell Baldwin, HS Principal, recognized Micah Trull and Vanessa Garcia for their accomplishment in making it to the state CrossX Debate competition.

Employee Recognition  
Employees recognized at each campus/department by their administrator for excellence in job performance are as follows.

Brady Elementary	Liz Corralejo, PEIMS Operator
Middle School	Russell Dean, Band
High School	Rex Ewert, UIL Coordinator and Erin Rainey, CrossX Debate Coach
Maintenance/Transportation	Chad Faith, Transportation Mechanic
Food Service	Rhonda McCleod
Administration Office	Barbara Landry, Business Manager

**PUBLIC FORUM** No one addressed the board

**ADMINISTER  
OATH OF OFFICE  
BOARD  
MEMEBERS** Barbara Landry administered the oath of office for Fernando Lafuente, SMD 2 and Michael Probst, SMD 3 who ran unopposed for the May 6 General Election.

**REORGANIZE  
BOARD OF  
TRUSTEES** Elect President  
Mr. Probst nominated Mr. Raybion. Ms. Trull moved the nominations cease and seconded by Mr. Lafuente. Ms. Locklear moved to elect Mr. Raybion as President, seconded by Ms. Keith and the motion carried 7-0.

Elect First Vice-President

Mr. Lafuente nominated Mr. Probst. Ms. Locklear moved the nominations cease and seconded by Ms. Keith. Mr. Lafuente moved that Mr. Probst be elected First Vice-President, seconded by Ms. Trull and the motion carried 7-0.

Elect Second Vice-President and Secretary

Mr. Hernandez moved that nominations cease and Mr. Lafuente be elected Second Vice-President and Ms. Keith be elected as Secretary by acclamation and seconded by Ms. Trull. Ms. Keith moved that Mr. Lafuente be elected as Second Vice-President and Ms. Keith be elected as Secretary, seconded by Mr. Lafuente and the motion carried 7-0.

**ACTION ITEMS**

**Approve Minutes**

Mr. Probst moved to approve the minutes from the April 17, 2017 regular meeting and May 4, 2017 special meeting with the addition to the April 17 minutes regarding Local Policy CH that Mr. Hernandez suggested raising the limit to \$30,000 before Mr. Limbaugh made the recommendation, seconded by Ms. Locklear and the motion carried 7-0.

**Budget Amendments**

Ms. Locklear moved to approve the budget amendments as presented by Barbara Landry, Business Manager, seconded by Mr. Hernandez and the motion carried 7-0.

To amend the 2016-2017 Operating Fund as follows:

199-36-6399	Decrease Appropriation-Supplies	\$950.00
199-11-6399	Increase Appropriation-Supplies	\$950.00
199-51-6239	Increase Appropriation-ESC Services	\$835.00
199-53-6239	Decrease Appropriation-ESC Services	\$835.00

To amend the 2016-2017 Food Service Budget as follows:

240-00-58xx	Increase Estimated Revenue-TDA Grant Funds	\$34,886.00
240-00-66xx	Inc. Appropriations-Cafeteria Equipment	\$34,886.00

**Amend 2017-2018 School Calendar/ Start & End Times**

Due to a waiver for staff development days a change in the next year’s calendar needs to be made. The calendar was previously approved with February 16, 2018 being an “early release/teacher work day p.m.”, May 25, 2018 as an “early release/last day of instruction”, and May 26 as “teacher workday”. Mr. Limbaugh recommends the following change.

- \*February 16, 2018 Teacher In-Service
- \*May 24, 2018 Early Release/Last Day of Instruction
- \*May 25, 2018 Teacher Workday

Also included in his recommendation are the following start/end times for instructional days for the 2017-2018 school year. The times are based upon the minutes that are now required for instruction. Using the following times will allow the District to have approximately 4 days that may be used for bad weather or any other emergency closing of the district.

\*BE 7:40-3:20 Upper grades will dismiss at 3:30  
\*MS 7:47-3:35  
\*HS 7:45-3:30

Ms. Locklear moved to amend the 2017-2018 calendar and approve the change in start and end times for the campuses for the 2017-2018 school year as presented and recommended by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried.

**Increase District Contribution to Health Care Benefits**

Mr. Limbaugh explained currently the district contributes \$150 towards employee medical health care expense and the state contributes \$75. Researching area districts Brady ISD is below the district contribution amount. He stated this year district raises will be minimal since the professional positions recently received raises. Also, a bill has passed through the Senate increasing the basic allotment to school districts. Increasing the district contribution could also be an incentive for future employment opportunities. He explained most districts take the lowest medical plan which is TRS Active Care 1-HD and deducts \$75 the state contributes and contributes that remaining amount to each employee's health premium. Therefore, Mr. Limbaugh recommended contributing an extra \$125 to the already contribution of \$150 making the district contribution a total of \$275 per employee. Ms. Locklear moved to increase the District contribution to employee health care plan to \$275, seconded by Ms. Trull and the motion carried 7-0.

**Update Contact Information for Local Policy DIA**

Mr. Probst moved to change the contact information in Local Policy DIA from Johnny Clawson to the current superintendent Duane Limbaugh, seconded by Ms. Locklear and the motion carried 7-0.

**H.O.T. Education Cooperative Shared Services Arrangement Agreement**

Mr. Limbaugh stated the current agreement with the Coop was approved in 2004. Since then participating districts have changed superintendents thereby seeing a need to update superintendent names on the agreement. Holly Wardell, with Schwartz and Eichelbaum read over the current agreement and made minor changes in legal verbiage. The current agreement states the Brady ISD superintendent is indefinitely guaranteed to be the chair of the board. This has been changed to a 2-year term and then is open to electing a new chair if needed. Also, SHARS funding will continue to go to the Coop but at the end of the year will be dispersed to each district in equal proportions. Ms. Locklear moved to approve the Heart of Texas Education Cooperative Shared Services Arrangement Agreement as recommended by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 7-0.

**Total Campus Energy Optimization by Ideal Impact**

Rachel Kirkland, representative of Ideal Impact, presented a power point explaining the history of the company and the possible savings to the district pertaining to energy consumption. She stated the district will never lose money under the program. Ideal Impact has toured the district, analyzed and found the company can save the district on energy consumption bills. The company will guarantee the district a savings of \$60,000 per year or more. Should those savings not be met Ideal Impact will cut a check to the district for the difference, thereby, the district will

never lose money. She explained the savings is calculated from the actual monthly payment made to the City of Brady. Some of the changes the company would make to enhance energy consumption includes but not limited to replacing at least 185 controls throughout the district, improve the HVAC units and install software for energy optimizer. The plan will also include training personnel on the aspects of the plan and will continue to coach and be consultants to the personnel. The cost of the program is \$172,248. The district has funds in the Fund Balance to pay for the program or may finance the amount through Government Capital. However if the district paid from Fund Balance the district would save \$25,000. Mr. Limbaugh when asked recommended the district enter into the agreement and pay the expense from Fund Balance. Ms. Landry agreed as well. Mr. Probst moved to approve entering into an agreement with Ideal Impact to lower energy consumption expenses and the program to be paid out of Fund Balance, seconded by Ms. Locklear and the motion passed 7-0.

**Call Special Meetings**

Mr. Limbaugh explained interviews will be held for the CATE Voc. Ag. position this week and would like to have a special meeting on Monday, May 22 to recommend a new hire. He stated campus administrators may also have recommendations. Also, a special meeting needs to be held on Monday, June 5 for selecting and approving the district's bank depository. Mr. Lafuente moved to call a special meeting on May 22 beginning at 5:00 p.m. and a special meeting on June 5 beginning at 5:00 p.m., seconded by Ms. Keith and the motion carried 7-0.

**NEW BUSINESS/  
DISCUSSION**

No new business discussed

**DISTRICT REPORTS**

**Business/Finance**

The financial report for the month of April is as follows.

Cash	\$5,550,831.29	CD's & Savings	\$3,718,221.65
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**CAMPUS REPORTS**

No additional reports given.

**SUPERINTENDENT REPORT**

**Correspondence**

No correspondence read

**Enrollment**

HS-323	MS-261	BE-579	Total-1,163
ADA-1,116.55	TEA funding based on 1,122 student enrollment		

**Random Student Drug Testing**

HS-31 tested with 3 being positive for marijuana and 1 was rejected due to tampering  
MS-9 tested with 1 positive for marijuana

**Board Training**

Aug. 11-12 at Region 14 in Abilene there is a free training for board members to help with creating board goals. Because the board's goals

expire this year this would be an opportune time to attend the training. All seven members must attend both days in order to be able to register for the training. Members must let the Admin. Office know by Thursday whether they will be able to attend or not.

**Employee Breakfast** Reminded the board the breakfast will begin at 8:00 a.m. in the MS  
**May 26** cafeteria.

**EXECUTIVE** The Board of Trustees went into executive session at 7:48 p.m. after  
**SESSION** President Brentt Raybion announced the intention of doing so in accordance with Texas Government Code, Subchapter D., Section 551.074 regarding personnel issues, Section 551.072 regarding real property, and Section 551.071 regarding legal matters.

Mr. Raybion declared the session open at 9:10 p.m.

**NEW HIRE-** Mr. Hernandez moved to hire with a two-year contract beginning May 17,  
**AD/HEAD** 2017 **Shay Easterwood** as the Athletic Director/Head Football Coach per  
**FOOTBALL** recommendation by Mr. Limbaugh, seconded by Ms. Keith and the  
**COACH** motion carried 7-0.

**NEW HIRES** Ms. Trull moved to hire for the 2017-2018 school year with a one-year  
**2017-2018** probationary contract the following per recommendation by Mr.  
**SCHOOL YEAR** Limbaugh, seconded by Ms. Locklear and the motion carried 7-0.

**Brady Elementary**

- Bridges, Kathryn**      **Teacher**
- Cavazos, Cathy**      **Teacher**
- Easterwood, Brandi** **Teacher**
- Slatton, Mary**      **Teacher**
- Watson, Heather**    **Teacher**
- Ross, Carrie**      **Assistant Principal**

**Middle School**

- Holubec, Lori**      **Assistant Principal w/Certification Addendum**
- Moore, Chelsea**    **Math Coach**

**ADJOURN** Mr. Hernandez moved that the meeting be adjourned at 9:13 p.m., seconded by Mr. Lafuente and the motion carried 7-0.

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Board President

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Board Secretary