

**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, November 26, 2018 in the school administration building. The meeting was called to order by President Brentt Raybion at 6:00 p.m.

PRESENT Michael Probst, Fernando Lafuente, Connie Locklear, Corde Morris, Teri Trull, Ed Hernandez and Brentt Raybion

ABSENT No one

**PLEDGE &
PRAYER** Mr. Probst

**PUBLIC
HEARING ON
DIST. "FIRST"
RATING** Mr. Raybion announced the public hearing will begin at 6:03 p.m. Barbara Landry, Business Manager, stated this report is based on the 2016-2017 school year. The district is rated on 15 indicators which include debt, student/staff ratio, financial audit, etc. The district received a perfect score of 100 which is a "superior" rating. With no questions or discussion from the audience Mr. Raybion announced the public hearing concluded at 6:04 p.m.

**AWARDS &
SPECIAL
RECOGNITION** Student Recognition
BE-Angela Bierman, Principal, announced the students who received the Top Dawg award for the second 6-weeks for all grade levels.

HS-Kathy Edwards, Principal, introduced Erin Rainey, UIL Congress Debate coach, Teresa Smith, robotics coach and Wayne Hux and Brad Barnett, FFA sponsors.

Ms. Rainey introduced the UIL Congress Debate team members and stated they will be competing at the state competition.

Teresa Smith, robotics coach, introduced two of the three invention robotic teams who placed a second and a third place at district and will advance to the Area meet January 19.

Wayne Hux and Brad Barnett, FFA sponsors, introduced four out of approximately 20 FFA members who have been participating in various events. Each member present briefly gave an overview of the events they participated in and the accomplishments received.

Employee Excellence Awards presented

High School	Ronda Ivy
Brady Elementary	Juliane Sullivan, Heather Watson, Haley Skiles, Gabby Nagos, Cathy Cavazos, and Janet Lubke

PUBLIC FORUM No one addressed the board

ACTION ITEMS

Approve Minutes Ms. Locklear moved to approve the minutes from the October 15, 2018 regular board meeting, seconded by Mr. Probst and the motion carried 6-0. Ms. Trull abstained from the vote.

Ms. Trull moved to approve the minutes from the November 12, 2018 special board meeting, seconded by Ms. Locklear and the motion carried 5-0. Mr. Morris and Mr. Rabyion abstained from the vote.

**Budget
Amendments**

No budget amendments were presented.

**District & Campus
Improvement Plans**

Brady Elementary

Angela Bierman, Principal, stated her gratitude for the opportunity to hire Shana Baronet as the campus counselor. Ms. Baronet has been instrumental in offering services to not only the students but the staff as well. One area of needed improvement is the utilization of available technology programs and the need of technology equipment. Would like to see more teachers in the lower grade levels be ESL certified.

High School

Kathy Edwards, Principal, explained the main focus is on raising the passing rates and closing the gaps on the state tests. They are trying to be creative regarding the raising of attendance percentages. Will create data that will help close the gaps and looking at the data every 3 weeks and this will include teaching the teachers how to read the data. The campus is struggling to close those gaps. Administrators look to achieve goals but also want to continue growing from there. Currently nine seniors may not graduate due to not passing one or more of the state tests. Struggling with parent involvement in this area. A positive is the growing number in the CTE programs.

Middle School

In the absence of principal Shona Moore, Duane Limbaugh, Superintendent, stated the campus is using the same plan as last year with minor changes.

District

Mr. Limbaugh explained the District Improvement Plan as a whole meets all the federal guidelines and is focused more on compliance. He stated all four plans are works in progress and will change periodically. At a future board meeting the plans will be presented again but with updates.

Ms. Trull moved to accept the District Improvement Plan and all three Campus Improvement Plans as presented by the administrators and recommended by Mr. Limbaugh, seconded by Mr. Lafuente and the motion carried 7-0.

NEW BUSINESS

**Guardian Program
& School Marshall
Program**

Mr. Limbaugh presented comparisons between the two programs pointing out several differences. The Guardian Program is a three-day training for faculty. Smaller school districts use this program. It is more of a protection only of students and staff. The Marshall Program is a two-week training and is more rigorous. This program is closer to a person being a peace officer and their responsibility is to engage the shooter. After discussing the

programs with some staff and community members they are in agreement that this is a viable program. Mr. Limbaugh stated before implementing either program he would like to wait until the legislature meets due to the fact guidelines will be discussed and possibly revised. Mr. Raybion stated he was in favor of moving forward with implementing a program and have staff at each campus carry. Ms. Locklear agreed but stated there will be questions that will need to be answered before proceeding with one of the programs. Mr. Probst explained with the Marshall Program there are usually only one or two people who have a concealed weapon, and everyone knows who they are. With the Guardian Program more people can carry, and only selected people know who they are. Mr. Limbaugh stated all staff have been trained in "School & Safety". Mr. Hernandez stated he felt the community should have the option of participating in the School & Safety training as well. Mr. Limbaugh explained this topic will not be an action item until at least April and after the legislature session is over. He would like to create a climate survey regarding putting guns on the campuses. Lohn and Rochelle ISD's have already implemented the Guardian Program within their district. He reassured the members that there is a strict rubric about who can be in the program and that just because they applied to be in the program does not mean they will be approved.

DISTRICT REPORTS

Monthly Finance The financial report for the month of October is as follows.

Cash	\$4,881,187.14	CD & Savings	\$3,568,119.77
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CAMPUS REPORTS

Brady Elementary Angela Bierman, Principal, stated the staff is working on increasing STAAR test scores but she is very pleased elsewhere including the parent involvement.

High School Kathy Edwards, Principal, said everyone is working together. She praised Larissa Nandin for stepping into the math position until a certified teacher could be hired. They are working on decreasing the number of student absences. There is a positive energy at the campus.

Food Service Adriana Flores, Director, said she is fully staffed and all is going well. She will be requesting a waiver for the Summer Feeding Program. Mr. Limbaugh explained the district will be offering the ACE Program during the summer. The grant may require a meal being served to the students in which case the district cannot apply for the waiver. If the district does not have to provide a meal the waiver will be put on the December agenda as an action item.

Athletics Shay Easterwood, Athletic Director, said he likes the staff chemistry and how hard they are working. Football showed improvement with lots of positives. Off season workouts started today. This year had an increase in numbers in football and cross country. Basketball has started at all levels.

SUPERINTENDENT REPORT

Correspondence Greg Hinton & LaSonja Jones and Stacy Rush & Family

Enrollment HS-321 MS-263 BE-567 TOTAL-1,151

Random Student Drug Testing HS-38 tested; 3 refused to test warranting a positive result

McCulloch Co. Appraisal Dist. Board of Directors Due to no other nominations besides Brentt Raybion and Michael Probst there will be no election this year. Mr. Raybion and Mr. Probst will remain as board of directors.

EXECUTIVE SESSION The Board of Trustees went into executive session at 7:44 p.m. after 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 9:15 p.m.

RESIGNATION Ms. Trull moved to accept the resignation of **Cynthia Jones**, DAEP teacher effective December 31, 2018 per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 7-0.

NEW HIRE Mr. Morris moved to hire **Georgia Bolton** as HS math teacher with a probationary contract for the remainder of the 2018-2019 school year per recommendation by Mr. Limbaugh, seconded by Mr. Lafuente and the motion carried 7-0.

TEAM OF 8 TRAINING Mr. Limbaugh presented the Operating Procedure Manual for the board members that was adopted in 2007. He stated it was very basic. He also presented for the members to view Sunray and Nacogdoches ISD's procedure manual to compare to. He encouraged the members to review and in December he would like to commit to a Team of 8 training in December to update the district's manual. He explained some items in the manual is in line with board policy however, some items are created in accordance with district's needs. Region 15 does have a person who could come to Brady to help train and create the district's manual, but they may also have a template to go by. He asked that the members review the current manual, make notes to help update it and the board will come together in December to adopt the new revisions. This will then be submitted to TASB as the district's Team of 8 training.

ADJOURN

Mr. Lafuente moved that the meeting be adjourned at 9:22 p.m., seconded by Mr. Morris and the motion carried 7-0.

Board President

Board Secretary