

**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 18, 2019 in the school administration building. The meeting was called to order by President Michael Probst at 6:00 p.m.

PRESENT Michael Probst, Michael Cook, Ed Hernandez, Channing Booker, Connie Locklear, and Eric Bierman

ABSENT Brentt Raybion

**PLEDGE &
PRAYER** Mr. Bierman

APPROVE PLANS FOR PHASE 2-2018 BOND PROJECT-CAREER CENTER Clifton Stuckey, architect for Reliance Architecture stated he has met with staff regarding the Career Center and the FCS renovations to get their input for their needs. He continued with a power point presentation showing the changes that have been made to both since the initial plans were created. Mr. Stuckey stated the cosmetology lab will be larger and the stations have been rearranged for better utilization of the room. The welding shop will have ten welding stations. One need requested is a 90x30 lean to or cover on one side of the building. This will be a bid alternate. In the FCS renovations the ranges will be replaced, microwaves moved to a different location, replace countertop, add deeper sinks, add two islands, relocate the washer/dryers and replace dishwashers. The two board members who served on the design committee stated they were assured by the staff committee members that the renovations and design of the career center would meet the needs of the students to obtain the certifications and/or licenses enabling them to acquire jobs once graduated. Stacy Rush reported the high school staff was very excited about the changes and feel their voices have been heard. Dennis Hill, Interim Superintendent, explained Kevin White, High School Principal, was included in all committee meetings of staff and architect to come to a final plan to be presented to the Board. Mr. Probst stated the Board must make the commitment to ensure the staffing for the Career Center. Discussion was held regarding the astronomical building permit fee of approximately \$8,800 issued by the City to BISD and why the City waived the fee to the County for the building of the new library. Mr. Stuckey was asked about his thoughts on the permit fee issued by the City. He stated he has worked with bond projects much higher than Brady's and he has never seen this extravagant building permit fee ever. He continued that normally a City will give a very nominal fee if any to a school district. In his opinion the fee was unreasonable. Ms. Locklear moved to accept the final design plans for Phase 2 of the 2018 Bond Project regarding the Career Center as presented by Mr. Stuckey and recommended by Mr. Hill, seconded by Mr. Cook and the motion carried 6-0.

Mr. Stuckey then presented a power point displaying the findings at the elementary renovations. In an area that was initially used as the main office for the elementary the walls in the area are made of a single layer of bricks that make the wall very unstable. Mr. Stuckey recommends rebuilding the wall. The walls that make up the restrooms are of structured glazed tile that

has been cut in half and a single layer brick wall and the two are not tied together in any way. So, to remove the glazed tile would mean there would be a single layer of bricks which again would constitute an unstable wall. Mr. Stuckey recommends replacing all walls with a stud wall and dry wall. However, this cost would be approximately \$30,000. The district has set aside \$150,000 contingency money so this expense would be taken out of this. As of right now \$4,100 has been taken out of the contingency money for an asbestos issue that was unexpected. Mr. Hill stated if the architect recommends rebuilding walls that in his opinion are unstable the district must take that into consideration because should something unsafe happen down the road the district could be under a lawsuit. Mr. Hill continued to explain that if the cost is over what the superintendent can approve without board approval which is \$15,000 there will be a motion to move funds from the contingency at the December board meeting.

PUBLIC HEARING DISTRICT “FIRST” RATING FOR 2017-2018 Mr. Probst announced the beginning time for the public hearing regarding the District Financial Integrity Rating System of Texas (“FIRST”) rating for the 2017-2018 school year began at 6:39 p.m. Barbara Landry, Business Manager, reported the district received a “superior” rating with a perfect score of 100 indicating the district met all indicators. With no questions or discussion Mr. Probst announced the public hearing ended at 6:40 p.m.

PUBLIC FORUM No one spoke in public forum

ACTION ITEMS

Approve Minutes Mr. Cook moved to accept the minutes from the October 21, 2019 regular meeting, seconded by Mr. Bierman and the motion carried 6-0.

Budget Amendments Ms. Locklear moved to approve the budget amendments as presented by Barbara Landry, Business Manager, seconded by Mr. Booker and the motion carried 6-0.

Fund 199 Operating

To amend the 19-20 Operating Budget as follows:

199-00-36xx	Decrease Fund Balance	\$	8,245.00
199-11-63xx	Increase Appropriation-Elementary Program	\$	8,245.00

To record a donation from Ol’ Houn’ Dawgs, Inc for \$350 for supplies:

199-00-5744	Increase Est. Revenue-Donations	\$	350.00
199-36-6399	Inc. Appropriation-Supplies	\$	350.00

District & Campus Improvement Plans 2019-2020 Mr. Hill explained the district and all three of the campus improvement plans are considered living documents which means they can and very possibly will change as the administrator sees fit throughout the year. He recommends the approval of all four documents in their present state but be advised that changes are most likely. TASB has sent out information for the Update 114. Once the local policies have been approved by the board the campus administrators will be given the updates to insure the district is following

their own policies. Stacy Rush, Federal Programs Director, stated she feels the district is on target to meet the goals outlined. Mr. Cook moved to approve the district and all three campus improvement plans as presented and recommended by Mr. Hill, seconded by Mr. Bierman and the motion carried 6-0.

Schedule Times & Dates for Future Board Meetings

Mr. Bierman moved to approve the dates and times for future board meetings as follows, seconded by Mr. Cook and the motion carried 6-0.

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| *January 23, 2020 | 6:00 p.m. | Select candidates-Supt search |
| *February 8, 2020 | 1:00 p.m. | Second round of interviews |
| *February 10, 2020 | 6:00 p.m. | Name Lone Finalist |
| *March 6, 2020 | 4:30 p.m. | Employ Supt. |
| *March 23, 2020 | 6:00 p.m. | Regular board meeting |

Award Bid for Pest Control Serviced

Mr. Booker moved to accept the bid for pest control services to Sayles Pest Control for one year per recommendation by Mr. Hill, seconded by Mr. Cook and the motion carried 6-0

Interlocal Agreement w/Lohn ISD-Transportation

Mr. Hill reported he received a request from Leon Freeman, Lohn ISD Supt. asking Brady ISD to reconsider an interlocal agreement for transportation system. He pointed out on page 2 of the request, Mr. Freeman asked that one bus stop be at Richard's Park and another pick-up location to be determined upon Lohn ISD parents preference and one to be located in the Melvin area. Mr. Hill emphasized two areas to take into consideration when discussing this issue. One is the legal aspect and the other a public relations aspect which both aspects are important. Board must consider what is best for Brady ISD now. Past history has solicited a lot of emotions. Mr. Hill himself came in as an unbiased third party. He expressed deep concern that when the board looks at what's best for Brady ISD each member please consider the potential ramifications of a tragedy happening at a bus stop. If someone should get hurt the legal perspective is on Lohn ISD and they will most likely be sued but Brady ISD, the superintendent and each individual board member can also be sued. BISSD will prevail in the lawsuit but it will be very costly to the district. Regarding the public relations aspect community members know something about the history or facts of this case. Right now, Brady ISD is losing the PR battle because people do not know all the facts. Mr. Hill continued by asking the members to take the emotion out of this situation. One, Mr. Freeman has proposed an agreement with Lohn ISD not losing anything. Two, he recommends sending a response back to Mr. Freeman stating in the agreement Brady ISD would allow one stop at Richard's Park, one stop at Melvin as long as the sheriff's department approved the stop as being safe, BISSD is held harmless for torts involving the operation and use of a motor vehicle by Lohn ISD, and the agreement will end on June 30, 2020 and only be extended by the actions of the BISSD board. He stated the proposal outlining these items should be sent to Mr. Freeman certified/return receipt to show proof BISSD has put forth the effort to negotiate an interlocal agreement and a reasonable attempt has been made for student safety. Mr. Hill feels this proposal is in the best interest of Brady ISD at this time. He explained the school's attorney would be involved and the final document would be brought to the board for approval before

sending it to Lohn ISD. This proposal would eliminate buses running through the city, BISD would be held harmless and the agreement does not last forever. Mr. Hill stated from a legal and public relations standpoint Brady ISD can position themselves better than what they are now.

The members held a lengthy discussion weighing out the pros and cons of entering into an interlocal agreement. Included in the discussion was the merits of one bus stop being in Melvin and one at Richard's Park in Brady.

Mr. Cook moved to authorize Mr. Hill to enter into negotiations with Lohn ISD for an interlocal agreement for transportation system, seconded by Mr. Booker and the motion carried 5-1 with Mr. Hernandez opposing the motion.

Approve Local Policy DCB Regarding Term Contracts

Mr. Hill explained he talked to the district's TASB policy representative and attorney regarding Chapter 21 employee contracts. TASB legal policy states full time registered nurses must be given a Chapter 21 contract however, at some point Brady ISD added for nurses other than registered nurses thereby giving them protection under a Chapter 21 contract. Mr. Hill recommends changing DCB Local policy to state that only nurses required by law be given Chapter 21 contracts. Ms. Locklear moved to change DCB (Local) policy to state "only nurses required by law will be given a Chapter 21 contract" per recommendation by Mr. Hill, seconded by Mr. Cook and the motion carried 6-0.

Cast Votes for Concho Central Appraisal Dist. Board of Directors

Mr. Hill explained the BISD board members may cast up to 281 votes for electing the Concho Central Appraisal District Board of Directors. The votes may be given to one candidate or split between candidates up to five. Ms. Locklear moved to split the 281 votes for the Concho Central Appraisal District Board of Directors as follows, seconded by Mr. Cook and the motion carried 6-0.

- Daniel Bennett 56 votes
- John Cox 56 votes
- Grover Hall 56 votes
- Matt Prosis 56 votes
- Ricky Thomas 57 votes

NEW BUSINESS

First Reading TASB Update 114

Mr. Hill presented the TASB Update 114 affecting local policies. He asked the board members to review the documents and should they have any questions please contact him prior to the December board meeting. At that meeting the update will be presented for their approval. He did point out that TASB legal policy BED regarding public forum will be changed. Currently the policy states that if 5 or more people want to speak on the same topic one person must be chosen to speak on behalf of the group. With Update 114 it will be changed to give everyone a chance to speak no matter how many will be speaking on the same topic. BISD local policy states a person may have up to 5 minutes to address the board. With the change of everyone given a

chance to speak the board may wish to change local policy to 3 minutes instead of 5 minutes. The board members agreed BISD local policy should be changed to 3 minutes. Mr. Hill will contact the district's policy representative and have BED Local changed to reflect 3 minutes per person to speak and it will be included in the approval of Update 114 at the December board meeting.

DISTRICT REPORTS

Monthly Finance The financial report for the month of October is as follows.
Cash \$5,985,846.10 CD & Savings \$6,554,301.00

SUPERINTENDENT REPORT

Correspondence No correspondence presented

Enrollment HS-310 MS-250 BE-493 TOTAL-1,053

**Change Order-
\$4,100 for Asbestos
Abatement** During the demolition process at the elementary unexpected asbestos was found which must be removed. A change order was required in the amount of \$4,100 for the removal.

**Employee
Resignations** As reported at the last meeting the district is overstaffed and will handle it through attrition. Currently one paraprofessional at the elementary resigned and will not be replaced. The food service employee that was currently the manager at HS has been moved to the director position due to Adriana Flores resigning. To fill the HS manager position an employee at the elementary food service department was moved to the high school.

**EXECUTIVE
SESSION** The Board of Trustees went into executive session at 8:03 p.m. after President Michael Probst 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. Probst declared the session open at 9:03 p.m.

**CARMEN
BARNETT
EMPLOYEE
CONTRACT** Mr. Cook moved to add ten (10) days to the current contract for **Carmen Barnett** for the 2019-2020 school year per recommendation by Mr. Hill, seconded by Mr. Booker and the motion carried 6-0.

ADJOURN Mr. Booker moved that the meeting be adjourned at 9:03 p.m., seconded by Mr. Cook and the motion carried 6-0.