

**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 Thursday, February 27, 2019 in the school administration building. The meeting was called to order by President Brentt Raybion at 6:00 p.m.

PRESENT Michael Probst, Corde Morris, Teri Trull, Brentt Raybion, and Ed Hernandez

ABSENT Fernando Lafuente and Connie Locklear

**PLEDGE &
PRAYER** Mr. Probst

**AWARDS &
SPECIAL
RECOGNITION**

Board Member Recognition

Mr. Raybion, on behalf of the Board of Trustees, honored Fernando Lafuente for his service as a board member. Mr. Lafuente is considered a role model not just as a board member but as a community member. He was willing to serve and was a blessing to the school board. He listened and when he spoke it was with words of wisdom. He will be missed. In the absence of Mr. Lafuente, his wife, Sally, received a plaque reflecting his years of service to the district. Mrs. Lafuente stated this was not in his plan to resign but due to health issues he did not have a choice. He always wanted to help the community and was proudest of sending five daughters to college and all five are in the education field.

Student Recognition

Kristi Owen, HS Assistant Principal introduced Wayne Hux, Ag teacher, and Kami Dodds, Life Skills teacher. They in turn introduced Simon Guzman, HS student. Mr. Hux stated Simon built in class two benches that when turned on the side becomes a picnic table. He won blue ribbons at major stock shows which is not an easy task and is very much of an accomplishment. Ms. Dodds stated he is a member of the Unified Team and is a dedicated participant who works very hard at everything he does. She is very proud of his accomplishments.

Shona Moore, MS Principal, recognized Mariah Rivera who made the All-Region band in percussion.

Angela Bierman, BE Principal recognized the student in each grade level who had the highest word count read through the AR program.

Employee Excellence Awards

Brady Elementary-Shana Baronet
Middle School-Stormy Lawrence
High School-Jill Mays

**LIVE OAK
FINANCIAL
PRESENTATION**

The presentation has been moved to the March board meeting where Christian Merrick, financial adviser, will be present to discuss the bond series for the construction project.

PUBLIC FORUM No one addressed the board

ACTION ITEMS

Approve Minutes Ms. Trull moved to approve the minutes from the January 21, 2019 regular meeting, seconded by Mr. Probst and the motion carried 5-0.

Mr. Probst moved to approve the minutes from the February 11, 2019 special meeting, seconded by Mr. Hernandez and the motion carried 4-0.
Ms. Trull abstained from the vote.

Budget Amendments Ms. Trull moved to approve the budget amendments as presented by Barbara Landry, Business Manager, seconded by Mr. Probst and the motion carried 5-0.

Fund 199 Operating

To amend the 2018-2019 Operating Budget as follows:

199-51-6259.03	Decrease Appropriation-Electricity	\$5,500
199-53-6639	Increase Appropriation Technology-Server	\$5,500
199-36-6xxx	Decrease Appropriation-Travel/Misc	\$2,814.22
199-11-6399	Increase Appropriation-Supplies Robotics	\$2,814.22
199-11-6399	Increase Appropriation-Chairs	\$1,400.00
199-23-6399	Decrease Appropriation-Non Consumable	\$1,400.00

To record two donations from Ol' Houn' Dawgs, Inc for \$3,484.76 for supplies:

199-xx-5744	Increase Est. Revenue-Donations	\$1,890.76
199-36-6399	Increase Appropriation-Supply	\$1,890.76
199-xx-5744	Increase Est. Revenue-Donation	\$1,594.00
199-36-6399	Increase Appropriation-Supply	\$1,594.00

To record a donation from Brady Golf Association for \$1,249.75 supplies:

199-xx-5744	Increase Est. Revenue-Donation	\$1,249.75
199-36-6399	Increase Est. Appropriation-Supplies	\$1,249.75

Approval of TEA Low Attendance Waiver for MS Duane Limbaugh, Superintendent, explained that if there is over 10% more absent on given days in the current school as in comparison to the previous year the district may apply for a waiver for said days. The days filed on the waiver will be February 19-22, 2019 due to various illnesses. Should the waiver be approved by TEA they will take those days out of our ADA for funding purposes which will not reduce the amount of funds distributed to the district. Mr. Probst moved to approve the TEA Low Attendance Waiver for Middle School for February 19-22, 2019 per recommendation by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 5-0.

Approval of DSA Contract as Construction Management Agent Mr. Limbaugh explained the contract and the general conditions of the contract with DSA have been reviewed by lawyers of both parties and both agree with the documents. The fee to be paid to DSA will be 8% of the total cost of the construction project which will be \$234,084 paid to DSA. The percentage is 1% higher than initially discussed due to only one proposition being passed by the voters instead of all three. DSA will be responsible for receiving all bids and will present them to the board and only the board has the authority to approve the bids. DSA will be acting in the best interest of the district. Mr. Raybion moved to accept the contract and the general conditions to the contract with DSA as presented and recommended by Mr. Limbaugh, seconded by Mr. Morris and the motion carried 5-0.

Amend Order of General & Special Election for May 4, 2019 Mr. Limbaugh explained that due to the City cancelling their election the school district may amend their order of election to reflect a change in the hours for early voting and the early voting clerk. Instead of 8-hour days the hours can be cut to only 3-hours because the single member district in the election has less than 1,000 registered voters. Also, the two days that are extended to 12-hour days are not required for school districts. Should be board approve of the change in hours it would be less costly for the district to approve Teresa Lawrence, Admin. Asst. to be the Early Voting Clerk instead of paying Tina Keys, City employee. The polling place for early voting and election day will remain at City Hall. Discussion was held regarding what was in the best interest for the voters. No action was taken therefore the original order of election remains valid.

Approve TASB Update 112 Ms. Trull moved to approve the TASB Update 112 affecting the following local policies per recommendation by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 5-0.

- *BJA(LOCAL): SUPERINTENDENT – Qualification and Duties
- *CCG(LOCAL): LOCAL REVENUE SOURCES - Ad Valorem Taxes
- *CCGA(LOCAL): AD VALOREM TAXES – Exemption and Payments
- *CCGB(LOCAL): AD VALOREM TAXES – Economic Development
- *CH(LOCAL): PURCHASING AND ACQUISITION
- *CQ(LOCAL): TECHNOLOGY RESOURCES
- *CV(LOCAL): FACILITIES CONSTRUCTION
- *DCB(LOCAL): EMPLOYMENT PRACTICES – Term Contracts
- *DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT
- *DIA(LOCAL): EMPLOYEE WELFARE – Freedom from Discrimination, Harassment, and Retaliation
- *FMA(LOCAL): STUDENT ACTIVITIES – School-Sponsored Publications
- *FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES – Student and Parent Complaints/Grievances
- *GF(LOCAL): PUBLIC COMPLAINTS
- *GKA(LOCAL): COMMUNITY RELATIONS – Conduct on School Premises
- *GKB(LOCAL): COMMUNITY RELATIONS – Advertising and Fund Raising

Change Date of March Regular Board Meeting Mr. Limbaugh stated there must be a board meeting on Thursday, March 21 regarding the bond series. The regular meeting is scheduled Monday, March 18 of the same week. Should the regular meeting remain on Monday, the 18th the agenda will have to be posted one week earlier than normal due to Spring Break. The board can change the date of the regular meeting to be on Thursday, March 21 therefore, not having two meetings in one week. Christian Merrick with Live Oak Financial will be present on Thursday the 21st. Mr. Morris moved to change the date of the March regular board

meeting from March 18 to March 21 per recommendation by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 5-0.

NEW BUSINESS

MS Cheer Constitution

Mr. Limbaugh presented the revised MS Cheer Constitution. He explained the document does not need board approval. He did however want the board to view the constitution should they be approached with questions regarding it. Shona Moore, MS Principal, explained the only changes made were to grade/average requirements.

ESC Region 15 Contracts for 2018-2019

Upon researching a question from a previous board meeting regarding the contracts with the Service Center and why the board was no longer approving the contract amounts Mr. Limbaugh explained because each contract is connected to a different department within the Service Center and each individual contract is below the threshold of the amount required to be approved it was decided four years ago to stop bringing the contracts to board for approval. The district is working within board policy and therefore is in compliance.

DISTRICT REPORTS

Monthly Finance

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

Cash	\$5,822,865.75	CD & Savings	\$3,568,255.12
------	----------------	--------------	----------------

CAMPUS REPORTS

Elementary

Angela Bierman, Principal, gave a brief summary of the Campus Improvement Plan (CIP). After the conclusion of a workshop with input from all staff members one concern regards technology. There are many programs the teachers have access to. Each program will be evaluated as to whether to continue using it or remove it. Most of the strategies are being completed or on target.

Middle School

Shona Moore, Principal, stated there will be a Campus Needs Assessment in the spring. The staff will be divided into different groups and discuss the various needs. Surveys are sent to parents, students, and staff in alternate years. There will be various committee meetings to discuss and determine plans to resolve needs as well as meetings throughout the year to evaluate the plan taken. Very pleased with where the campus is right now regarding the CIP.

High School

Kristi Owen, Assistant Principal, highlighted Goal 1 of the CIP concerning the success of students with the STAAR testing and the plans that are in place to improve scores.

Athletics

Shay Easterwood, AD, gave a brief summary of all spring sports and announced the H.O.T Relays will be March 28-29.

SUPERINTENDENT REPORT

Correspondence Diane Peavy, bus driver and Christy Finn

Enrollment HS-313 MS-256 BE-567 TOTAL-1,136

Random Student Drug Testing MS report: Dec.-15 tested-all negative Jan.-15 tested-all negative

Ideal Impact Update \$3,074 savings in January for a total of \$113,000 in one year eight months
Talked to a solar panel company and they will be sending a contract with information. Solar panels would protect the buildings as well as possible electricity savings. Basically, the solar company would sell us back the energy generated through the panels at a very low price.

EXECUTIVE SESSION The Board of Trustees went into executive session at 7:41 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 9:12 p.m.

ACCEPT RESIGNATIONS BE & HS PRINCIPALS Ms. Trull moved to accept the resignation of HS principal, **Kathy Edwards** effective June 1, 2019 and the retirement of BE principal **Angela Bierman** effective June 30, 2019 per recommendation by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 5-0.

EXTEND ADMINISTRATOR/DIRECTORS CONTRACTS

Athletic Director Mr. Morris moved to extend for one year to expire June 2021 the contract for **Shay Easterwood**, as Athletic Director, per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 4-1 with Ms. Trull opposing.

Band Director Mr. Probst moved to extend for one year to expire June 2021 the contract for **Kelly Rushfeldt**, as Band Director, per recommendation by Mr. Limbaugh, seconded by Ms. Trull and the motion carried 5-0.

MS Principal Ms. Trull moved to extend for one year to expire June 2021 the contract for **Shona Moore**, as Middle School Principal, per recommendation by Mr. Limbaugh, seconded by Mr. Morris and the motion carried 5-0.

Business Manager Mr. Morris moved to extend for one year to expire June 2021 the contract for **Barbara Landry**, as Business Manager, per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 5-0.

Technology Director Mr. Hernandez moved to extend for one year to expire June 2021 the contract for **Michael Dygert-Tarr**, as Technology Director, per recommendation by Mr. Limbaugh, seconded by Mr. Morris and the motion carried 5-0.

**Federal Programs/
Curriculum
Director** Ms. Trull moved to extend for one year to expire June 2021 the contract for **Stacy Rush**, as Federal Programs/Curriculum Director, per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 5-0.

RENEW ONE-YEAR CONTRACTS

**PEIMS Coord/
Ed Tech Director** Mr. Probst moved to renew for one year the contract for **Judy Fincher** as PEIMS Coordinator/Education Technology Director per recommendation by Mr. Limbaugh, seconded by Ms. Trull and the motion carried 5-0.

**Maintenance
Director** Ms. Trull moved to renew for one year the contract for **Roy Smith** as Maintenance Director per recommendation by Mr. Limbaugh, seconded by Mr. Morris and the motion carried 5-0.

**Transportation
Director** Mr. Morris moved to renew for one year the contract for **Arthur Hagan III** as Transportation Director per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 5-0.

**EXTEND H.O.T
EDUCATION
CO-OP
DIRECTOR
CONTRACT** Ms. Trull moved to extend for one year to expire June 2021 the contract for **Connie Neal**, as Heart of Texas Education Co-op Director per recommendation by Mr. Limbaugh, seconded by Mr. Probst and the motion carried 5-0

ADJOURN Mr. Morris moved that the meeting be adjourned at 9:18 p.m., seconded by Mr. Hernandez and the motion carried 5-0.

Board President

Board Secretary