

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

The Board of Trustees for the Brady Independent School District met in special session at 10:00 a.m. on Saturday, July 13, 2019 in the school administration building. The meeting was called to order by President Michael Probst at 10:00 a.m.

PRESENT Brentt Raybion, Ed Hernandez, Connie Locklear, Eric Bierman, Michael Cook and Michael Probst

ABSENT Corde Morris

**PLEDGE &
PRAYER** Mr. Raybion

OATH OF OFFICE Barbara Landry, Notary, administered the Oath of Office to Channing
SMD 1 Booker, appointed as representative for Single Member District 1.

**BOARD
OPERATING
PROCEDURES** Duane Limbaugh, Superintendent, explained from a previous meeting the board chose to discuss the board operating procedures once Mr. Booker was sworn in and there was a full board. He reminded the members that in October at the Team of 8 training the board will review the operating procedures in more detail. Two items of discussion of the operating procedures included the length of time a member must be on the board before holding an officer position and if the member must be present to be nominated for an officer position. The members agreed that the procedures should not be so strict that it makes it difficult to even hold elections. Possible suggestions included adding the language “recommended” that the member be on the board for at least one year, or the president be on the board for one year and the time not be specified for the vice-president or secretary. Although the board has practiced in the past of electing officers who have been on the board for at least one year it was discussed that due to conflicts there should be a clearer vision for elections. For the current elections that will take place momentarily Mr. Raybion moved that it was the intent of the current board members that a member must be a member of the board for at least a recommended time of one year, seconded by Mr. Cook and the motion carried 7-0.

The second item discussed was whether a member must be present to be nominated. Mr. Limbaugh reminded the board that any time office elections are to be conducted the board members may review the operating procedures and make amendments with a motion and vote. After a discussion of different scenarios was held and for the current elections that will take place momentarily Mr. Bierman moved that it was the intent of the current board members that it is recommended that a full board be present in order to make nominations but may be postponed one meeting if not, seconded by Mr. Raybion and the motion carried 7-0.

**REORGANIZE
BOARD OF
TRUSTEES**

President

Mr. Bierman nominated Mr. Probst, seconded by Ms. Locklear. Ms. Locklear moved that nominations cease, and Mr. Probst be elected by acclamation, seconded by Mr. Raybion and the motion carried 7-0.

Vice-President

Mr. Cook nominated Mr. Raybion, seconded by Mr. Bierman. Ms. Locklear moved that nominations cease, and Mr. Raybion be elected by acclamation, seconded by Mr. Cook and the motion carried 7-0.

Secretary

Mr. Bierman nominated Ms. Locklear, seconded by Mr. Booker. Mr. Cook moved that nominations cease, and Ms. Locklear be elected by acclamation, seconded by Mr. Raybion and the motion carried 7-0.

**TASB STAFFING
PRESENTATION**

Cheryl Hoover, TASB representative, stated she interviewed the principals, superintendent, and administration office to collect data on staffing of all departments and student data as well to compare ratios of staff to students. TASB only recommends to districts staffing suggestions that could help save the district money that could be used elsewhere. However, it is ultimately up to the district to make their own decision on how they will staff. The comparison is made with other districts similar to Brady ISD. Right now, 80-85% of the budget goes towards salaries. Her findings are listed below.

- Brady Elementary utilize one of the two assistant principals as a curriculum specialist along with their other duties or employ only one assistant principal and hire a curriculum specialist
- Should have a registered nurse for the district
- Instructional aides
 - High School could absorb the nurse aide if an RN is hired
 - Middle School could eliminate one
 - Brady Elementary could eliminate one
- Special Education teachers
 - High School is good
 - Middle School could eliminate two
 - Brady Elementary could eliminate one
- Regular Education teachers
 - High School could eliminate 8-10
 - Middle School could eliminate 5-7
 - Brady Elementary could eliminate 2
- Maintenance Department is working good but compared to other districts the same size Brady ISD is understaffed
- Technology Dept is staffed closely to what other districts are
- Food Service is staffed well
- Transportation is staffed well

Ms. Hoover reminded the members this is only a recommendation of how the district could save money. It is recommended to review staffing only when personnel resign or retire.

**BUDGET
WORKSHOP**

Ms. Landry presented an overview of the proposed district budget for 2019-2020 school year. The certified values from the tax appraisers have not been received yet. Once they are received the budget will be adjusted accordingly. Future budget workshops will be scheduled.

ADJOURN

Mr. Raybion moved that the meeting be adjourned at 7:30 p.m., seconded by Mr. Bierman and the motion carried 6-0.

Board President

Board Secretary