

**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 6:00 p.m. on Monday, July 29, 2019 in the school administration building. The meeting was called to order by President Michael Probst at 6:00 p.m.

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

**ABSENT** No one

**PLEDGE &  
PRAYER** Mr. Bierman

**ROBOTICS STEM PROGRAM PROPOSED BUDGET** Shona Moore, Middle School principal, introduced Amy Tetens, Robotics teacher. Ms. Tetens explained currently Robotics is offered for competition only and is before/after school hours. With the classroom implementation of this program all students, grades 6-8, will be able to participate in robotics. However, because this is the initial year for the program there will be an increase in expenses. Ms. Tetens presented three proposed budgets for the program pointing out that the difference between the proposed budgets are the number of robots purchased. She explained this program teaches students to think logically. It is recommended the ratio of students to a robot is 2/1. The hopes are that this program will encourage students to use this as a career builder. The number of students that will share a robot will be determined by the number of robots that are purchased. If the number of students is too large per robot the student will not be able to experience all facets of the robot individually. The life span of the robots varies according to the specific robot. The robots must be charged after each class period therefore the number of robots purchased must allow for this. Duane Limbaugh, Superintendent, stated in previous years funding was for grades 8-12 but explained the new House Bill has now expanded the CTE funding to include grade 7 therefore, funding for the program can be taken from these funds. The program is proven to also help students in math and science classes as well. Mr. Cook moved to approve proposed budget B in the amount of \$19,595 for the Robotics STEM Program per recommendation by Mr. Limbaugh, seconded by Mr. Booker and the motion carried 7-0.

**BUDGET AMENDMENT** Mr. Bierman moved to approve the budget amendment as presented, seconded by Mr. Raybion and the motion carried 7-0.

**Fund 199 Operating**

**To amend the 2018-2019 Operating Budget as follows:**

199-00-3600	Decrease Fund Balance	\$19,595.00
199-11-6399	Increase Appropriation Supplies	\$19,595.00

**ATHLETIC  
HANDBOOK  
2019-2020**

Mr. Limbaugh stated due to grammatical errors and redundancy in various areas of the handbook he would not recommend the board to approve the athletic handbook until the errors were corrected. When asked the differences between the current handbook and the 2019-2020 handbook, Shay

Easterwood, athletic director explained the one being presented for approval has more concrete, black and white consequences for disciplinary actions for example. The previous handbook has more gray area. He did talk to surrounding schools to get ideas. A question presented to Mr. Easterwood was what do you expect from your coaches? His answer included the following. Do what's right, be good teachers in the classroom, hold students accountable in classroom/sport, act right in the community, get involved in your church, be a model for athletes. Mr. Limbaugh stated the handbook will be presented on the agenda at the next board meeting for approval. No action was taken.

**EXECUTIVE  
SESSION**

The Board of Trustees went into executive session at 6:51 p.m. after President Michael Probst announced the intention of doing so in accordance with the 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 7:26 p.m.

**NEW HIRE**

Mr. Cook moved to employ with a one-year probationary contract for the 2019-2020 school year **Rick Anderson** as an assistant band director per recommendation by Mr. Limbaugh, seconded by Mr. Raybion and the motion carried 7-0.

**EXIT &  
RESIGNATION  
AGREEMENT  
W/DUANE  
LIMBAUGH**

Mr. Bierman moved to accept the Voluntary Exit and Resignation Agreement of **Duane Limbaugh**, Superintendent, as presented, seconded by Mr. Booker and the motion carried 7-0.

**HIRE INTERIM  
SUPT.**

Mr. Cook moved to hire **Dennis Hill** as Interim Superintendent upon the exit of Duane Limbaugh, seconded by Mr. Raybion and the motion carried 7-0.

**SUPT.  
SEARCH FIRMS**

Casey Callahan, ESC 15 Director, and Laura Strube, Deputy Director was asked by the board to present a possible procedure for conducting a superintendent search. They began by saying there are a couple of options. One, the district can post the position for 10 days and after the 10 days name a lone finalist. However, they do not recommend this method. The second option is a three to six-month process. They would meet with the board and see what qualifications and criteria the district is looking for in a superintendent. ESC 15 would also if approved by the district talk with community people regarding the same. They would then take

all the information and compile a profile that would align with the district and community input. Next, they would advertise on the district and ESC 15 website, TX ISD.com, TASA, and by word of mouth. The board would see every application that is submitted. ESC 15 will divide the applications into 3 categories, “meets all criteria”, “meets most criteria”, “has some concerns”. The only time ESC 15 would solicit an applicant would be if they would meet all criteria. The board would review each of the three categories individually and rank the applicants in each. ESC 15 will not tell the board who they should interview or hire. Once the applicants are chosen for interviews ESC 15 will build questions for the interviewing around the profile created and what is going on within the district. They do recommend second interviews. The process completion will be depended upon the board working together. Right now, it would be typical for a superintendent to be hired December to January to begin the second semester. When asked what sets them apart from other firms they answered this is not a money-making business for them. They have a vested interest in Brady ISD because Brady ISD is part of their accountability rating. If the district is a success, then the ESC 15 is a success. They currently charge \$3,500 plus travel expenses but could bring the price down some due to the fact they conducted this process only two years ago. The board members that worked with the ESC 15 two years ago complimented them for their diligence in making sure the district gets the right person. Mr. Callahan stressed the importance of confidentiality during the entire process. At the next board meeting “hiring a superintendent search firm” will be on the agenda. Mr. Callahan stated should ESC 15 be hired he suggested the members bring their calendars so that a timeline may be created at the same meeting.

**ADJOURN**

Mr. Cook moved that the meeting be adjourned at 8:11 p.m., seconded by Mr. Booker and the motion carried 7-0.

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Board President

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Board Secretary