

**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 Tuesday, July 9, 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, Connie Locklear, Eric Bierman, Michael Cook and Michael Probst

**ABSENT** Corde Morris

**PLEDGE &  
PRAYER** Mr. Raybion

**EXECUTIVE  
SESSION** The Board of Trustees went into executive session at 6:02 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 6:21 p.m.

**NEW HIRE** Mr. Bierman moved to employ with a one-year probationary contract for the 2019-2020 school year **Sawndra Worrell** as an elementary teacher subject to assignment per recommendation by Mr. Limbaugh, seconded by Mr. Cook and the motion carried 6-0.

Mr. Raybion moved to employ with a one-year probationary contract for the 2019-2020 school year **Antonio Aguilar** as an assistant band director pending the passing of tests per recommendation by Mr. Limbaugh, seconded by Ms. Locklear and the motion carried 6-0.

**POSSIBLE  
AMENDMENT  
TO BOARD  
OPERATING  
PROCEDURES** Duane Limbaugh, Superintendent, stated at the last meeting the members discussed possible changes to the board operating procedures regarding the reorganization of officers. The two items discussed were whether a member must be on the board for at least one year before being eligible to hold an office and if a member must be present to be nominated for an office. In the current operating procedures there is no specification for either issue. Should the board wish to change or add to the procedures it must come in the form of a motion and be voted on. Mr. Limbaugh also stated there should be something in the operating procedures regarding the use of telecommunication devices during the board meetings. The members discussed different scenarios involving the reorganization of the board and possible conflicts if not given some direction. An option discussed would include the word “recommended” which would not bind the board in continuing with the reorganization. The board discussed the possibility of putting on the agenda “review operating procedures” after an appointment to the board or an election. No action was taken. The board will revisit the issue when a full board is present.

**APPOINTMENT  
OF SMD 1**

Mr. Limbaugh explained that Channing Booker has met all qualifications necessary to be appointed to the board. He has lived in Texas for 12 months, within SMD 1 for 6 months and is a registered voter in SMD 1. He is the only individual who expressed interest in serving on the board. Should there had been time for a special election for his district in May and he ran unopposed he would have automatically been elected. Mr. Bierman moved to appoint **Channing Booker** as SMD 1 board of trustee for Brady ISD per recommendation by Mr. Limbaugh, seconded by Mr. Raybion and the motion carried 5-1. Mr. Hernandez opposed the motion.

**REORGANIZE  
BOARD**

No action was taken. Will reorganize the board once Mr. Booker has been sworn in as a member and there is a full board.

**CONSTRUCTION  
MANAGER AT  
RISK**

Mr. Limbaugh stated five proposals for Construction Manager at Risk were submitted. Three members of the board came in at different times and reviewed the proposals. All three of the members listed Waldrop as their number one choice. Waldrop uses many of the local subcontractors from our area. Should the cost be lower than expected the savings would come back to the district. Should the overage come into play due to the district making the change orders the district would pay the difference. There is some contingency money that is in the budget for changes and unexpected situations. Mr. Limbaugh complimented Clifton Stuckey on making sure the district is being given fair and reasonable expense figures. Mr. Raybion moved to hire as Construction Manager at Risk, Waldrop Construction to complete the bond projects per recommendation by Mr. Limbaugh, seconded by Mr. Hernandez and the motion carried 6-0.

**ADD TWO LOCAL  
DAYS FOR STAFF**

Mr. Limbaugh explained currently all staff receive 3 local days and 5 state days. He would like to see 2 additional local days added per year increasing the local days to 5 for a total of 10 days which include the 5 state days. The employee could be paid \$50 for each day not used up to 3 days. This would be an incentive to keep teachers in the classroom and a dollar benefit for them as well. The order for documenting absences currently is comp time first, then local, state sick and lastly state. If, however, the employee designates an absence as a state day then the state day must be used. He stated local days do not roll over from year to year as the state days do. Should the board approve this the dollar figure will be built into next school year's budget. This addition cannot be used in the current school year. The offer will be for ALL staff no matter their title. This year should all 200 employees be eligible for the incentive dollars the district would have paid out \$30,000. Ms. Locklear moved to add an additional two local days making a total of five local days with the incentive of \$50 per day up to three days if not used per recommendation by Mr. Limbaugh, seconded by Mr. Cook and the motion carried 6-0.

**COPIER  
CONTRACT**

Mr. Limbaugh stated the district has been using Xerox copiers for the past twelve years and there are numerous complaints from the staff on the service and maintenance of the copiers. When there are multiple complaints on a specific copier Xerox will not replace the copier but continues to try to repair it. The district pays Xerox on the current

contract \$82,195.56. The proposed amount for the renewal of the contract is \$75,071.40. Research was conducted on Kirbo copiers that have the same functions on the copiers that the district uses now and the proposed contract amount is \$49,752 and is year to year. Kirbo also stated should a specific copier impose continuous problems the copier would be replaced. Should the board choose to contract the district's copiers with Kirbo the district must give Xerox a 30 day notice for them to remove their copiers. Mr. Raybion moved to approve entering into a contract with Kirbo for all district copiers per recommendation by Mr. Limbaugh, seconded by Mr. Bierman and the motion carried 6-0.

**ESC 15 SHARED SERVICE CONTRACTS**

Mr. Limbaugh explained the district contracts various services through Region 15. Each contract stands alone as for the amount expended for each service. However, the total amount for all contracts is over \$150,000. The instructional coaches contract does go over the \$30,000 cap that the superintendent can expend without board approval. Mr. Cook moved to approve the ESC 15 shared service contracts for the 2019-2020 school year per recommendation by Mr. Limbaugh, seconded by Ms. Locklear and the motion carried 6-0.

**GUARDIAN PLAN**

As directed a survey went out to all parents, staff, and anyone in the community who would like to participate in regard to implementing a Guardian Plan throughout the district. Of the surveys submitted 88% did want the Guardian Plan implemented in the district. Questions arose as to who and how would the personnel be chosen. Upon researching there has not been a negative response or experience when using the Guardian Plan. If the Marshall Plan were used the employee would be responsible to seek out the shooter until law enforcement shows up. The Guardian Plan gives the board more flexibility in creating the plan itself. Mr. Limbaugh asked the members to consider the possibility of implementing the Guardian Plan into the district and at the next regular board meeting should all be in agreement he will contact TASB to begin the process of creating a local board policy.

**ADJOURN**

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

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Board President

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Board Secretary