

**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, September 16, 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, and Eric Bierman

ABSENT Brentt Raybion and Connie Locklear

**PLEDGE &
PRAYER** Mr. Bierman

**AWARDS &
SPECIAL
RECOGNITION** Kevin White, HS Principal, introduced Kami Dodds, Life Skills teacher. Ms. Dodds has been selected as the Region 15 Secondary Teacher of the year. She will be competing against two other secondary teachers in October for the State Secondary Teacher of the year. Mr. White praised her for her hard work and effort. Ms. Dodds implemented the “Unified Program” at Brady High School. She will be taking two students to compete at the athletic event in Chicago. Her students are two of the three students that will be representing the state of Texas. There will be a total of 38 students competing from 12 states.

PUBLIC FORUM No one was present to speak.

**SUPT. SEARCH
BY ESC 15** Casey Callahan and Laura Strube were present to discuss the process in selecting a superintendent and to set a timeline for the process. Mr. Callahan stated the job posting will be on TASA Net, TXISD.com, BISD website and the ESC 15 website. The district has the option of mailing brochures to all 1,200 school districts in the state of Texas in which the members chose not to due to the expense. He stressed to the members this is a confidential search and to be careful of any information spoken. The members will see every application that is submitted. The ESC will divide the applications into three categories. The categories will be met all criteria, met some criteria, and concerns. Once the superintendent profile is created the ESC will create interview questions and set up the interviews. They normally do not sit in on the interviews but will do so if it is the board’s desire. It is not required but they strongly recommend a round of second interviews. A lone finalist will be selected from those interviewed and once the 21-day requirement is met after naming the lone finalist the person may be officially hired. The timeline set by the board is as follows.

- Post position October 1
- Deadline to submit application January 8
- Applications delivered to district January 20-23
- Select candidates to interview January 23
- First round of interviews February 3-7
- Second round of interviews February 10-12
- Name Lone Finalist February 13

- Officially hire March 6
- Preferred start date March 16

Ms. Strube gave an overview of the profile form each member was to complete and return to Teresa Lawrence at the Admin. Office. She will then scan and email all forms to her. The deadline to submit the profile forms to her is September 23. Mr. Callahan explained a “superintendent survey” can be sent to all BISD staff and even the community should the members choose to. The members chose to send a superintendent survey to the staff only.

ACTION ITEMS

Approve Minutes

Regarding the August 19, 2019 minutes, Mr. Hernandez pointed out under the “approval of the athletic code” the motion was seconded by Mr. Booker instead of Mr. Channing. Under “state accountability” the word “that” should be entered before “in 2018”. Lastly, under “state accountability” he thought it looked like “Stacy Rush” was misspelled but wasn’t for sure. Mr. Cook moved to accept the minutes from the August 19, 2019 regular meeting with the corrections stated, seconded by Mr. Hernandez and the motion carried 5-0.

Mr. Bierman moved to accept the minutes from the September 28, 2019 special meeting, seconded by Mr. Booker and the motion carried 5-0.

Budget Amendments

Mr. Cook moved to approve the budget amendments as presented by Barbara Landry, Business Manager, seconded by Mr. Bierman and the motion carried 5-0.

To record a donation of \$750 from Ol’ Houn’ Dawgs, Inc for supplies:

| | | |
|-------------|---------------------------------|-----------|
| 199-00-5744 | Increase Est. Revenue-Donations | \$ 750.00 |
| 199-36-63xx | Increase Appropriation-Supplies | \$ 750.00 |

To record a donation of \$4,619.46 from Ol’ Houn’ Dawgs, Inc for supplies:

| | | |
|-------------|---------------------------------|------------|
| 199-00-5744 | Increase Est. Revenue-Donations | \$4,619.46 |
| 199-36-63xx | Increase Appropriation-Supplies | \$4,619.46 |

To record a donation of \$500 from Tractor Supply for supplies to build a Chicken Tractor:

| | | |
|-------------|---|-----------|
| 199-00-5744 | Increase Est. Revenue-Donations | \$ 500.00 |
| 199-11-6399 | Inc. Appropriation-Building Trades Supply | \$ 500.00 |

School Resource Officer

Dennis Hill, Interim Superintendent, stated the board does not have to approve to hire a school resource officer at this meeting. He does however, need clarification as to the direction the board wishes him to take. He reminded the members this is not a budgeted item for this year therefore, the funds will be coming out of Fund Balance. Due to this along with staffing issues and revenue in the amount of \$250,000 not available to the district because of the enrollment decrease he needed the approval to expend the funds to proceed unless the board chose to postpone the process until a later date. The preliminary proposal is for the district to pay 2/3 of the SRO

salary and the City will be paying 1/3 of the salary. The estimated portion the district will be paying of the SRO's salary is \$30,000-\$35,000. The SRO will be on the BISD campuses only. Mr. Hill understood there was a preliminary interlocal agreement with the City but has not seen it yet. When asked, Kevin White, HS Principal, stated when some issues arise an SRO is needed immediately. Christy Finn, BE Principal, stated her campus in the past has used an SRO on occasions. Mr. Bierman moved to give authority to Mr. Hill to research the possibility of entering into an interlocal agreement with the City to employ a School Resource Officer, seconded by Mr. Booker and the motion carried 5-0.

Grow Your Own Program

Mr. Hill reported it was his understanding there are three paraprofessionals interested in the Grow Your Own Program. He explained after completion of the program the employee must teach within the district for three years. Each employee must sign a promissory note stating if for some reason they do not complete the program or do not remain employed by the district they must repay the district for the expenditures. Again, he stated the board is not required at this meeting to approve implementing the program. The cost for one employee to participate in the program is \$10,000. He reminded the members that again with staffing issues and decreased enrollment is this feasible for the district to implement the program at this time. It was mentioned that the program was thought to be funded by a grant which would alter the thought process of implementing the program or not. Mr. Bierman moved to postpone approving the Grow Your Own Program until further research has indicated whether the program is funded by a grant or not, seconded by Mr. Cook and the motion carried 5-0.

Accept Quote for HS Laptops & Carts

Michael Tarr, Technology Director, explained the laptops and carts used at the high school campus were purchased in 2012. These laptops are deemed obsolete. He is asking for 10 Lenovo carts and 220 Lenovo 100e laptops. Each cart is \$955 for a total of \$9,950 for 10 carts. Each laptop is \$188.55 for a total of \$41,481 for 220 laptops. Mr. Hill stated the laptops and carts are not in the budget and will be taken out of Fund Balance. Mr. Cook moved to accept the quote for the 10 carts and 220 laptops for the high school campus from CDW-G in the amount of \$51,431, seconded by Mr. Booker and the motion carried 5-0.

Accept Quote for HS Desktops for the Odyssey Lab

Mr. Tarr explained the desktop computers in the HS Odyssey Lab were purchased prior to 2012. Currently there are 15 working desktops and 7 nonworking desktops. This lab is also used for online testing. Each desktop is \$406.76 and \$109.76 for each monitor for a total of \$11,364.10 for 22 units. Mr. Hill stated the desktops and monitors are not in the budget and the funds will be taken out of Fund Balance. Mr. Booker moved to accept the quote from Dell in the amount of \$11,364.10 for 22 desktops and monitors, seconded by Mr. Bierman and the motion carried 5-0.

NEW BUSINESS

Nominations for McCulloch Co. Appraisal District Board of Directors Terms for Reed Williams, Cynthia Quinn, and Matt McBee will expire but all three have expressed interest in continuing to be a director on the board. Mr. Bierman moved to nominate Reed Williams, Cynthia Quinn, and Matt McBee to run for the McCulloch County Appraisal District Board of Directors for a two-year term, seconded by Mr. Booker and the motion carried 5-0.

DISTRICT REPORTS

BISD Profile of a Learner Stacy Rush, Federal Programs Director, reported all administrators met in a workshop to create the profile for a BISD learner. From elementary to graduations they hoped each would be able to learn the necessary essentials of being productive. In creating the profile, the administrators looked at what skills will the students need for jobs that have not yet been created. The profile consisted of the following:

- Adaptability-able to overcome adversity
- Collaboration-will communicate through providing feedback and interactions about issues
- Critical Thinking-will evaluate and analyze information through various modes to express thinking, solve problems and apply information
- Continuous Learning-will continue to seek information and pursue learning opportunities throughout all stages of life

Monthly Finance The financial report for the month of August is as follows.
Cash \$5,321,976.11 CD & Savings \$6,545,932.74

SUPERINTENDENT REPORT

Correspondence No correspondence

| | | | | | |
|-------------------|-------------------------|--------|--------|--------|-------------|
| Enrollment | <u>First Day</u> | HS-314 | MS-253 | BE-481 | TOTAL-1,048 |
| | <u>Sept.</u> | HS-319 | MS-255 | BE-499 | TOTAL-1,073 |

Bond Project Update Mr. Hill presented a document compiled by Ms. Locklear. She and Mr. Bierman were a part of the committee for the Career Center bond project. The committee met with the FCS, VoAg and cosmetology departments who presented their needs. There will be a meeting with Clifton Stuckey, the district’s architect who will then draw revised plans to fit the needs of the departments. Once the new plans are developed Mr. Stuckey will meet with the departments a second time to insure the plans meet their needs. The revised plans must then be approved by the board before going out for bids. Subcontractors have completed a walk-thru of the elementary campus to get a better vision of the facility before bidding. Mr. Bierman stated the construction for the revised plans for the Career Center will not cost as much as the construction for the initial plans. He feels the new vision will allow

better usage for the amount invested. Mr. Hill stated these plans for the career center are attainable and sustainable for the size of our district.

**EXECUTIVE
SESSION**

The Board of Trustees went into executive session at 7:45 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 8:28 p.m.

No action was taken in open session.

ADJOURN

Mr. Cook moved that the meeting be adjourned at 8:33 p.m., seconded by Mr. Booker and the motion carried 5-0.

Board President

Board Secretary