

**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, January 18, 2021, in the school administration building. The meeting was called to order by President Eric Bierman at 6:00 p.m.

PRESENT Connie Locklear, Michael Cook, Reed Williams, Channing Booker, Ed Hernandez, Brentt Raybion and Eric Bierman

ABSENT No one

**PLEDGE &
PRAYER** Mr. Raybion

**BOARD
APPRECIATION
MONTH** Dr. Hector Martinez, Superintendent, announced January is Board Appreciation Month and the theme this month is “Navigating to Success”. He stated there is no paycheck in being a board member, but a person is on the board for the kids in our community. He proceeded to point out the artwork displayed in the board room from each campus. He thanked the members for their loyalty and time to the students and staff of Brady ISD.

PUBLIC FORUM No one

ACTION ITEMS

Approve Minutes Mr. Cook moved to accept the minutes from the December 14, 2020 regular meeting, seconded by Mr. Booker and the motion carried 5-0. Mr. Hernandez and Mr. Raybion abstained from the vote.

**Budget
Amendments** Mr. Raybion moved to approve the budget amendment as presented by Barbara Landry, Business Manager, seconded by Mr. Cook and the motion carried 7-0.

Fund 199 Operating

To record a Donation from Ol’ Houn’ Dawgs, Inc for \$689 supplies:

199-00-5744	Increase Estimated Revenue-Donation	\$689.00
199-36-6399	Increase Appropriation-Supplies	\$689.00

**Accept Quarterly
Investment Report** Mr. Cook moved to accept the Quarterly Investment Report ending December 31, 2020 as presented by Ms. Landry, seconded by Mr. Booker and the motion carried 7-0.

**Accept Resolution
For District of
Innovation to
Begin Process** Dr. Martinez explained that should BISD become a District of Innovation it would allow the district to have more local control than what it does now. The resolution states the board allows Dr. Martinez to begin the initial process by visiting with campus employees. The process can be terminated at any time.

He continued to explain being a District of Innovation covers a number of areas. There are three areas he would like to focus on. The first is the district calendar. Right now, state law requires the district to begin school

the fourth Monday of August. Should we become a DOI it would enable us to begin school earlier which would be better for testing and also even out the number of days in both semesters.

The second area of focus would be CTE teacher certifications. Currently the district must hire certified TEA teachers for all CTE classes offered. Being a DOI would change certification requirements. He emphasized BISD would still require TEA certifications for all core teachers and those in the elementary. The only certifications he would like to change is for CTE teachers. He explained these teachers are difficult to find. Also, currently should we lose a CTE teacher it could delay or even terminate the program for those students participating should a TEA certified teacher not be found. Even if the district would become a DOI, the district would first search for a TEA certified teacher. Should one not be found the district could then utilize community members who have the experience needed for the position without having to receive a TEA certification or an employee with the experience but is outside of their certification. Dr. Martinez explained this would also help at the Middle School where Robotics is being offered currently as an elective which could become a CTE class under the DOI.

The third area would be employee contracts. Currently by state law when the district hires a new teacher, they automatically receive a probationary contract. The second year they would receive a term contract if they have taught five consecutive years out of eight. Being a DOI it would allow the district to retain the new hire for three probationary years instead of the one.

Should the board choose to approve the resolution tonight to begin the process Dr. Martinez would have 30 days which would be the next board meeting to give a report indicating the support or lack of from the campuses. If there is sufficient support from the campuses the board can elect to continue the process. A DOI committee would be formed along with the use of the Campus and District Site Base Committees to create the plan. The plan would be for a period of five years in which no changes can be made during the five years without board approval. Again, Dr. Martinez stressed the fact that the district will hire only TEA certified teachers for core classes and elementary positions. Certifications will affect CTE teachers only and in the spring those positions will be posted in search of certified teachers.

Ms. Locklear moved to adopt the resolution to consider designation as District of Innovation as presented by Dr. Martinez, seconded by Mr. Raybion and the motion carried 7-0.

**Order General
Election for
May 1, 2021 for
SMD 1, 5, & 7**

Mr. Cook moved to order the general election for May 1, 2021 for Single Member Districts 1, 5, and 7, seconded by Mr. Williams and the motion carried 7-0

DISCUSSION ITEMS

TASB Update 116 Dr. Martinez reported this is the first reading of the TASB Update 116 that affects local policies. He asked the members to review the changes and should they have a question or concern please contact him before the next regular board meeting. The update will be voted on for approval at that meeting.

DISTRICT REPORTS

Monthly Finance The financial report for the month of December is as follows.
Cash \$5,481,735.95 CD & Savings \$3,518,462.55

SUPERINTENDENT REPORT

Correspondence No correspondence

Enrollment HS-297 MS-228 BE-458 TOTAL-983

McCulloch Co. Appraisal Dist. Elections Brentt Raybion and Michael Probst were elected to serve for the 2021-2022 term

EXECUTIVE SESSION The Board of Trustees went into executive session at 6:58 p.m. after President Eric Bierman announced the intention of doing so in accordance with Texas Government Code, Subchapter D., Section 551.074 regarding personnel issues and Section 551.072 regarding real property.

Mr. Bierman declared the session open at 9:05 p.m.

SUPERINTENDENT CONTRACT Mr. Raybion moved to approve a three-year contract for Dr. Hector Martinez, Superintendent beginning July 2021 with the end date of June 2024 as presented, seconded by Ms. Locklear and the motion carried 7-0.

ADJOURN Mr. Cook moved that the meeting be adjourned at 9:07 p.m., seconded by Mr. Booker and the motion carried 7-0.

Board President

Board Secretary