

**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, February 22, 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, and Eric Bierman

**ABSENT** Brentt Raybion

**PLEDGE &  
PRAYER** Mr. Bierman

**PUBLIC FORUM** No one

**PUBLIC  
HEARING  
DISTRICT OF  
INNOVATION** Mr. Bierman announce the public hearing regarding the District becoming a District of Innovation began at 6:02 p.m. Hector Martinez, Superintendent, reported he has met with all campuses and the teachers are on board with the project. If the board would approve tonight to move forward the next step would be for the District Site Base Committee to begin preparing the plan. Mr. Hernandez asked if the public hearing was on the agenda only. The guidelines were that the meeting should be called within 30 days. Dr. Martinez explained if the regularly scheduled meeting of February 15 would not have been postponed to tonight due to the severe weather this meeting would have been within the 30 days. As it is now tonight's meeting is beyond the 30 days. The board has the option to proceed with the project or start over and hold the public hearing at a later date. Mr. Hernandez felt the board should stay within the guideline and allow the public to be more informed about the hearing and be able to take part. Christy Finn, BE Principal, stated her campus liked the flexibility in the calendar and Brady ISD is one of only two districts within the region that is not a District of Innovation. She said the flexibility in the calendar would help with staff development and in serving the students better. Mr. Cook asked if the board did not move forward tonight how would it affect the timeline? Dr. Martinez explained it would push the process back further. If approved to move forward tonight it would allow the campuses to begin working on the plan and creating the calendar. Mr. Hernandez asked if there was a deadline? Dr. Martinez stated there is no deadline. However, creating next year's district calendar needs to begin very soon which that would be delayed as well. Mr. Cook asked how it would affect personnel. Dr. Martinez reminded the board the only certifications he would recommend using under the DOI is for CTE teachers. He continued that in the event an issue with CTE certification would arise being a District of Innovation would enable the district to move forward with the hiring process. Mr. Bierman agreed the public hearing needs to be publicized more to the public and if the public does not know of the hearing the board is not doing a proper job. However, if the staff and administrators are on board with this they are probably already moving forward. He continued that he felt the board has not met the requirements. Dr. Martinez said should the board not move forward tonight with the

project the board could call a special meeting to allow the procedures to move forward quicker rather than waiting until the March regular board meeting. To create a plan does require a lot of time. Mr. Hernandez was asked if he has heard any negative comments regarding the project in which he responded no, but no one knew about the hearing. Mr. Williams commented the hearing was publicized on the KNEL website and James Griffin stated he had it posted on his website Brady Today. Mr. Hernandez said no one has said anything to him about it and they probably did not know when or if they could come to the hearing. Mr. Williams stated he has had people ask him questions about it. Dr. Martinez explained the board could meet in a special meeting to adopt a new resolution, hold a public hearing and appoint a committee all in the same meeting. Ms. Locklear felt the district has waited too long already to become a DOI. The district could have benefited from this already and we are only one of two in the region that are not. She continued saying she felt the district should move forward however, if the board felt otherwise, she would support the decision but highly recommended having a special meeting. Mr. Bierman proceeded to ask the board who would and would not be in favor of moving forward with the project tonight. By a show of hands Mr. Cook, Mr. Booker, Mr. Williams, and Ms. Locklear were in favor of moving forward while Mr. Bierman and Mr. Hernandez were not in favor. Mr. Griffin commented that Rochelle started this year, and it was working well. The flexibility for the staff, district, and community is good. Before posting the information on his website he did research on District of Innovation and found it was created in 2015. He felt it would be a good thing for the district to do but also felt the public should be able to come and find out more about it. With no further comments or discussion Mr. Bierman announced the public hearing ended at 6:12 p.m.

**APPOINT  
COMMITTEE  
TO DEVELOP  
DOI PLAN**

Dr. Martinez reminded the board of a previous discussion in which he would like to use the District Site Base Committee to develop the plan. He feels the committee is a good representation of district staff and community members. Ms. Locklear moved to appoint the District Site Base Committee to develop a District of Innovation plan for the designation of the district as a District of Innovation, seconded by Mr. Williams and the motion carried 6-0.

**ACTION ITEMS**

**Approve Minutes**

Mr. Cook moved to accept the minutes from the January 18, 2021 regular meeting, seconded by Mr. Booker and the motion carried 6-0.

**Budget  
Amendments**

Mr. Booker moved to approve the budget amendments as presented by Barbara Landry, Business Manager, seconded by Mr. Cook and the motion carried 6-0.

**Fund 199 Operating**

**To record a Donation for the Brady Elementary Garden Project from McCulloch County Farm Bureau for \$500:**

199-00-5748	Increase Estimated Revenue-Grant	\$500.00
199-11-6399.20	Increase Appropriation-Garden Project	\$500.00

**To record a Donation for the Brady Elementary Garden Project from Texas Farm Bureau for \$250:**

199-00-5748	Increase Estimated Revenue-Grant	\$250.00
199-11-6399.20	Increase Appropriation-Garden Project	\$250.00

**To record Supplemental Payment Carry Forward and Revenue Protection Payment from Rattlesnake Power:**

199-00-5749	Increase Estimated Revenue-Tax Value Offset	\$96,662.97
199-11-6xxx	Increase Appropriation-Instruction	\$96,662.97

**Approve Election Service Agrmt. w/City for May 1, 2021 Election**

Mr. Bierman announced the City will not be having a May election. Their candidates are running unopposed. He also stated the district single member district candidates are running unopposed. Therefore, there is no need to take action on approving an agreement with the City for election services.

**Approve Hiring of Eckert & Co. for 2020-2021 District Audit**

Mr. Williams moved to approve the hiring of Eckert & Company to conduct the district financial audit for the year ending August 31, 2021, seconded by Mr. Booker and the motion carried 6-0.

**Adopt TASB Update 116**

Mr. Cook moved to adopt TASB Update 116 affecting Local Policies CQB, DCD, FFAC, and GKA, seconded by Ms. Locklear and the motion carried 6-0.

- \*CQB-Technology Resources-Cybersecurity
- \*DCD-Employment Practices-At-Will Employment
- \*FFAC-Wellness & Health Services-Medical Treatment
- \*GKA-Community Relations-Conduct on School Premises

**DISCUSSION ITEMS**

**Damage Due to Weather**

Dr. Martinez reported on the damages at the campuses due to the severe cold weather. At the MS there are leaks in two of the 7<sup>th</sup> grade classrooms and some flooding on the 8<sup>th</sup> grade hall. Sheetrock up to 4 feet on the walls will be replaced. Some flooring may need to be replaced. The elementary campus was hit the hardest. A pipe burst inside the wall on the north side on the HS-K hall. On the south side of the building on the adjoining hall that houses grades 1-2 a pipe also burst in the wall. Water was running down the halls into the cafeteria. The flooding effected 13 classrooms. H.O.T. Restoration was able to come quickly and vacuum up all the water. The flooring must be replaced as well as sheetrock up to 4 feet on each wall. The TASB claim adjuster was at the campuses surveying the damage

and stated the district handled the situation correctly. Luckily all teachers were able to be relocated to other rooms so that school could resume today. Dr. Martinez thanked all the teachers, other district staff and students for helping with the clean-up and moving of the classrooms. The furniture is being stored in storage buildings that were moved in behind the building. There is also water leaks at the stadium restrooms and one leak at the NW building.

## **DISTRICT REPORTS**

**Monthly Finance**     The financial report for the month of January is as follows.  
Cash    \$5,939,360.71                      CD & Savings    \$3,518,462.55

## **CAMPUS REPORTS**

**Elementary**             Christy Finn, Principal, thanked Dr. Martinez for his leadership which saved a lot of time. She also thanked the crew of H.O.T. Restoration and all the other staff and students that helped move classrooms. The enrollment has stayed steady. Kendra Owens is working to get her principal certification. The students celebrated 100 days of school. The elementary received a \$50,000 grant from the Service Center which enabled all students to have the ability to use a laptop in every classroom. All teachers will be receiving new computers. The campus has implemented the Stop It program which pertains to reporting bullying. Reading and math tutors will begin working with students this month. Counselors have been working with multiple programs including Career Readiness, Getting Along, etc. She thanked the community for donations received that enabled the campus to purchase clothing for needy students. January benchmark test results will be compiled, and a report will be given to the board next month. The AR program is no longer used. Instead, the Tower of Book Challenge is being used. In order to reach the top a student must read 130 books or 1800 pages. As of January, four 2<sup>nd</sup> graders have reached the top and each will be awarded a new bike.

**Middle School**         Shona Moore, Principal, thanked the board for all they do for the district. The campus celebrated counselor appreciation week. Jennifer White, Counselor, has been working on various projects with the staff and students. Ms. Moore thanked all those who volunteered to help move classrooms today in a very short time. They are very pleased with the writing benchmark scores for grade 7. March 1-5 all grade level benchmark testing will take place. PSAT test will be given to grade 8 next week as well. Cheer clinic is this week with tryouts on Thursday and the winners will be announced on Saturday morning at 10:00 a.m. Track season has started with the first meet on Friday and following up on Monday with a second meet. PATS are still hoping to have the Veterans Day Program this spring. Josh Hill received All District First Chair in both the clarinet and alto sax.

**High School**

Kevin White, Principal, introduced Carmen Barnett, cosmetology teacher. Ms. Barnett thanked the board for their support of the program. She announced there are six students who have completed the required 1000 hours. March 17 these students will take the written exam in Austin. After passing that exam and after they graduate, they will then take the practical exam. She introduced the graduates who are Marisol Trejo, Sabrina Martinez, Reale Weaver, Chloe Guzman, Destiny Wallen, and Gracie Aguilar.

Mr. White reported the cheer tryouts will be by virtual competition with the videos being sent to the San Angelo Cheer Clinic where they will be scored. Tomorrow, ESC Instructional Coaches will be on campus to discuss benchmark results. Simon Guzman, member of the Unified team is still competing virtually in the Winter Games Powerlifting competition. BHS has four students who are members of the Texas National Banner Team which is a Special Olympics committee. Jay Villa is a participant on the national basketball team. FCCLA students attended a virtual conference with one officer going to Waco. Band contest is next Tuesday.

**Athletics**

Shay Easterwood, Athletic Director, reported the honors given to football players and all level standings in the district. Cross Country had 2 qualify for regional. Volleyball continues to show improvement. District standings were given for all levels boys and girls basketball. Senior night for the basketball athletes will be March 2 at 7:00. There will be an “all-star challenge” and the judges will be the players that are not seniors. There should be four boys and four girls going to the regional powerlifting meet. Heart of Texas Relays for both the high school and middle school athletes will be this week. Brady will host two other middle school track meets. Tennis and golf have been competing well. Off season athletes have been working hard. Baseball will begin with Ozona this week and softball will be going to San Saba this week.

**SUPERINTENDENT REPORT**

**Correspondence** No correspondence

**Enrollment** HS-298 MS-228 BE-452 TOTAL-978

**Election Procedures For ESC Region 15** Dr. Martinez explained that Places 1, 4, and 7 are up for election for board members for the Service Center. Current trustees are Place 1-Billy Jack Rankin, Place 4-Walter Holik, Jr., and Place 7-Royce Sprott. These men are willing to run again on the ballot.

**THANK YOU**

Mr. Bierman thanked the administrators for the hard work they have done this year in holding the district together and keeping students motivated. It is not an easy job and on behalf of the board they appreciate all their time and work.

**EXECUTIVE SESSION**

The Board of Trustees went into executive session at 7:03 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.

Mr. Bierman declared the session open at 8:06 p.m.

**ADMINISTRATOR & DIRECTOR CONTRACTS**

Mr. Cook moved to approve the administrator and director contracts as presented and recommended by Dr. Martinez, seconded by Mr. Williams and the motion carried 6-0.

**CHAPTER 21 CONTRACTS**

**High School**

		<b><u>Term</u></b>	<b><u>Expire</u></b>
Michael Shay Easterwood	Athletic Director	2 Years	June 2023
Kevin Michael White	Principal	1 Year	June 2022
Kelly Glenn Rushfeldt	Band Director	2 Years	June 2023

**Middle School**

Shona C Moore	Principal	2 Years	June 2023
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**Brady Elementary**

Christy Carol Finn	Principal	2 Years	June 2023
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**Administration Office**

Richard Harrison Sweaney	Asst. Superintendent	2 Years	June 2023
Judy B Fincher	of Curr./Fed. Programs PEIMS Coordinator/ ED Tech Director	1 Year	June 2022

**Heart of Texas Education Coop**

Sonia Willingham Cain	Special Education Director	2 Years	June 2023
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**NON-CHAPTER 21 CONTRACTS**

**Administration Office**

Barbara Carol Landry	Business Manager	2 Years	June 2023
Michael Paul Dygert-Tarr	Technology Director	2 Years	June 2023

**Maintenance**

Roy Glyn Smith	Maintenance Director	1 Year	July 2022
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**Transportation**

Arthur M Hagan III	Transportation Dir.	1 Year	July 2022
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**ADJOURN**

Mr. Booker moved that the meeting be adjourned at 8:08 p.m., seconded by Mr. Cook and the motion carried 6-0.