

**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 27, 2023, in the school administration building. The meeting was called to order by President Reed Williams at 6:00 p.m.

PRESENT Reed Williams, Eric Bierman, Cayce Raybion, Colby Huffman, Connie Locklear, Channing Booker and Will Enger

ABSENT No one

**PLEDGE &
PRAYER** Mr. Bierman

PUBLIC FORUM No one spoke

ACTION ITEMS

Approve Minutes Ms. Locklear moved to approve the minutes from the January 16, 2023, regular meeting, seconded by Mr. Booker and the motion carried 7-0.

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

Fund 199 Operating

To amend the 2022-2023 Operating Budget as follows:

199-11-62xx	Dec Appropriation-Accelerated Instruction	\$2,500.00
199-36-64xx	Increase Appropriation-Graduation Expense	\$2,500.00

To record a donation from Ol' Houn' Dawgs, Inc for \$5,053 for supplies:

199-00-5744	Increase Estimated Revenue-Donation	\$5,053.00
199-36-63xx	Increase Appropriation-Supplies	\$5,053.00

To record a donation from Ol' Houn' Dawgs, Inc for \$923.26 for supplies:

199-00-5744	Increase Estimated Revenue-Donation	\$923.26
199-36-63xx	Increase Appropriation-Supplies	\$923.26

To record a donation from Ol' Houn' Dawgs, Inc for \$1,400 for supplies:

199-00-5744	Increase Estimated Revenue-Donation	\$1,400.00
199-36-6xxx	Increase Appropriation-Supplies	\$1,400.00

To amend the 2022-2023 Operating Budget as follows:

199-00-3510	Dec Fund Balance-Safety & Security	\$50,000.00
199-52-6xxx	Inc Appropriation-Safety & Security	\$50,000.00

To amend the 2022-2023 Operating Budget as follows:

199-11-6269	Dec Appropriation-Copiers	\$36,890.00
199-23-6269	Dec Appropriation-Copiers	\$2,306.00
199-36-6269	Dec Appropriation-Copiers	\$2,306.00
199-41-6269	Dec Appropriation-Copiers	\$2,306.00
199-51-6269	Dec Appropriation-Copiers	\$41,092.00
199-71-65xx	Increase Appropriation-Leases	\$84,900.00

Fund 240 Child Nutrition

240-00-3450	Dec Fund Balance	\$25,000.00
240-35-6xxx	Increase Appropriation-Ice Machines	\$8,100.00
240-35-6xxx	Increase Appropriation-Steamer	\$9,000.00
240-35-6xxx	Increase Appropriation-Refrigerator	\$7,900.00
240-35-62xx	Dec. Appropriation-Copier	\$2,306.00
240-71-65xx	Increase Appropriation-Copier Lease	\$2,306.00

Teacher Pay Scale Dr. Hector Martinez, Superintendent, presented a teacher pay scale chart showing the state minimum, BISD current salary and the proposed salary increase. The biggest increase in salaries is in the first eight teacher steps. Dr. Martinez explained the pay increase will cost the district approximately \$120,000 more next year. The extra increase expense will be absorbed through staff attrition and items budgeted this year that is not needed for next year. Ms. Locklear moved to adopt the teacher pay scale for the next school year as presented by Dr. Martinez, seconded by Mr. Enger and the motion carried 7-0. The adopted teacher pay scale is attached and made a part of these minutes.

Hire Eckert & Co. For August 31, 2023 Financial Audit Mr. Bierman moved to approve the hiring of Eckert & Company to conduct the District Financial Audit for the year ending August 31, 2023, seconded by Mr. Booker and the motion carried 7-0.

Certification of Unopposed Candidate-SMD 2 Mr. Bierman moved to approve the certification of Unopposed Candidate for SMD 2 for the May 6, 2023 General Election, and declare unopposed candidate Will Enger as elected, seconded by Ms. Raybion and the motion carried 7-0.

Adopt Order of Cancellation for May 6, 2023 for SMD 2 Ms. Locklear moved to adopt the Order of Cancellation for SMD 2 for the May 6, 2023 General Election, seconded by Mr. Huffman and the motion carried 7-0.

NEW BUSINESS/DISCUSSION ITEMS

First Reading of TASB Update 120 Affecting Local Policies Dr. Martinez stated the TASB Update 120 affected the following local policies. He explained this is the first reading. Should a board member have a question please contact him to discuss it. The update will be presented at the March regular board meeting for adoption.

- *CB-State & Federal Revenue Sources
- *CKC-Safety Program/Risk Management: Emergency Plans
- *FFI-Student Welfare: Freedom From Bullying
- *FNG-Student Rights & Responsibilities: Student & Parent Complaints/Grievances
- *FO-Student Discipline
- *GKA-Community Relations: Conduct on School Premises

CAMPUS REPORTS

- High School** Logan Lacy, Principal, announced there have been six seniors that have graduated early. Jeffery Marburger, Ag teacher, took six students to tour TSTC in Sweetwater to view three programs. Less than 15 seniors left without a current CCMR indicator. The annual band auction raised almost \$15,000. Josh Hill represented Brady ISD at the state band competition and did well. Teacher of the month is Kathy Munoz and staff of the month is Elsie Hernandez.
- Middle School** Lori Holubec, Principal, reported the UIL Academic meet went very well. She thanked all the volunteers and teachers who helped make it a success. Brady Middle School placed 2nd overall. She introduced six students present who won championships at the meet. Grade 8 students attended an 8th to 9th grade transition meeting. Benchmark testing is completed and the results show good improvement. Tutorials continue for those that need extra help. The Haven presented a program on dating harassment.
- Brady Elementary** Christy Finn, Principal, announced Sarah Ruiz was the BES Spotlight Teacher. Jennifer Henicke, GT teacher, was the Employee of the Month. Elli Bucy was the Spotlight Student. Testing is complete and results show tremendous improvements. The teachers continue working together in their teams.
- Athletics** Shay Easterwood, Athletic Director, announced Keegan Farris made the football All State Honorable Mention Team. Both boys and girls basketball teams made the playoffs. He announced the players making All District. There are 22 athletes playing tennis. Brady hosted the Heart of Texas Relays. In powerlifting ten girls qualified for regionals and five boys are going to regionals. He reported baseball, softball and golf are playing games and tournaments.

DISTRICT REPORTS

- Assistant Supt.** **Dyslexia Program Update**
Richard Sweaney reported he has been working with dyslexia teacher Pam Armstrong, campus principals and Betzy Day writing a grant to receive possibly \$18,000 for the dyslexia program. This would enable the district to add certifications for two additional teachers plus the training and supplies needed. He continued that a dyslexia, 504, and GT handbook are in the process of being updated.

Business & Finance Monthly Finance

The financial report for the month of January is as follows.

Cash \$9,278,681.88 CD & Savings \$1,369,136.56

SUPERINTENDENT REPORT

Enrollment High School-291 Middle School-178 Elementary-474 TOTAL-943

Security Audit Every three years the district must have a safety and security audit. The ESC Region 15 came in January to conduct this audit. Dr. Martinez gave a summary of the audit findings and areas of concern. These areas are being addressed and corrected.

ESC Region 15 Board Elections Dr. Martinez explained Region 15 was taking nominations for their board. However, the window for a school district board to nominate someone was between our monthly meetings. He stated Leigh Ann Glaze has been Brady ISD's representative in previous years and is a good board member.

EXECUTIVE SESSION The Board of Trustees went into executive session at 6:41 p.m. after President Reed Williams announced the intention of doing so in accordance with Texas Government Code, Subchapter D., Section 551.074 regarding personnel issues.

Mr. Williams declared the session open at 7:26 p.m.

Extend/Renew Directors/ Administrators Contracts Mr. Enger moved to extend and/or renew the administrators and directors contracts for the 2023-3024 school year as presented by Dr. Martinez, seconded by Mr. Booker and motion carried 7-0. The list of approved employees are attached and made a part of these minutes.

ADJOURN Mr. Booker moved the meeting be adjourned at 7:27 p.m., seconded by Mr. Bierman and the motion carried 7-0.

Board President

Board Secretary