

Minutes – Board of Trustees
July 24, 2006
6:30 p.m. – Lockhart ISD Administrative Office Boardroom

The meeting was called to order by board president, John Flores. Other members present were Gary Allen, Juan Alvarez, Jr., Timoteo ‘Tim’ Juarez, Jr., John Manning, Clint Mohle, and Carl Ohlendorf.

Administrators and staff present were: Dr. John Hall, Superintendent; Phil McBride, Assistant Superintendent–Instruction and Operations; Theresa Ramirez, Assistant Superintendent–Human Resources; James Rabe-Assistant Superintendent for Student Success; Tina Knudsen, Finance Director; Monica Parks, Special Education Executive Director; Larry Ramirez, LHS Principal; John Henk, Freshman Campus Principal; Patrick Venglar, Pride HS Principal; Ed Sheppard, LDMC Principal; Susan Brooks, LJHS Principal; Jesus Espinoza, Bluebonnet Elementary Principal; Susan Masur, Navarro Elementary Principal; Evangelina Orta, Plum Creek Principal; Becky Kibbe, Clear Fork Elementary Asst. Principal; Barbara Bernal, Carver Kindergarten Principal; Darrell Hess, Maintenance Director; Les Goad, Boys Athletic Director; David Johnston, Girls Athletic Director; and Candy Risien, Secretary for Superintendent/Board of Trustees.

Call to Order

Invocation.

Dr. John Hall gave the invocation.

Open Forum

There was one open forum request that pertained to personnel.

John Flores closed the meeting at 6:32 p.m. on July 24, 2006 for the purpose of discussing personnel. No final action, decisions or motions would be made while the board was in executive session.

The meeting opened at 6:45 p.m. on July 24, 2006. No action was taken by the board.

Business

1. Action: Consent Agenda

John Flores asked the board if there were any items on the consent agenda that need to be discussed. Mr. Manning had a question regarding Budget Amendments.

The motion was made by John Manning, seconded by Tim Juarez to remove item D from the consent agenda. The motion carried unanimously, (7-0).

A. Approval of Minutes

The minutes of the June 19, 2006 and June 26, 2006 meetings were presented for approval.

B. LISD Tax Collection Report

The tax report dated June 30, 2006 is included in the original minutes.

C. Cash Investments Report

The cash investment report dated June 30, 2006 is included in the original minutes.

D. Linebarger, Goggan, Blair & Simpson for Comptroller’s 2006 Property Value Study Appeal

The presentation folio is included in the original minutes.

The motion was made by Gary Allen, seconded by John Manning to approve the rest of the consent agenda. The motion carried unanimously, (7-0).

E. Budget Amendments

Mr. Manning had a question regarding the ground improvements item, this was for playground equipment at Plum Creek Elementary, which required changing the function codes.

The motion was made by John Flores, seconded Carl Ohlendorf to approve the budget amendments. The motion carried unanimously, (7-0).

2. Action/Comm: Efforts to Increase TAKS Scores Report

Mr. Rabe reports to the board that 2005-06 TAKS results show gains in many areas and we have a number of campuses that will probably receive recognized status when accreditation results are released this fall. In some cases dramatic gains of 20 or more percentage points were realized. The teachers are directly responsible for these gains. However, the District has produced implemented procedures that have increased the teachers' awareness of what is tested and how the information is tested. We are in the second process which consists of making sure all information tested is being taught and devising a method of assessing student progress toward mastery of the content. The primary focus was on science and math because these are the areas in which scores are below the recognized standard. Teachers spent several days this summer developing comprehensive objective assessments for all math and science grades in which TAKS is administered. The explanations and examples are included in the original minutes.

3. Action/Comm: 2006 LISD Summer School Report

Janie Wright prepared a summer school report and some of the board members questioned the number of elementary students that had not mastered summer school testing. Principals state that there are students who have learning disabilities, but their IQ testing will not qualify them for special education assistance. Monica Parks states that federal guidelines actually prevent students from special ed assistance. At that point campus committees evaluate students and specific lesson plans are developed to provide the most assistance including tutoring, one-on-one, extra instruction, even retaking a class. Despite this instruction there are students that simply will not be able to graduate as required by NCLB exit tests. Mr. Ramirez states that students who previously took modified alternative tests will not have that option anymore and grade level tests will become even more stringent. Tim Juarez wanted to know what else could be done for these students, Susan Brooks states that the junior high has reading rescue teachers that have greatly reduced their numbers and Mr. Rabe says repetition of materials/classes can help, but also runs the risk of burning students out. Mr. Rabe feels if teachers have the knowledge to teach the material most effectively, they will reach more students in a shorter period of time. It is also very difficult for teachers to teach to the broad range of learning styles they are charged with. Tim Juarez wanted to know how the FastForward program is working at Plum Creek Elementary, Mrs. Orta says math results have been very promising but they haven't had enough time to analyze the reading results. Mr. Juarez would like to see regular reporting of data results regarding FastForward. Mr. Alvarez had some questions regarding the qualifications for special ed instruction and Dr. Hall explained some of the parameters and Monica Parks reminds the board there are 13 handicapping conditions to consider. Dr. Hall asked Monica to prepare an explanatory report for the board. The summer food program is typically held at the same campus as the summer school site; which is held in town for easy access to the most students. The summer school report is included in the original minutes.

4. Action: Consider and/or Approve Professional Services Contracts for 2006-07 that are Greater than \$25,000

Board policy requires that the trustees approve any contracts over \$25,000, the administration is withdrawing the request to approve the GED service contracts at this time. Further research is being done on the GED contracts, the administration is asking for approval of Special Education contracts only. Mr. Juarez asked for a copy of a blank service contract and wanted to know how mileage costs are calculated. Tina Knudsen told the board the costs are based on the IRS guidelines, but Mr. Juarez wants to know how the point to point mileage is computed and contracted.

The motion was made by John Manning, seconded by Gary Allen to approve the Special Education service contracts. The motion carried unanimously, (7-0).

6. Action: Consider and/or Approve Capital Outlay for 2006-07 School Year

The administration requested capital outlay priority lists from the campus principals, which came to \$393,217. The administration is recommending priorities 1 & 2 for a total of \$329,754, which is \$70,000 lower.

The motion was made by John Manning to build the fund balance and he recommends \$300,000 in capital outlay specifically for student needs and the superintendent establishes the remaining priorities. No second, the motion failed.

The motion was re-stated by Mr. Manning to approve \$300,000 for capital outlay for student needs first and \$29,000 remaining in unencumbered funds for the superintendent's discretion. No second, the motion failed.

Mr. Alvarez wanted to know why laminators appeared in different funds, Tina Knudsen said that was an error on her part. She will present these items to the board at a later date through function 411 expenses. Mr. Manning wanted to know why a laminator took precedence over student desks/chairs at Clear Fork Elementary. He is confused why chairs that pinch students is not a priority over laminators, Mrs. Kibbe was not sure how Ms. Moore determined the priorities. Dr. Hall states that laminating elementary educational materials is definitely a cost saving priority. There was much discussion about the priority decisions made by several campuses. Mr. Flores and Mr. Allen reminded the board that these decisions should be made by the administrators. Mr. Juarez wants to be sure the \$300,000 will fund all #1 priorities with an equitable distribution of the balance.

The motion was made by John Manning, seconded by Juan Alvarez to approve \$300,000 for capital outlay and all #1 priorities be funded and the district makes the distribution of the balance through unencumbered funds. The motion carried unanimously, (7-0).

5. Action: Consider and/or Approve Recommendations from the TASB Salary Survey

Dr. Hall reviewed the fund balance for 2006-07, which is in excess of \$6.5 million (report included in original minutes). The administration introduced Mr. Dane Adkinson from Texas Association of School Boards who prepared a salary survey for Lockhart ISD. Mr. Adkinson mentioned that this survey is usually discussed in a workshop format, but would try to cover as much detail as possible. Mr. Adkinson directed the board to a summary chart/pay structure (included in the original minutes). He discussed the decision making process including the internal worth and external worth/market value comparisons used for this report. They use the Austin Compensation Association, Association of Business Chambers of Commerce, surrounding school districts, inflation and HB1 impacted the price of jobs used in this survey to provide fair representation. There is increased pressure on school districts to provide pay increases and Mr. Adkinson said last year was the only time in 20 years of his experience that he saw districts caught 'flat footed' by inflation. HB1 required a redevelopment based on a \$2500 increase to classroom teachers, et al and a step increase. HB1 also requires a conversion from state money for healthcare costs to auxiliary personnel into compensation. TASB also looked at job values based on pay levels to make the district more competitive with other employers. A detailed proposed pay schedule is included in the TASB report (for professionals/paraprofessionals/manual trades) which details and compares current pay classifications/ pay ranges. Mr. Adkinson states that, "Most school districts want target rates set at market prices, slightly higher in anticipation of inflation". The payroll budget will accommodate the requirements of HB1 and the recommendations of TASB salary survey, which will help 'balance' the pay scales. Mr. Adkinson reports that the district is right 'at market' for classroom teachers, which is a very competitive market. TASB recommends \$600 pay step increase to make an improvement to LISD teacher pay scales that will keep the district just ahead of area districts, an 8.4% increase. TASB proposes an average increase of 7.1% for administrative/professionals, 5.7% for clerical/paraprofessionals, and 5.6% for manual trades. Mr. Juarez asked about the stipends for shortage areas, Mr. Adkinson said several area districts have inquired about stipends for math and science areas. Mr. Adkinson states that 'job stipends' are base pay plus a stipend for their job (to maintain market value), he included these stipends in the base pay rather than as a separate item. These positions have been identified to Human Resources. Employees that receive stipends for extra duty or extra curricular activities, should remain a separate stipend. This would also reduce risks with FLSA compliance according to TASB. Mr.

Adkinson says most districts look at the recommendations and either take it as is, increase the amounts, and 2 out of 20 districts will lower the cost impact. The best possible way to execute the program is to look at the amount of money available, make the compensation plan, spend the money equitably and stay competitive. Mr. Juarez reminds the board that there is \$300,000 of local funding that will be necessary to meet the requirements of HB1, and a general pay increase, he cautions the board whether the district will be able to 'keep up' with these salaries and capital outlay needs in the future. Mr. Juarez would like to see the district 'equalize' all the salaries in the district, he feels that the additional \$600 raise for teachers will be difficult for the district to maintain. Mr. Manning and Mr. Allen agree that raises are for forever and the board should look very closely at this proposal, which is included in the original minutes. Much discussion followed regarding local vs. state funding. The board gave 2% across the board raises last year. Mr. Juarez proposes that the board give 4% administrative raises this year which will replace the 1% shortfall last year and reinstate the average 3% raise this year. He wants to make sure the board maintains 'some growth room' to assure some type of raise for next year also. Mr. Alvarez wanted assurances from Mrs. Knudsen that the figures being presented are solid, Tina states there are no assurances since the legislature will meet again next year. She reminds the board that capital outlay costs are temporary, rather than permanent costs like salaries. The estimate being presented on tax figures have not been certified, but are based upon two reports from the tax office in June with a 7% reduction estimate based on tax protests. Mrs. Ramirez doesn't anticipate any hiring problems, other than foreign language, which seems to have a shortage. Larry Ramirez states that salary is not such an issue right now, it will be in February 2007 when teachers start reviewing salaries in other districts. Since the board approved the new budget cycle for 2006-07, Tina expects to have budget information available by January 2007. The board requests that Human Resources keep them apprised of salary trends before the spring. Gary Allen wants to know what other districts are doing on the administrative level and Mr. Adkinson states that upper 4% through upper 6% is the average he's seeing.

The motion was made by Tim Juarez, seconded by John Manning to based on the recommendation provided in the TASB salary survey to increase starting salary pay for teachers, librarians, and nurses to \$36,250 including the total staff count and the estimated costs identified. The motion includes the step adjustment and plan improvements for 244 staff members identified with the estimated costs. The motion does not include the \$600 pay increase. The motion carried unanimously (7-0).

The motion was made by Tim Juarez, seconded by Gary Allen to provide a 4% general pay increase for the 57 staff members identified, \$2500 increase for 2 affected staff members, and include the range equity based increased as presented. The motion carried unanimously, (7-0).

The motion was made by Tim Juarez, seconded by John Manning to provide manual trades with a 6% general pay increase, an equity increase to 1% above minimum for the identified individuals, and provide the required base increase per HB1 for 15 individuals identified. The motion carried unanimously, (7-0).

The motion was made by John Manning, seconded by Gary Allen to approve items 1-5 on the recommended system implementation. The motion carried (6-0), Tim Juarez abstained.

7. Action: Consider and/or Approve Employee Pay Increase for 2006-07 School Year

The board felt that this issue was handled under item 5 as indicated on the agenda. Some trustees have questions regarding the information listed on page 37 and whether it was included in the TASB salary survey as presented. John Manning had questions regarding specific stipends, such as whether the stipends being presented by the administration on page 37 were included in the base pay and increases just approved by the board as Mr. Adkinson indicated. Theresa Ramirez said the stipends that were tied to a specific job are included in the board's previous action, as presented in the TASB survey. Mr. Manning does not want to see in two months that the same employees are still receiving a separate stipend AND a raise. Ms. Ramirez said she will need clarification from Mr. Adkinson, Tina Knudsen asked him for a new run of the TASB report with the recommendations approved tonight and detailed by employee. She recommends postponing any further action regarding stipend approval, until this information can be verified. The board agrees to table this item until the administration provides clarification.

8. Action: Set Meeting Date for Public Meeting on Budget and Proposed Tax Rate

The administration recommends that the school board set August 21, 2006 as the special called meeting date for the official public budget hearing. This will need to be advertised no later than ten days prior to the meeting, nor earlier than thirty days prior to the meeting.

The motion was made by Clint Mohle, seconded by John Manning to set August 21, 2006 as the date for the official public hearing. The motion carried unanimously, (7-0).

9. Action: Vote on Proposed Tax Rate to be Published

The administration recommends that the school board publish a Maintenance & Operations tax rate of \$1.37 per 100 taxable property values and a Debt Service tax rate of \$0.17 per 100 taxable property values for a total rollback rate of \$1.54 which brings it in below any rollback challenge. Mr. Manning stated that if the legislature had not put the board in the position of actually hurting funding in the school district by not maximizing local tax efforts, he would not personally vote for the increase.

The motion was made by Tim Juarez, seconded by Clint Mohle to publish the Maintenance and Operations tax rate at \$1.37 and a Debt Service tax rate of \$0.17. The motion carried unanimously, (7-0).

10. Action: Consider and/or Approve a Nominee for the TASB Board of Directors

The nomination made last year was too early for TASB consideration, campaign letters have been received and included in the original minutes.

The motion was made by John Manning, seconded by Gary Allen to nominate Mike Sagebiel to the TASB Board of Directors. The motion carried unanimously, (7-0).

11. Action: Consider and/or Approve 2006-07 LISD Athletic Handbook

The administration recommends approving the athletic handbook as presented by the athletic department. Mr. Juarez would like to include the board motto and goals in all student handbooks as a reminder to parents and students. He also had a question regarding participation in an athletic period being able to participate in a sport, he feels this might be a hindrance for students to meet all of their goals. He asked the AD or Principal Ramirez to affirm that students will be given the opportunity to have their individual schedules considered. Mr. Ramirez states that several students participate in tennis, golf, cross-country, etc. that do not have athletic periods during the school day. Coach Johnston said there has only been 1 or 2 students ask to participate in team sports and not be in an athletic period. Coach Goad said the intent is to prevent students from going out for a team and do the bare minimum; rather than the strengthening/conditioning and commitment needed for team sports. He also agrees there is conflict from time to time with scheduling and he is prepared to deal with it if it becomes an issue. Mr. Manning asks that the grievance policy be included in the handbooks, in an effort to reduce the number of appeals. There was much discussion about meals for student athletes. The athletic directors pointed out that most games are on school nights and if the team is out of town, it makes for a really late night and they try to feed the athletes while on the way home. The board wanted to make sure there was enough money budgeted to feed all athletes on all teams an adequate meal when they are playing out of town, the AD's assured the trustees that will be done based on \$3-4 per student. Mr. Allen states that he finds nothing offensive in the handbook from a parental/trustee standpoint. Mr. Juarez had some questions regarding player substitutions and he wanted to know the athletic philosophy. Coach Goad states that up through the 9th grade are developmental years for athletes and that is why there is more than one team, so that all students get an opportunity to develop and play. He stresses that most of this policy was previously authored, but he also feels that A and B teams provides teams with more competitive opportunities. Mr. Alvarez had concerns about the wording regarding meals, fund raising, and discipline. Coach Goad already discussed the meals and said he would like to leave fund raising to the booster club, he also explained that discipline infractions during athletic periods were handled by the coaching staff and not necessarily reported to the campus main office. The campus infractions are reported to the coaching staff.

The motion was made by John Manning, seconded by Gary Allen to approve the LHS Athletic Handbook with minor modifications as discussed. The motion carried (6-0-1) Mr. Juarez abstained.

12. Action: Consider and/or Approve 2006-07 LISD Junior High School Athletic Handbook

The administration recommends approving the athletic handbook as presented by the athletic department. Mr. Alvarez wants to know why students must participate in two sports, Coach Johnston says that students need exposure to as many sports, activities as possible to find their niche, Ms. Brooks says the administrative staff will work around this rule if necessary on an individual basis. Mr. Manning asks that the grievance policy be included in the handbooks, in an effort to reduce the number of appeals.

The motion was made by John Manning, seconded by Carl Ohlendorf to approve the LHS Athletic Handbook with minor modifications as discussed. The motion carried (6-0-1) Mr. Juarez abstained.

13. Action: Consider and/or Approve Increasing Principals Incentive Performance Pay

The administration proposes an increase in the Incentive Performance Pay for Principals to \$5,000 for Recognized campuses, \$10,000 for an Exemplary campus and \$15,000 for a Blue Ribbon school. This reward would be given during the 2007-08 school year, following the formal announcements from TEA. Dr. Hall states that contractual obligations require that this be proposed this year, but paid out of the following years budget.

The motion was made by John Manning, seconded by Clint Mohle to approve the increases in the Principals Incentive Performance Pay. The motion failed (4-3), John Flores, Tim Juarez, Juan Alvarez, and Carl Ohlendorf voted against.

14. Employment of Personnel

Consider and/or approve new position, Health Occupation Teacher @ LJHS and High School

The motion was made by John Manning, seconded by Clint Mohle to approve the new position at LJHS, Freshman Campus and LHS. The motion carried unanimously, (7-0).

Consider and/or Approve Employment of Personnel:

Trey Crampton	Social Studies Teacher/Coach @ LHS
Kimberley Daniel	English Teacher @ LHS
Courtney Davis	4 th Grade Teacher @ Navarro
Deana Gipson	Visually Impaired Teacher @ Districtwide
Shirley Harris	Redirection Aide @ LJHS
Kerry Martin	History Teacher/Coach @ LJHS
Sonya Villalobos	PE Aide @ LJHS
	PE/Music Teacher @ Carver
	Special Ed Aide @ LHS
	Job Trainer Aide @ Districtwide

Resignation of Personnel

Duane Limbaugh	Science Teacher @ LDMC
Joseph Sanchez	English Teacher @ LHS
Mark Roberts	Special Ed Teacher @ Freshman
Yvette Velasquez	Spanish Teacher @ Freshman

For Your Information: (Administratively Reassigned and Approved)

Carver Kindergarten

Terry Armstrong	Special Ed Teacher
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The motion was made by Carl Ohlendorf, seconded by John Manning to approve the Employment of Personnel with the exception of Mark Roberts. The motion carried unanimously, (7-0).

John Flores closed the meeting at 10:21 p.m. on July 24, 2006 for the purpose of discussing Employment of Personnel, Texas Government Code Section 551.074. No final action, decisions, or motions would be made while the board was in executive session.

The meeting opened at 10:31 p.m. on July 24, 2006.

The motion was made by Carl Ohlendorf, seconded by John Manning to accept the resignation of Mark Roberts pending finding a suitable replacement teacher. The motion carried (6-1), Mr. Alvarez voted against the motion.

15. Action: Parent Complaints/Grievances

None requested.

16. Action: Student Complaints/Grievances

None requested.

17. Action: Other Members of the Public Complaints/Grievances

None requested.

18. Action: Board Member Items

Mr. Alvarez requests that the board discuss their options regarding a verbal notice of retirement by the Superintendent at the next board meeting. Mr. Manning asked if this should be a special session or regular board meeting, Mr. Manning and Mr. Juarez also requested that this item be addressed at a special called meeting on August 7. Mr. Manning asked that the budget increases be discussed at this meeting and he also presented a list of district policies that he feels need specific review and his own personal clarification. Mr. Manning suggested that the board develop a committee to review all district policies, he has ‘heartburn’ over some of the TASB interpretations. Mr. Juarez would like a copy of the Athletic Handbooks, once they are finalized. Mr. Juarez asked Ms. Ramirez to prepare a spreadsheet that would reflect the salary increase action taken today by the board. Ms. Ramirez stated that TASB is already working on this, but they need clarification regarding the stipend questions, she hopes to have that within the week. Mr. Juarez would also like a printout depicting salaries before and after tonight’s board action. Mr. Alvarez requests an agenda item pertaining to the Girls Athletic Director/closed session information. Mr. Ramirez reports that a film crew will be using some LHS students and organizations during filming on Monday, August 21. The film company will make donations to the individual organizations that are participating and TEA has approved the activity for attendance issues.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: _____
John Flores, Board President

SIGNED: _____
Timoteo ‘Tim’ Juarez, Jr., Board Secretary

APPROVED: _____
Dated

APPROVED: _____
Dated