

Minutes – Board of Trustees
December 11, 2006
6:30 p.m. – LHS Conference Center

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 of Instruction and Student Success; Janie Wright, Executive Director of Curriculum and Special Programs; Tina Knudsen, Finance Director; Monica Parks, Special Education Executive Director; Larry Ramirez, LHS Principal; John Henk, Freshman Campus Principal; Pat Venglar, Pride High School Principal; Ed Sheppard, LDMC Principal; Susan Brooks, Lockhart Junior High School Principal; Susan Masur, Navarro Elementary Principal; Donna Moore, Clear Fork Elementary Principal; Evangelina Orta, Plum Creek Elementary; Jesus Espinoza, Bluebonnet Elementary Principal; Barbara Bernal, Carver Kindergarten Principal; Terry Mohle, Community Ed Director; 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.

Recognition of Personnel and Students

The LISD Board of Trustees recognized the Freshman Football team and coaches for winning the District title. Athletic Director Les Goad introduced all of the freshman coaches with Coach Ernie Bustamante at the helm. Coach Bustamante introduced this fine group of young men and described them as over achievers, and also thanked parents for their support, the board of trustees thanked the group individually and presented the team with a plaque. Science fair winners from Bluebonnet Elementary grades K-4 were recognized, awards were handed out by Principal Espinoza, and teachers Mrs. Visage and Mr. Ruiz. Talented and Gifted teachers from Plum Creek Elementary, Keitha Fortman and Bluebonnet Elementary, Stephanie McKee were recognized by the board; these teachers were invited to be trainers at Region XIII earlier this year. Mrs. Orta and Mr. Espinoza also thank Janie Wright for her contributions to the LISD TAG program. Bluebonnet Elementary teacher Tricia Eley was nominated for board recognition by Principal Jesus Espinoza for being named a Who’s Who Among America’s Teachers and a Globe Certified teacher. Navarro Elementary Principal, Susan Masur nominated some very hard working parent volunteers for board recognition.

Open Forum

Mr. Yunkun addressed the board regarding elementary campus/staffing configuration, he feels this change would be too costly to the district and taxpayers. Mr. Yunkun also asked the board why the high school campus has lost so many teachers over the last year. Mr. Joe Castillo introduced himself as the Texas LULAC district director.

Business.

1. Action: Consent Agenda
 - A. Approval of Minutes, October 23, 2006
 - B. LISD Tax Collection Report
 - C. Budget Amendments
 - D. TASB Loss Prevention Award-AED
 - E. Governor’s Proclamation-January 2007
School Board Recognition Month

The motion was made by Carl Ohlendorf, seconded by Clint Mohle to approve the Consent Agenda. The motion carried unanimously (7-0).

2. Action/Communication: Public Meeting-2005/2006 Academic Excellence Indicator System Report

Mr. James Rabe provided copies of the 2005-06 AEIS report and an overview of the scores. Mr. Rabe reviewed his working copy of the 05-06 AEIS, which is included with the original minutes. There have been dramatic gains in fifth grade science and eighth grade math. The science teachers produced objective benchmarks and taught more specifically to the TEKS being tested. There has been an increase in this activity this year and hopefully that will show on next year's AEIS. While we have progress to be proud of we still have challenging areas that need to be addressed. The quest for high student performance is an ever changing and challenging endeavor. In summary, looking at 3rd through 11th grades the reading, language arts grades are in the recognized category, the math grades are acceptable, writing is exemplary, science is acceptable, and social studies grades are recognized. LISD is not that far away from being able to reach recognized status as a district and that is an achievable goal. The district is solidly acceptable in Special Education, attendance is fine, and the drop out rate is very good. The district is low in SAT/ACT scores. There are several recognized schools, but several areas right at 70% and they will need to increase in order for the district to attain recognized status. Mr. Rabe asked if there were any questions and Mr. Manning asked why the TAKS scores are not carrying over to the SAT/ACT scores. Mr. Rabe said the TAKS is a basic literacy test and the SAT/ACT tests are much higher demanding tests in vocabulary, course content, reading skills, and writing skills. Mr. Manning wants to know how the district is going to address this and Mr. Rabe said next year he wants to address background vocabulary. Mr. Rabe stresses that this start at the elementary level, not in high school. The next phase will also include vertical alignment and teaming on the part of teachers, which will be addressed in the spring and will be a two year project. There are study programs available, but the jury is still out on their effectiveness. ACT scores can be improved through curriculum, but we have to get the foundation built before the house. Mr. Juarez asked about some student populations that are showing a drop in scores and wanted to know if the Administration is satisfied with the game plan in place to help target those specific students. Mr. Rabe said there is a plan, he is not positive how the plan is being implemented in every classroom but he does go beyond looking at the percentages and looking at specific students and the specific areas where there are gaps. He knows there is teaching going on that is not going to be on the test, but there is also teaching that goes beyond the test and will benefit students as they go on to college. A question from the audience asked how what percentage of the student body took the SAT/ACT, Mr. Rabe said cumulatively 60.2% of our seniors took the tests and 17.6% scored at or above the criteria. Mr. Alvarez asked Mr. Rabe how involved he gets in the classroom and Mr. Rabe responded that he does an audit each year. Last year he did the elementary schools and this year he is doing the secondary schools where he visits classrooms to determine ideal instruction and reports back to the principals and faculty. The day to day observation is the responsibility of the principals and assistant principals; he is getting a general feel of the overall instruction and determining where to improve. Mr. Rabe said we are still learning how to bridge the gaps and teach to specific students, as we change our teaching strategies those gaps will close but it could take up to five years to accomplish. Mr. Mohle wanted to know if there was any way to compress what we are doing to see greater results more quickly and Mr. Rabe said it has been tougher than he anticipated, he will be bringing ideas to the board in February. No more questions.

3. Action/Communication: Caldwell County Demographic Report

Mr. Rudy Ruiz, Mr. Phillip Ruiz, and Mr. Jim Walker presented the Central Texas Sustainability Indicators Project to the board. The bound handbook is included in the original minutes. Mr. Philip Ruiz explained that the CTSIP contains indicators for growth in a five county area including Williamson, Travis, Bastrop, Caldwell, and Hays. The main question about growth is not so much whether or not it will happen, but how you plan and shape it as it comes to your community. Mr. Ruiz said the most recent census shows Caldwell County at 32,000 citizens, projections indicate that Caldwell County will be at 50,000 by 2010. Most projections allow for a two year margin for growth. A recent telephone survey showed that citizens in our area worry about cities spreading out with unchecked population growth, affordable housing, traffic, environment, air quality, and land use. One standout item on this survey was regarding health care and 20% of the persons surveyed do not have health care coverage. Over half of the student population is economically disadvantaged and data indicates that this adversely affects academic performance. Austin Community College produces independent school district profiles, the Caldwell County population has plateaued but Mr. Walker thinks that is temporary. SH130 is a whole new

day, every school district in its path should be hearing a massive alarm. The 2000 census for Williamson, Hays, and Travis counties reflects a population of 1,150,000, at 1,200,000 by 2002 and the forecast for 2025 is 2,200,000 and does not include Bastrop and Caldwell County.

4. Action/Communication: Lockhart High School Facility Plan

Mr. Brad Pfluger of Pfluger and Associates reminded the board that the last time they discussed the potential growth at Lockhart High School the board indicated a plan for a core campus of 1,500 students and a maximum of 1,800 students and he thinks that is a good goal. Mr. Pfluger provided the board with a handout indicating the existing campus and proposed improvements; the handout is included in the original minutes. The master plan includes six phases and predicts five years for completion. Mr. Pfluger also recommends that the board not spend a lot of money on roofing and HVAC systems on older buildings that will be removed or torn down to make room for new spaces. He also advises the district to confirm/survey the property lines for projected campus growth before the board goes any further. The master plan compares the existing campus, spaces that will likely be added, and Kerrville HS which was designed for 1500 students. Before getting more detailed you want to have your staff involved and the teachers to develop a campus committee to review the recommendations. The benchmark indicates that LHS currently has 172,000 square feet at the existing campus and the redevelopment and expansion would add 198,000 square feet. This will obviously add up to more square footage than if you built a new campus which would be more efficient, we are not only taking some of what you have out but adding to it. Mr. Pfluger went over the drawings with the board and stated that the project would take at least five years to complete if the bond issues passed today. A new campus facility would take three years to complete, one year of planning and two years of construction. Mr. Pfluger discussed expanding course offerings and the space needed; possibly relocating some activities, security, and redirecting traffic issues. Mr. Pfluger explained the different phases the board can expect to go through during this transition at Lockhart High School including temporary buildings to house students. Mr. Pfluger said the board can expect 10% inflation per year. The improvements will need to be done piece by piece to free up space and replace the older buildings. The final phase would create a circulation development on the campus with a north/south corridor and an east/west corridor that would overall provide good circulation that would be easy to monitor. He asked the board if they had any questions, he went through it pretty quickly but understands that the board will need some time to review the progress report. He recommends the next step would be to get a survey of the property the district currently has and clarify the property boundaries for the relocation and expansion of parking lots, tennis courts, etc. If the board wants to move forward with the redevelopment of the existing campus, it would be important to establish a campus planning committee with high school staff members. This committee would confirm the needs, career programs, and prioritize the phases of redevelopment. He recommends that the board and Administration continue to monitor demographics on a yearly basis and estimate the costs, probably today to do all of the things in the Master Plan would be \$40-50 million dollars in construction costs. A new school today is in the neighborhood \$50-65 million for a full build out (1,500-1,800 students), if the board wants to back off they can do that with stadiums and auditoriums. Bastrop is currently looking to build a second high school about this size and they are looking at a May election with \$46 million earmarked for that project. The high school in San Marcos is a 2,400 student school nearing completion at \$54 million dollars. The board probably cannot look at an election before November which will result in 30% increase in construction costs. The last thing Mr. Pfluger recommends is that the Board/Administration consults with their financial advisor and knows what the district can afford to do. The legislation re-wrote the rules and we can only have an election in May or November.

5. Action/Communication: Reports of Projected Costs to Purchase Student Textbooks for Dual Credit Courses and Dual Credit Course Status in the Rank-in-Class Computation System

Larry Ramirez provided the board with an estimate of \$23,700 spent on dual credit course textbooks in 2005-06 and \$26,900 in 2006-07 at Mr. Manning's request. Mr. Ramirez said it is a great idea/incentive, the course weight/college credit is also a strong motivator for students to take these courses. Dr. Hall asked Mr. Ramirez as a parent how he would advise his own children regarding AP vs. Dual Credit

courses. Mr. Ramirez stated that it is a great advantage for students and parents when a high school student finishes high school and already has college credits. He also says research indicates students who 'sit' in an AP class stand a much better chance of getting a four year degree than someone who does not, there is no denying the AP rigor. Dr. Hall asked Mr. Ramirez about the rank in class computation system challenge, Mr. Ramirez stated that the reason you offer weight is an incentive to take the class regardless of the costs of books and tuition. Dr. Hall wanted to know what kind of interest there is in finding Master level teachers to teach the ACC and AP classes. Mr. Ramirez said this is the first thing he is looking at when a position opens up on the high school campus. During a recent visit to J.P. Stevens High School in San Antonio, the question was asked by the Avid team how they handle the weighting of dual credit and AP courses and the counselor said AP has the most weight and there is no weight for dual credit, the college credit is the incentive and they don't provide books. If a student is concerned about class rank, they have a class they offer teaching the AP/dual credit/TEKS concurrently. Mr. Manning wanted to know if the textbooks could be purchased directly from the publisher and Mr. Ramirez did not think so, Mr. Manning asked if the Administration would research the publisher prices. Mr. Ramirez reminded Mr. Manning that the textbooks are mandated by the professor from year to year. Mr. Juarez asked what the board would be trying to accomplish by purchasing the textbooks, he feels it is a shot in the dark for the district to spend this money from year to year. Mr. Manning states that if the school district offers these classes, the cost of the textbooks should be provided also. Mr. Juarez disagrees, if a student goes the AP route they get that weighted credit, if a student takes dual credit courses they receive the college credit. Mr. Alvarez asked if the Administration would research and see if other school districts pay for their student's textbooks. Mr. Rabe said you can save on textbooks if you have an in house instructor that utilizes the same textbooks from semester to semester. Ms. Brooks stated that she has taught college courses, that are freshman level courses and when a student was qualified that credit went anywhere in the US to any college. She said any student taking an AP course has the opportunity to take the AP test and get every bit of the college credit. She recommends that the district look at downloading textbooks from the internet or purchasing a classroom set for students to use during the dual credit course. Mr. Flores wanted to know if an AP or a dual credit class will better serve a student going into college. Mr. Ramirez is not aware of the success rates, he has seen students succeed in college that didn't take either one. Mr. Manning likes the idea of purchasing a classroom set of textbooks and including it in the budget for 2007-08. Mr. Juarez says the board needs to look into whatever will help students be successful and remember that when one program is implemented another is done away with (budget wise). He also wants to make sure the options are marketed to the majority of students to take advantage of these courses, Ms. Brooks reminded the board that 8th grade students receive counseling to get them looking at their high school options. Mr. Alvarez asked if students can "qualify" for assistance with the costs of textbooks and/or use the classroom set.

6. Action/Communication: Discuss Possible Changes to LISD Policy BDD

Mr. Alvarez wanted to know who the board designee and/or Superintendent designee is that is referred to in the BDD (LOCAL) policy. Mr. Flores said there is not a board designee, any board member can call for legal counsel. Dr. Hall said typically a campus principal or central office administrator will consult with him and he will encourage them to contact Walsh, Anderson, et al., for legal counsel.

7. Action/Communication: 2007-08 Proposed Budget Planning Calendar

The Administration provided a 2007-08 LISD Budget Planning Calendar for the Board of Trustees review. The budget will be ready for adoption by June 25, 2007 and Dr. Hall asked the Board of Trustees to approve the proposed budget planning calendar.

The motion was made by Carl Ohlendorf, seconded by Gary Allen to approve the proposed budget planning calendar. The motion carried unanimously (7-0).

8. Action: Consider and/or Approve Learn and Serve America-Stars Grant

Dr. Hall asked the board to consider item 8 and item 9 together, as the contract pertains to the Learn and Serve America-Stars Grant. Mr. Sheppard explained that the Lockhart Discipline Management Center

applied for this service learning grant through Region XIV, Georgetown, Luling and Lockhart are the only three school districts to receive this \$30,000 grant in our area. The grant provides \$30,000 each year for a three year period with an option to renew. Not only LDMC students, but students from Pride and other LISD students are involved in these service learning projects that benefit our local environment. Some of the projects have included local parks beautification, working with TPWD, and working with Plum Creek watershed conservation. The next project slated is the Pecos Street Park including sprucing up the park and signage. The Council on At-Risk Youth wrote the grant and helped implement the program through Region XIV and LISD will pay them \$26,000 for the first year of the program. Mr. Juarez asked if the school district is guaranteed the \$30,000 each year, and Mr. Sheppard said we are and it is up to the school district to reapply.

The motion was made by Juan Alvarez, Jr., seconded John Manning to approve the Learn and Serve America-Stars Grant and the contract with the Council on At-Risk Youth. The motion carried unanimously (7-0).

9. Action: Consider and/or Approve Council on At-Risk Youth Service Contract

The motion was made by Juan Alvarez, Jr., seconded John Manning to approve the Learn and Serve America-Stars Grant and the contract with the Council on At-Risk Youth. The motion carried unanimously (7-0).

10. Action: Consider and/or Approve Improvements to Lockhart High School Baseball Field

Head Baseball Coach Mark Elder presented Improvements to the Baseball Field, Mr. George Hazelett has offered to cover the cost of materials and labor for the following improvements to the baseball field as a contribution to the baseball program and Lockhart ISD. Mr. Hazelett will place crushed limestone in the parking lot to make parking more spectator friendly and open up the front of the dugouts and place a 4 ½ foot fence in front. Mr. McBride consulted with UIL and there are no stipulations against accepting this donation. Coach Elder also proposed a metal roof with lights over the batting cages, a cement frame poured for the bullpen, and steps added to the bleachers. Coach Elder stated that the parking lot improvements will serve both the Baseball and Softball programs, these improvements will help the athletes practice year round. Mr. Juarez asked Coach Johnston when and what he had requested for the Softball facility improvements. Coach Johnston stated that he is working with \$10,000 that was requested during the 2006-07 Budget (Capital Outlay). Darrell Hess said the parking lot improvements are a good idea, as long as water will flow and he will oversee the project.

The motion was made by John Manning, seconded by Juan Alvarez to approve items 1 and 2 to be donated by Mr. George Hazelett and have the Administration come back with the estimated cost on the other items. The motion carried unanimously (7-0).

11. Action: Consider and/or Approve Purchase of SUV for Special Education Transportation

The Administration recommends awarding the bid to Lockhart Ford Motor Company which came in as the low bid of \$23,936.00. The recommendation is also to add on the HD trailer package with a HD radiator for the additional \$298. This makes the total cost before title and license, \$24,234.

The motion was made by Tim Juarez, Jr., seconded by John Manning to approve the SUV for Special Education as recommended by the Administration. The motion carried unanimously (7-0).

12. Action: Consider and/or Approve TASB Salary Survey-Final Report

The Administration provided the board with a copy of the TASB Salary Survey dated November 30 in their weekly board mail out. The administration also provided the board at their places tonight with a one page chart dated December 7, 2006. The Administration recommends approval of the final report, reflecting previous board actions and some adjustments by TASB regarding pay from July 24, 2006 forward. Approval of a minimum of 3% increase for the fifteen people that got a small increase, and then were stopped at the maximum pay, per TASB recommendation. Mr. Juarez asked Tina if the three motions made by the board were taken into account in this report and she said it was. He also wanted to

know if the \$500 insurance benefits had been restored. Tina stated that was not done at this time, the cost would be in excess of \$120,000 if the board so chooses to add a Budget Amendment, no employees experienced a loss in pay. Mr. Manning also wanted to know when the communication and training will go forward to the employees, specifically about the “salary ceiling”. Mr. Ohlendorf wanted to know if Tina would regenerate the report regarding the \$120,000. Ms. Ramirez said the basic compensation rules and guidelines will be presented to the board for approval on December 13.

The motion was made by John Manning, seconded by Gary Allen to approve the TASB Survey as recommended by the Administration and that the employees effected get at least a minimum of 3% increase. The motion carried unanimously (7-0).

13. Action: Consider and/or Approve Recommendations of the Administration to Improve the Advanced Placement Program

Mr. Manning said Janie Wright met with the AP teachers, Mr. Ramirez, and Mr. Henk and his concerns regarding the program had been worked out and funded through the High School Allotment, but he would like the board to talk about paying for the AP tests. The teachers felt that if the district paid for the tests, more students would take it at \$45 per test, \$5 for qualifying students. If the High School Allotment funds are not taken away, this could be considered during the 2007-08 budget process.

No action taken.

14. Action: Consider and/or Approve Audit of Internal Control, Policy Compliance, and Laws Regarding Procurement and Personnel Action

Mr. Manning doesn't think there has ever been a school performance review/internal audit done for Lockhart ISD. The internal audit looks at the organization as a whole, he contacted the budget board and spoke to Ms. Cathey who quoted \$110,000 for a district the size of LISD and the district would have to pay 30% of that. Some of these reviews save districts hundreds of thousands of dollars on the recommendations if the district implements them. The board would have to vote to request this review and the Board President send them a letter requesting that they come in and do a performance review, Ms. Cathey would give them the language to put in a letter to the state agency. Tina Knudsen reminded the board that the district had previously had a Griffin Phipps Study (available on the LISD website), Mr. Manning felt that study was done and they recommended mostly budget cuts and not improvements. Mr. Manning hopes to keep the same staffing and same operations, but receive recommendations to save money, improve control, and improve the operation of the district as a whole. This review would cost the district \$27,500 and Mr. Manning would like for the board to approve this. Mr. Ohlendorf would like to know the time commitment/staff time involved to help this team perform the review. Mr. Alvarez wanted to know if this had ever been done before, Theresa Ramirez responded that the state has performed DEC visits in the past. Mr. Manning said this performance review covers the whole operation of the school district from business, transportation, food service, district management, human resources, policy compliance and cost savings measures. There was some discussion regarding whether the district would have to bid this process or not. Mr. Manning would like the Administration to determine the amount of time required of district staff and the scope of the review and bring the information back to the board.

No action taken.

15. Action: Consider and/or Approve the Services of an Immigration Attorney

John Flores closed the meeting at 7:27 p.m. on December 11, 2006 for the purpose of discussing items listed in Texas Government Code Section 551.071 Consultation with Attorney. No final action, decisions, or motions would be made while the board was in executive session.

The meeting opened at 8:38 p.m. on December 11, 2006.

The motion was made by John Manning, seconded by Carl Ohlendorf to approve a resolution to hire an immigration attorney as presented by Walsh, Anderson and the Administration. The motion carried unanimously (7-0).

19. Action: Student Complaints/Grievances
None requested.

20. Action: Other Members of the Public Complaints/Grievances
None requested.

21. Action: Board Member Items
None requested.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: _____
John Flores, Board President

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

APPROVED: _____
Dated

APPROVED: _____
Dated