

Minutes – Board of Trustees  
January 22, 2007  
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.

#### Presentation of Colors by JROTC

#### Invocation.

Dr. John Hall gave the invocation.

#### Recognition of Personnel and Students

The board recognized the fifth grade Science Fair winners from Bluebonnet Elementary and the Science Fair winners from Plum Creek Elementary. The board also recognized LHS students Clay Culpepper and Ashley Simon for winning the Voice of Democracy essay contest. Mr. Clint Mohle also wanted to recognize someone in the audience, his mother Mrs. Nell Mohle who served LISD for 39 years.

#### Open Forum

There were no requests to address the board.

#### Business.

1. Action: Consent Agenda
  - A. Approval of Minutes from November 13, 2006 and December 11, 2006.
  - B. LISD Tax Collection Report
  - C. Budget Amendments
  - D. Policy Update 79
  - E. Quarterly Investment Report

**Mr. Flores asked if there were any items to be pulled for discussion. Mr. Manning asked to pull Policy Update 79 the motion was made by John Manning, seconded by Gary Allen to approve the remainder of the Consent Agenda. The motion carried unanimously (7-0).**

Mr. Manning thinks the policy committee needs to go over this update before the board approves the local portion of the update. Mr. Manning specifically wanted to know if the district had implemented a parent education program for dyslexic students as required by SBEC. Theresa Ramirez replied that the state has a program in place that will provide the district with some direction.

**The motion was made by John Manning, seconded by Juan Alvarez to accept the legal recommendations by TASB in Update 79 and postpone the local issues until the policy committee meets this Wednesday night and bring the local issues back in February. The motion carried unanimously (7-0). There will be a recommendation from the policy committee at the February meeting.**

2. Action/Communication: LISD School Board Appreciation

January is School Board Appreciation month across Texas where all 1,000+ school districts recognize their school boards and exhibit appreciation to their school boards. Gary Allen was recognized and thanked by the staff and students of Plum Creek Elementary, Bluebonnet Elementary and Central Administration, Juan Alvarez, Jr. was recognized and thanked by the staff and students of Navarro Elementary, Bluebonnet Elementary and Central Administration, John Flores was recognized and thanked by the staff and students of Lockhart Junior High School, Bluebonnet Elementary and Central Administration, Timoteo Juarez, Jr. was recognized and thanked by the staff and students of Lockhart High School, Pride High School, Bluebonnet Elementary and Central Administration, Carl Ohlendorf was recognized and thanked by the staff and students of , Carver Kindergarten, Bluebonnet Elementary and Central Administration, John Manning was recognized and thanked by the staff and students of Freshman Campus, Bluebonnet Elementary and Central Administration, Clint Mohle was recognized and thanked by the staff and students of Clear Fork Elementary, Bluebonnet Elementary and Central Administration.

3. Action/Communication: Report on Possibility of Refunding and Reissuing the 2002 Bonds for Potential Savings to Lockhart ISD

Mr. Garry Kimball and Jennifer Douglas of First Southwest Company presented the board with information regarding refinancing the districts existing debt for savings. This is the same kind of deal the board approved last year, the IRS only allows you to issue 10 million dollars in a calendar year to get the best interest rate. The board was provided with a handout regarding the \$8,834,996.30 Unlimited Tax Refunding Bonds, Series 2007, the handout is included in the original minutes. If the board gives a go ahead tonight, they will go to TEA to request permanent school fund bond insurance which will take a couple of weeks. First Southwest would then do a bank placement and get the best rate for the bond issue by February 20, if there is a favorable interest rate they will come back to the board in February for approval. First Southwest anticipates lowering the current 4.6-5.1% interest rate to 4.2% in today's market for a savings around \$562,000 or \$30,000 per year. These savings are net of any fees, those are all paid out of bond proceeds according to Ms. Douglas.

**The motion was made by Tim Juarez, Jr., seconded by Clint Mohle to proceed with researching the refunding and reissuing of the 2002 bonds for potential savings. The motion carried (6-0-1), Carl Ohlendorf abstained.**

4. Action/Communication: Mid-Year Food Service Report and Comparison of Food Co-Op Prices

Phil McBride, Terri Basinger, and Katheryn Thorn (ARAMARK Regional Director) presented the board with a mid year report as requested during last years contract extension. The report and a food service comparison report are included in the original minutes, there is a projected return of revenue in the amount of \$84,000. Mr. Manning wanted to know why there was so much disparity between the projected districts direct expense and what we are currently paying. Tanya Homann said these items would have to be bid out, rather than included in the per meal rates LISD currently pays. Mr. Juarez asked that the report be extrapolate this report to clarify the district direct expenses vs. the equipment and maintenance and show a truer comparison. Ms. Homann said she had that information and she also addressed Mr. Manning's request to contact the Luling coop, there is a \$10,000 cost to join the coop. Mr. Manning would like this information brought back to the board in February for a decision.

5. Action/Communication: Energy Management Program Report

Mr. McBride and Mr. Anchondo provided the board with a summary of the districts energy management program that is in its sixth year. The most recent report, charts and graphs are included in the original minutes and reflect a savings of \$509,000 in utility expenses during the 55 month period. Mr. McBride feels that the district hired the perfect man to monitor the complex software, work with the city billing procedures and Mr. Anchondo has done an outstanding job. Mr. Anchondo enters all of the utility data and provides monthly feedback, monitors the buildings with reports and recommendations to building

administrators. Mr. Anchondo reports that the district square footage has increased by 20% since the inception of this program, with a 16% savings in utility savings. Mr. Anchondo stated that his job is to develop and promote an energy ethic to save money for the district and he works with teachers, students, principals, custodians, maintenance, finance/billing, Energy Education Inc., and the board's leadership. He inspects the buildings on a weekly basis and is looking for unnecessary usage of energy such as computers, printers, lights, shredders, 1 degree change = 1% savings. He thinks there are ample opportunities for more savings and says Energy Education continues to provide suggestions. Mr. Manning feels that the more money saved on energy is money that can be spent on education and he hopes everyone will take this program seriously and increase recycling efforts district wide also. Mr. Anchondo provides his reports to the campus administrator and Mr. McBride and reports significant problems directly to Maintenance. Mr. Allen wanted to know how repeat offenders are dealt with and Mr. Anchondo says that is handled by their administrators. Mr. Anchondo said Bluebonnet, Junior High and Carver are on 75% energy management systems, the rest of the campuses are on time clocks, except Pride. Mr. Manning thinks the remainder of the campuses should be phased in, Mr. Anchondo said when HVAC systems are upgraded he sees a tremendous improvement in utility bills. Mr. Anchondo recommends that all new school construction should avoid designing high ceilings and windows when possible to make buildings more efficient. He also recommends better monitoring of sprinkler systems to reduce costs, the district has requested that the city remove the sewer costs in conjunction with the water meter on the practice field and that has been done.

6. Action/Communication: Discussion Regarding Pride High School

Mr. Manning had questions regarding Pride High School and Mr. Venglar provided a concise four page report. Mr. Manning thanked Mr. Venglar for these answers but his concern is that students are not complying with the student handbook in regard to grooming, dress, and behavior and he sees this as a violation of board policies. Mr. Mohle said he feels it is more important that students attend and graduate from high school, rather than comply with a stricter dress code or set of rules. Mr. Juarez also thinks it is important to recover students that need a non traditional educational setting to achieve graduation and he supports the individual campus administrative decisions. Mr. Alvarez wanted to know if the students would be better served by a separate student handbook, Mr. Juarez thinks a Pride HS dress code might be helpful.

7. Action/Communication: Discussion Regarding Seniors Exit Exam Passing Status

This item will go to the policy committee for review and possibly come back to the board with some kind of recommendation.

No Action.

8. Action: Consider and/or Approve 2005-06 Comprehensive Annual Financial Report

The Administration recommends the approval of the 2005-06 Comprehensive Annual Financial Report, Ms. Kitty Ripley from West, Davis and Company was on hand to review the report and answer questions. Ms. Ripley congratulated Tina Knudsen on the recent GFOA award only 400 schools nationwide have achieved this accomplishment. Mr. Manning wanted to know what the final results were. Mrs. Knudsen said due to cost savings and position reviews the net change in the fund balance shows a decrease of \$52,171, rather than the projected loss in excess of \$700,000.

**The motion was made by Tim Juarez, seconded by Clint Mohle to approve the 2005-06 Comprehensive Annual Financial Report. The motion carried unanimously (7-0).**

9. Action: Consider and/or Approve Naming the Lockhart High School Track for Brigadier General Gary Bunch-LHS Class of 1972

Mr. Juarez asked that the administration develop a process for naming district locations and facilities after outstanding/distinguished LHS students and prepare the board for future requests. Mr. Manning said the policy committee would look into those procedures and report back to the board. Mr. Ohlendorf cautions the board from setting a precedent that previous boards have declined to do in the past.

**The motion was made by Gary Allen, seconded by John Manning to approve naming the LHS Track for Brigadier General Harold Gary Bunch-LHS Class of 1972. The motion carried unanimously (7-0).**

10. Action: Consider and/or Approve Resolution of Appreciation to Mrs. Lonie Borrer Brite for her Years of Service to Lockhart ISD on her 100<sup>th</sup> Birthday

**The motion was made by Clint Mohle, seconded by Juan Alvarez to pass the Resolution honoring Mrs. Lonie Borrer Brite for her numerous years of service to several school districts. The motion carried unanimously (7-0).**

11. Action: Consider and/or Approve 2007-08 School Calendar

The Administration recommends approving 2007-08 School Calendar Draft #4 as presented to district employees. Elementary campuses have requested that November 2 be a day off to allow scheduling for parent conferences rather than a day in October. Ms. Ramirez states that local media has been reporting about other school district calendars especially regarding the statewide start day no later than August 27. With this late start it will be difficult to complete the fall semester before the Christmas holidays, but one calendar draft has done that. The Spring Break holiday must be coordinated with Austin Community College and Texas State, in order to work with professor and student teacher schedules. Mr. Juarez wanted to know if this calendar has been presented in a public meeting format and what the impact might be to businesses and families if the calendar goes into June. Ms. Ramirez said she does not know what the impact will be, but HR has compared this calendar to several other calendars in the Region XIII area. Mr. Juarez wanted to know if the additional days in the 4<sup>th</sup> nine week grading period will be an advantage or a detriment to students. Ms. Ramirez stated the preference of principals has been for a longer spring semester to better accommodate TAKS testing, Mr. McBride does not agree with a 21 day difference between semesters. This equates to 4 less weeks of instruction for some teachers, Mr. Ramirez said secondary campuses would prefer to complete exams before the Christmas break. Mr. Manning thinks the district has issues to resolve before the board takes action on this item. Mr. Juarez feels that there should be more communication with parents regarding all the calendar changes, Ms. Ramirez said there were 20 or so people at last year's public hearing including 10 LISD employees. Mr. Manning requests that the administration present one calendar for adoption. Mr. McBride pointed out that the calendars are posted on the website and Skyward parents are on a list serve for a possible online poll.

No Action.

12. Action: Consider and/or Approve Posting a Request for Proposals for Custodial Services as a Contracted Service

The Administration is requesting permission to post a RFP for custodial services as a contracted service, representatives from SSC Service Solutions were also present to answer any questions the board might have regarding private vendor services. The board was reluctant to hear a presentation from SSC Service Solutions or any private consultant since an RFP has not been approved, developed, or submitted. Phil McBride said a number of issues would need to be considered to determine if there was potential for both cost savings and cleaner buildings. Depending on the LISD specifications regarding salary, retirement, and medical insurance, estimated savings could potentially be from \$100,000 to \$300,000 annually but the administration does not have a recommendation for the board at this time. Mr. Manning and Mr. Juarez requested that the Administration stick to the processes in place for procurement of services and don't feel that cutting back on the lowest paid employees is the best way to save money. Currently there is no district wide custodial supervisor, campus principals oversee their own cleaning staff and Darrell Hess oversees supplies/equipment and occasional training. Mr. Manning would like to see the district do

their own in depth bid and submit with an RFP for analysis. Mr. Juarez would like for each campus and each building administrator to determine what their custodial own campus needs are. Mr. Manning also feels before the district proceeds, they need to insure that each current employee is assured of a position. Mr. McBride understood that Mr. Manning had requested that the district look into this option, Mr. Manning wanted to know where the district stood in the process.

**The motion was made by John Manning, seconded by Clint Mohle to grant permission to post a Request for Proposals for Custodial Services as a Contracted Service including Lockhart ISD itself. The motion carried (6-1), Mr. Juarez voted against because there was not a clear recommendation from the Administration.**

13. Action: Consider and/or Approve Changing the Bad Weather Days on 2006-07 School Calendar

The Administration recommends we switch the May 25<sup>th</sup> and May 29<sup>th</sup> make-up dates with the scheduled holidays on February 12<sup>th</sup> and March 2<sup>nd</sup>. The TEA has sent correspondence making a clear statement that school districts are expected to make up the first two school days cancelled for bad weather closures.

**The motion was made by John Manning, seconded by Juan Alvarez to approve February 12<sup>th</sup> and March 2<sup>nd</sup> for instructional make up days. The motion carried unanimously (7-0).**

14. Action: Consider and/or Approve Diesel and Unleaded Fuel Bids

The Administration recommends awarding the bid to Gold Start Petroleum for a total estimated cost of \$136,993.20. The Administration decided to be a part of this (annual) bulk fuel bid with Central Texas Purchasing Alliance for an estimated savings up to \$13,251 a year.

**The motion was made by John Manning, seconded by Gary Allen to approve the Diesel and Unleaded Fuel Bids. The motion carried unanimously (7-0).**

15. Action: Consider and/or Approve the Formation of a Vertical Team of Teachers

Mr. Rabe reports that LISD is entering a phase in which the work of the past two years needs fine tuning and the content of the curriculum needs to be scrutinized for gaps and missing transitions. This process will provide continuity that runs from Kindergarten through twelfth grade. This is not a process that involves all teachers, but rather a group of teachers who develop a curriculum that minimizes gaps and unnecessary repetitiveness while providing smooth transitions from one level to another. A vertical team will consist of four teachers from each of the eight regular campuses. All four of the core academic areas, math, language arts, science, and social studies will be represented, a \$3,000 stipend would be paid to compensate teachers for extra duty time and members are not guaranteed a position each year. The team will only exist as long as it is useful in increasing student performance. Mr. Allen wanted to know if there are other school districts with this in place and Mr. Rabe said they have been around for 5-10 years. Mr. Allen also wanted to know the selection process and Mr. Rabe said principals will select the team members and he will have final authority. Most of the work will be done during one week of the summer and 2 hours monthly, after hours during the school year for a total of 50 hours. Mr. Rabe will supervise the team along with the principals and he is proposing this team for the 2007-08 school year budget. Mr. Juarez hopes Mr. Rabe will provide a standard to the principals for their selection process and how bilingual students will be served. Mr. Rabe said all curriculum is infused for bilingual, ESL, and Special Ed students, Mr. Juarez thinks the data should already reflect what special needs should be addressed and be considered during the team selection process. Mr. Rabe said the process will teach the teachers, so they can teach each other and he will focus on closing the gap, specifically for Hispanic and African American students. Ms. Brooks stated that her teachers have been asking for this for a while, Mr. Ramirez agrees that the best teachers/department heads from each campus will plan during the summer and implement their plans/goals in the fall. Mrs. Wright thinks the position will actually take more than 50 hours and these teachers will also look at test results and identify those students needing additional instruction. Mr. Rabe said teachers that have bought into the philosophy will do a better job than a single coordinator. If he determines that it is no longer working or folks are doing it for the money, he will come back to this board and recommend that it be discontinued.

**The motion was made by John Manning, seconded by Juan Alvarez to bring this item back during the 07-08 budget preparation for discussion. The motion carried unanimously (7-0).**

16. Action: Consider and/or Approve Resolution Recognizing Texas Public Schools Week, March 5-9, 2007

**The motion was made by Tim Juarez, Jr., seconded by Gary Allen to Approve the Resolution Recognizing Texas Public Schools Week, March 5-9 2007. The motion carried unanimously (7-0).**

17. Action: Consider and/or Approve Hiring a Single Non-Coaching Athletic Director for Lockhart ISD to Report Directly to Superintendent

Mr. Juan Alvarez requested that this item be added to the agenda, the current program is in its third year and he felt it was timely to discuss it at this time. Mr. Alvarez asked Dr. Hall if having two Athletic Directors is working and if it is working, what is positive compared to other schools that only have one AD. Dr. Hall said, I believe it is working, yes I believe the young ladies are experiencing a level of representation and access they never have experienced before. Dr. Hall encouraged Mr. Alvarez to consult with the coaches present, Coach Cone, Peggy Taylor, Athletic Directors, and the principals present. Dr. Hall said I suppose since it is my idea, I am going to continue to think it is a good idea so you might ask others that might give you a less biased opinion. Mr. Alvarez requested that the board go into executive session. Mr. Flores inquired what the specific discussion would be Mr. Ohlendorf requested that the board complete the agenda before going into executive session. Mr. Manning seconded the motion in order for the board to have further discussion Mr. Juarez didn't feel there was enough information provided to the board to approve this motion at this time. He would like to have more information regarding the pros and cons of a single Athletic Director, specifically input from the coaching staff. Mr. Juarez thinks this information should also include the cost benefits to the district, Mr. Alvarez asked how many classes the Athletic Directors actually teach. Mr. Ramirez said each Athletic Director teaches one academic class and two athletic periods daily. Coach Goad said that due to the administrative nature of the position including budgets, personnel, parent conferences, and scheduling he and Coach Johnston are the only Athletic Directors in our district that teach any classes, because there are two of them. Del Valle ISD is the only other district that he is aware of having two Athletic Directors and he isn't aware of any that have an AD that doesn't coach. Coach Goad said he spends a lot of time at the Freshman Campus and would spend more time at the Junior High, but schedules do not permit. Mr. Ramirez said he would like to have the teaching slot, Mr. Ohlendorf said he likes the current setup and the benefits to the girl's program, Mr. Allen said all the things being brought up have been discussed by previous boards during many sessions and he doesn't think it should be decided tonight. Mr. Allen thinks the impression in the community is that the girl's program is getting the attention that they deserve. Mr. Manning responded that if the district will bring back the pros and cons and cost savings if any for a single Athletic Director, he will withdraw his second to the motion. Mr. Flores said he could not withdraw his second and called for a vote. Mr. Alvarez said when he requested this item on the agenda he assumed the information would be provided to them. Mr. Flores said that in a round about way when a board member requests an agenda item without the information, they are managing the district. As a board member they have certain authority and responsibility and the best approach in his opinion is to go to the Superintendent for discussion and information. But when items are thrown on the agenda at the last minute, they are scrambling to get the information and the items on the agenda and it puts the administration in an awkward position. Mr. Alvarez said he asked for the item two weeks ago and Mr. Flores asked him if he had any conversation or requested information regarding other districts and costs.

John Flores closed the meeting at 11:39 p.m. on January 22, 2007 for the purpose of discussing items listed under Texas Government Code 551. No final action, decisions, or motions would be made while the board was in executive session.

The meeting was opened at 12:05 on January 22, 2007.

**The motion was made by Juan Alvarez, seconded by John Manning to approve Hiring a Single Non-Coaching Athletic Director for Lockhart ISD to Report Directly to the Superintendent. The motion failed (6-1).**

18. Action: Consider and/or Approve Before Any Scheduled Meeting to Publish the Tentative Agenda in Local Newspaper

Mr. Alvarez is requesting that the Administration publish the tentative board agenda in the newspaper like the City of Lockhart does, as long as it is clear that items are subject to change. The newspaper editor has indicated that the items will be listed and there would not be a charge to the school district. Mr. Alvarez hopes that this action will better inform the public regarding school board meetings. The final agenda is sent to local newspapers and does appear on the LISD website.

**The motion was made by Juan Alvarez, seconded by John Manning to approve publishing tentative agenda in local newspaper. The motion carried unanimously (7-0).**

19. Action: Consider and/or Approve Optional Flexible School Year Program

The Administration recommends approving the Optional Flexible School Year Program Inquiry and upon approval the Administration will develop a plan of implementation and the formation of a review committee to research a final recommendation at the April 2007 board meeting. Mr. Ramirez isn't sure how other districts get around FERPA guidelines, but he welcomes a motivational tool especially for sophomores.

**The motion was made by Juan Alvarez, seconded by John Manning to approve the formation of a review committee. The motion carried unanimously (7-0).**

20. Action: Consider and/or Approve Implementing Catastrophic Leave Bank Policy Changes in 2007-08 School Year

The board approved policy changes regarding the CLB and there are employees caught between the new policy and the old policy, the board proposes that the previously approved changes not be implemented until the 2007-08 school year. This action will provide for a more uniform process and allow Administration to communicate the changes to employees.

**The motion was made by Juan Alvarez, seconded by John Manning to approve implementing Catastrophic Leave Bank policy changes in 2007-08 school year. The motion carried unanimously (7-0).**

21. Action: Consider and/or Approve Request for Qualifications for Special Education Physical Therapist

The Administration recommends approval for the RFQ for contracted Professional Services for students in the Special Education Co-op. Lockhart ISD pays for 57% of the costs to the Special Education Co-op, this position will cost \$55 per hour, this is a budgeted position.

**The motion was made by John Manning, seconded by Gary Allen to approve RFQ for Special Education Physical Therapist. The motion carried unanimously (7-0).**

22. Action: Consider and/or Approve Workmen's Compensation Duty Assignment Change

The Administration recommends the approval of this change in staffing duties and Pay Grade. With the retirement of our Technology Assistant and the district not replacing the position, her duties had to be added to several positions at central office. Sylvia Evans and Lisa Rosson had most of the duties added to their work load. Phil McBride has requested that Lisa Rosson give up the WC secretarial duties she is currently responsible for and that one of the HR staff assume the duty. Mr. Juarez wanted to know if Ms. Rosson had received extensive training for this position and Ms. Ramirez said the training would be free to her staff via the TASB Risk Management program. Mr. Juarez wanted to know if there would be any detriment to LISD during the transition and Ms. Ramirez stated no, she is the district administrator that monitors the program for compliance. Ms. Ramirez said the pay grade change will cost \$2500.00, Mr.

Juarez wants to know what processes and procedures are used by supervisors to determine reassignment of duties. He would like to have this policy provided to the board, he can't keep up with who is doing what. He wants to be more comfortable when these requests are coming to the board it is hard to know who is doing what. He also understood that the central office receptionist had taken over the duties from the Technology Assistant. Mr. McBride explained that Ms. Rosson took on the technology budget, working with the technology purchasing and funding, and the election administrator. Mr. Juarez wants the central administrative office (for the non exempt paraprofessional employees) to provide a list including who the individual is and what their assigned duties are and what if any stipends are being paid. There was further discussion regarding the specific duties for this position

The motion was made by John Manning, seconded by Gary Allen to bring this pay grade change back during the budget process. The motion carried unanimously (7-0).

23. Action: Consider and/or Approve Recommendation to Pay Julie Hart for Temporary LJHS Teaching Assignment

The Administration recommends paying Julie Hart a one time \$3000 pay adjustment for temporarily filling in as a Health Science Technology teacher at Lockhart Junior High School when a full time instructor could not be found. This is comparable to what a certified teacher would have been paid to teach during their conference period for the majority of the fall semester. Ms. Brooks said the curriculum was already prepared for this course and this arrangement prevented the campus from having to reschedule students. Mr. McBride said the funding will come from the budget that was already set aside for a fulltime teacher. Mr. Flores agrees that employees that step up and help the district out of tough situations outside of their defined roles, do deserve to be compensated and helps district morale.

**The motion was made by John Manning, seconded by Carl Ohlendorf to give Mrs. Hart \$1555.00 stipend that the district is requesting for the Health Technology critical shortage teacher position. This would be one semester of the proposed critical shortage stipend being requested. The motion carried (6-1), Tim Juarez voted against because of confusion and conflicting information, he feels there should have been an agreement up front before Mrs. Hart was asked to take on this assignment. Dr. Hall said Mrs. Hart worked hard and did not ask for any extra pay and he considers her efforts heroic, Mr. Allen and Mr. Manning concurred.**

24. Action: Consider and/or Approve Request to Donate Local Days to Tammy Knutson

The Administration recommends that the board approve the request to donate local days to Tammy Knutson. The request came from the Navarro Elementary campus, Tammy is not a member of the Catastrophic Leave Bank and before her co workers can donate local days, they need board approval.

**The motion was made by Juan Alvarez, seconded by Clint Mohle to approve the donation of local days to Tammy Knutson. The motion carried unanimously (7-0).**

25. Action: Consider and/or Approve Temporary Waiver of Cubhouse Tuition for Tammy Knutson's Childs Non-Attendance Days

The Administration recommends waiving Cubhouse tuition for Tammy Knutson's child's non-attendance days.

**The motion was made by Juan Alvarez, seconded by Clint Mohle to approve waiving the Cubhouse tuition for non-attendance days. The motion carried unanimously (7-0).**

26. Action: Employment of Personnel

John Flores closed the meeting at 11:39 p.m. on January 22, 2007 for the purpose of discussing items listed under Texas Government Code 551. No final action, decisions, or motions would be made while the board was in executive session.

The meeting was opened at 12:05 a.m. on January 23, 2007.

**The motion was made by John Manning, seconded by Juan Alvarez to accept the Employment of Personnel as presented. He would also like to recommend that the Health Technology Teachers be paid a \$3500.00 stipend as a critical shortage teacher. The motion carried unanimously (7-0).**

27. Action: Consider and/or Approve Moving Superintendent’s Annual Evaluation to June 2007

John Manning requested this item, as a new board member he feels he is being asked to do something he is not comfortable with. Evaluating the Superintendent in January, the middle of the school year just doesn’t make a lot of sense to him. There are a lot of things that are going to happen between now and the end of the school year staffing, budget, testing, and a whole lot of issues that he has no knowledge of at this time. He is going to a TASB conference in February and an extensive course on Superintendent Evaluations and he would like to go through that before doing an evaluation. Mr. Ohlendorf points out that a precedent is being set to do future evaluations when new trustees have been on the board less than a month following elections. You are also evaluating him on the current year rather than the prior year, when that is the period of his contract. Mr. Manning thinks that his evaluations and budget are part of the total process, Mr. Allen agrees. Mr. Flores said the district report card and test results come out in October and the Superintendent evaluation should be based on those results.

**The motion was made by John Manning, seconded by Gary Allen to move the Superintendent’s Evaluation to June 2007. The motion carried (4-3), John Flores, Tim Juarez, and Carl Ohlendorf voted against.**

28. Action: Board Member Items

Mr. Ohlendorf made the comment that cost savings to the district does not always mean a cost savings to the kids. Mr. Juarez asked for a Capital Asset Inventory during last years budget process identifying the major assets in the district including purchase date, book value, life span and the anticipated replacement date for a systematic approach in budgeting big ticket items. Mr. Juarez asked Coach Goad about Football players not being permitted to participate in Baseball athletic period, but having to go to Baseball practice after school he asked that he be provided a report. Mr. Manning wants to discuss action on raising the cap on years of service for teacher pay scales, other districts actually go up to 36 years and he thinks we are losing experienced teachers unnecessarily. He also wants to discuss LISD getting into Social Security, he would like the administration to provide the costs and information and even do a survey to see who is interested. Dr. Hall said this was done not too long ago and it was not possible, but the administration will look into it and see if the laws have changed. Mr. Manning would like to form a committee to meet and establish guidelines and parameters with the administration to form a bond committee for a new high school, with school officials, board members, community leaders, and members. Mr. Manning would like to see an action item regarding the cost of replacing the roof on the agriculture building at the Freshman campus. Mr. Alvarez asked that the meeting summary be distributed to all campuses tomorrow, Mr. Flores reminded the board that our minutes are getting very lengthy compared to other local entities.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: \_\_\_\_\_  
Gary Allen, Board President

SIGNED: \_\_\_\_\_  
Clint Mohle, Board Secretary

APPROVED: \_\_\_\_\_  
Dated

APPROVED: \_\_\_\_\_  
Dated