

Minutes – Board of Trustees
June 11, 2007
6:30 p.m. – LHS Conference Center

An audio recording of this meeting in its entirety is available on the LISD Website-Trustee link for 60 days following board approval. A copy of the recording is available via written request to the LISD Open Records Department.

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

Administrators and staff present were: Dr. John Hall, Superintendent; James Rabe, Assistant Superintendent of Instruction and Student Success, Phil McBride, Assistant Superintendent of Information and Operations; Theresa Ramirez, Assistant Superintendent of Human Resources; Janie Wright, Executive Director of Curriculum and Special Programs; Tina Knudsen, Chief Financial Officer; Monica Parks, Executive Director of Special Education; Larry Ramirez, Lockhart High School Principal; John Henk, Freshman Campus Principal; Vivian Placke, Pride High School Principal; Ed Sheppard, LDMC Principal; Susan Brooks, Lockhart Junior High School Principal; Susan Masur, Navarro Elementary; Joan Schlaht, Clear Fork Elementary Assistant Principal; Barbara Bernal, Carver Kindergarten Principal; Terry Mohle, Community Education Director; Les Goad, Boys Athletic Director; David Johnston, Girls Athletic Director; Candy Risien, Secretary for Superintendent/Board of Trustees.

Call to Order.

Invocation.

Dr. John Hall gave the invocation.

Business.

1. Action/Communication: Election Report

Phil McBride went over the Election Report from Walsh, Anderson regarding election options pertaining to new laws and the Pros and Cons of joint May/November Elections with the county and/or city. Mr. Manning looked over the options available to the district and doesn't feel there is a single clear solution, the district could be vulnerable to opposition regardless of the decision and recommends that the district not make a change. The options and report are included in the original minutes.

The motion was made by John Manning, seconded by Carl Ohlendorf to continue to hold elections as in the past and defer to the Department of Justice for possible settlement. The motion carried (7-0).

2. Action: 2007-08 Budget Workshop

Since the last budget workshop on May 14, 2007, there have been some changes made to the projected M & O budget for 2007-08. A new estimate will be provided on or before June 18 to the school board. At this time, the Administration needs some guidance about proposed 'other' budget items. These items include whether to replace the Cub bus, whether to include building and/or field improvement funds in the 07-08 budget and what amount. Separate agenda items regarding 2007-08 teacher pay scales and 07-08 pay increases for all other employees are in this board packet. Ms. Knudsen provided the latest template figures to create a rough draft estimate of the calculation of the effective rate and the rollback rate. The board asked for clarification on several issues and for the information to be brought back on June 18, 2007. There was lengthy discussion regarding the pros and cons of purchasing a new Cub House bus.

A motion was made by John Manning to contract out the Cub House bus to Durham Transportation, the motion failed.

The Administration will bring information to the board in a future meeting regarding coaching stipends. Tina Knudsen provided the board with information regarding roofing and A/C repairs that are needed throughout the district in the amount of \$565,000. Ms. Knudsen went over the Fund Balance requirements and reminded the board that the district is in a healthy Fund Balance standing at this time. She will proceed with the budget if there are no objections to these proposals, this concluded the Budget Workshop.

3. Action: Consider and/or Approve 2007-08 Teachers, Counselors, Nurses and Librarian Pay Scales

In 2006, the school board utilized the services of TASB for a salary survey and pay system. The pay system is based upon a pay structure with pay grades that have minimum, midpoint and maximum pay. Lockhart ISD's pay system was brought up to market in all pay grades. Each year the market is analyzed for changes

in starting teacher pay, as well as changes in the teacher pay scale for each year of service. On April 18, the school board approved an increase in the district contribution for health insurance in the amount of \$23/month, or \$276 annually per employee in the benefits package. The estimated cost to provide the proposed increase is about \$248,377. The state increase of approximately \$425 per Teacher, Counselor, Nurse & Librarian is included in the total increase per year of service and the scale cap will be extended. The Administration recommends that the school board approve the 2007-08 Teacher pay scales as presented. Mr. Manning requested that the Administration look at 3 year extensions on the teacher pay scale cap.

The motion was made by John Manning, seconded by Carl Ohlendorf to accept the Administrative recommendation of Chart F and increase the cap to 30 years with the same net increase. The motion carried unanimously (7-0).

4. Action: Consider and/or Approve Pay Increase for All Employees other than Teachers

In 2006, the school board utilized the services of TASB for a salary survey and pay system. The pay system is based upon a pay structure with pay grades that have minimum, midpoint and maximum pay. Lockhart ISD's pay system was brought up to market in all pay grades. In order to keep the pay system equitable across the board, the LISD Pay System Handbook page 4, as adopted by the school board, indicates that pay increases shall be structured as a percent of the midpoint. This system will ensure that all employees in the same pay range will receive the same pay increase for duties that have been classified as similar in nature. The estimated cost to provide the midpoint increase as recommended below is about \$149,526. This increase will apply to all employees other than teachers in the district including full-time, part-time (pro-rated), Rule of 80 employees, and JR3 employees. This action will not apply to contracted services. The Administration recommends that the school board approve a 2% of midpoint increase for all employees inside the pay range up to the maximum of the pay grade, other than Teachers. The Administration also recommends a 1% of midpoint increase for all employees that are at the maximum, or above the maximum for their pay grade. Theresa Ramirez explained that the maintenance staff has two pay categories for employees and she recommends that the groundskeepers be included in the raises proposed for custodial staff. John Flores reminds the administration to review the pay charts for equity based on years of service and make those adjustments. The board instructed the administration to make these equity adjustments, including everyone and ignoring the box as identified by TASB. Ms. Ramirez inquired about hourly staff and Mr. Juarez said the increases should be based on the job classification regardless of whether they are hourly or not.

The motion was made by Tim Juarez, seconded by John Manning to provide a 2% increase from midpoint to all paraprofessionals and skilled maintenance employees, 2% increase to administrators, 4% to custodial and food service employees from midpoint and administrators who received an increase due to a promotion, not receive an additional raise. The motion carried unanimously (7-0).

5. Action: Consider and/or Approve Assigning Karen Nixon as Administrative Intern at Lockhart Junior High School

The Administration recommends that Karen Nixon continue in the role Administrative Intern at LJHS for the 2007-08 school year. She will be assigned as an interim 8th grade administrator, the position will be open to qualified certified personnel at the close of the school year. This year she was placed in Vivian Placke's job while Mrs. Placke was assigned to Bluebonnet Elementary to finish out the 2006-07 school year. Karen is presently an Administrative Intern enrolled in an online University to complete her Principal Certificate. She will be finished with all coursework by April 2008 and would qualify for a temporary certificate if her coursework was not being done out of state. Dr. Hall also requested the board's permission to assign a teacher to Ms. Nixon's classroom. Mr. Manning is concerned because the district does not currently have policy in place to address this issue and reminded the board that only certified employees have been considered for Principal/Assistant Principal's positions in the past. Mr. Juarez requested that the board go into executive session to discuss further.

Gary Allen closed the meeting at 8:02 p.m. on June 11, 2007 for the purpose of discussing all personnel items. No final action, decisions, or motions would be made while the board was in executive session.

The meeting opened at 8:42 p.m. on June 11, 2007.

The motion was made by Carl Ohlendorf, seconded by John Manning to post and advertise a position at Lockhart Junior High School for an Interim Principal's position and the Human Resource Department will develop the qualifications. The motion carried unanimously (7-0).

6. Action: Consider and/or Approve Extending Number of Contract Days – Pride High School Principal/District Testing Coordinator

The Administration supports the request that an additional 10 days be added to the contract of Pride High School Principal/District Testing Coordinator. The justification for this request is the addition of summer TAKS testing dates for 3rd, 5th, and 8th grades on June 30 and July 1, 2008 and high school exit level tests on July 14-17, 2008. This would change the contract for the Pride High School Principal/District Testing Coordinator from 200 to 210 days. Mr. Mohle thought this would have been better received had it come from Human Resources with a comparison/justification of the changes in the position and the need for additional days. The board requested that a calendar be kept this first year and assess the needs and make the adjustments next year if necessary.

The motion was made by Tim Juarez, seconded by Clint Mohle to not extend the Pride High School Principal/District Testing Coordinator days. The motion carried unanimously (7-0).

7. Action: Consider and/or Approve Search Method for Superintendent and Plans Regarding an Interim Superintendent

The Administration recommends using Dr. Bob Thompson's search firm for the Superintendent search. Mr. Juarez asked whether the board was confident the process would not exceed \$25,000 and also had concerns about Dr. Thompson bringing the 'short' list of candidates to the board and causing the trustees to be derelict in their duties. Carl Ohlendorf reminded Mr. Juarez that Dr. Thompson covered many issues during his presentation to the board on June 5. He has a very common sense approach that is a very in depth and also affords a confidential process that the board of trustees could not conduct or have at their disposal. Mr. Mohle was very impressed that Dr. Thompson, and states that he has over 25 years of experience and knowledge of candidates that the board does not have. Mr. Mohle also said Dr. Thompson stressed that the direction and qualifications will come directly from the board and community. Gary Allen was very impressed with Dr. Thompson's integrity and stated that Dr. Thompson's reputation and experience is at stake. Mr. Ohlendorf also pointed out that the contract states a guarantee regarding his services and the school districts that he has worked for previously. Mr. Juarez wants to make it clear that it is the board's process and final decision.

The motion was made by John Manning, seconded by Juan Alvarez to use a search firm process to find a Superintendent. The motion carried unanimously (7-0).

10. Consider and Approve Selection of Superintendent Search Firm

The motion was made by John Manning, seconded by Carl Ohlendorf to use Dr. Bob Thompson and instruct the Superintendent to contact Dr. Thompson and set up a board workshop. He also needs to inform him of the specific board requests. The motion carried unanimously (7-0).

8. Action: Employment of Personnel

Consider/Approve Employment of Personnel

Jeffrey Baker	Social Studies @ LJHS
Chad Chamness	BCIS/Coach @ LHS
Annie Colvin	Language Arts @ LJHS
Rachel Corona	3 rd Bilingual Teacher @ PCE
Whitney Day	English Teacher @ LHS
Steve Garza	PE/Health/Coach @ FC
Jean Gauny	4 th Bilingual Teacher @ CFE
Stephen Gillis	Biology/Coach @ LHS
Colleen Johnston	English/Soccer Coach @ LHS
Lorena Limas	5 th Bilingual Teacher @ PC
Theresa Mijares	4 th Bilingual Teacher @ Navarro

Consider/Approve Employment of Personnel - (continued)

***Addendum**

Reuben Ortiz	World Geography @ FC
Danna Snodgrass	Language Arts @ LJHS
Janine White	Learning Specialist @ BBE
*Hortencia Collazo	1 st Grade Teacher @ BBE
*Kylie Douglas	4 th Grade Teacher @ Navarro
	Auto Tech @ LHS
Brad Robbins	BCIS Teacher/Coach @ LHS
	Counselor @ PCE
*Lindsey Pilgrim	English @ FC
	English @ LDMC
*Melinda Kirst	Volleyball/Coach/PE/Health @ LHS
	Instructional Aide @ CFE
	Language Arts @ LJHS
*Katherine Lemons	Math Teacher @ LHS
*Warren Tuten	Science Teacher @ LHS
	Science Teacher @ LDMC
	Special Ed Aide @ FC
*C. Hoyle	TAG Teacher @ Navarro
*Theresa Whitfill	Theater Arts Teacher @ LHS
*Bertha Tuten	Reading Specialist @ LHS

The motion was made by John Manning, seconded by Juan Alvarez to approve the Employment of Personnel as presented. The motion carried unanimously (7-0).

The motion was made by John Manning, seconded by Juan Alvarez to approve the addendum Employment of Personnel as presented. The motion carried unanimously (7-0).

Consider/Approve Recommendation for promotion to Principal position:

Becky Kibby	Principal @ Bluebonnet
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The motion was made by John Manning, seconded by Carl Ohlendorf to approve the recommendation regarding the Bluebonnet Principal position, Becky Kibby. The motion carried (5-0-2), John Flores and Tim Juarez abstained.

Consider/Approve Substitute Teachers:

Maria Etherage
Audra Gregg
Michelle Knudson
Cheryl Livingston

The motion was made by Tim Juarez, seconded by Carl Ohlendorf to approve the substitute teachers. The motion carried unanimously (7-0).

Resignation of Personnel:

Sandro Cantu	BCIS/Coach @ LHS
Mary Forester	Instructional Aide @ CFE
Monique Dominquez	5 th Grade Teacher @ PCE
Arlis Flores	1 st Grade Teacher @ BBE
Brittany Gonzales	Custodian @ LDMC
James Lopez	Custodian @ Carver
Maricela Perez	1 st Grade Teacher @ BBE
Alicia Rodriguez	Custodian @ LJHS
Krislyn Schnautz	Math @ LHS
Christina Wilson	TAG @ Navarro

The motion was made by Carl Ohlendorf, seconded by Tim Juarez to accept the Resignation of Personnel as presented. The motion carried unanimously (7-0).

For Your Information: (Administratively Reassigned and Approved)

Navarro Elementary

Tammy Knutson Learning Specialist

Plum Creek Elementary

Paul Guerrero Custodian

Junior High School

Andrea Lopez Speech

Freshman Campus

Kelley Tietjen Librarian

High School

Angela Horton Science TAKS Strategist

District Wide

Jennifer Limbaugh Assistant Speech Therapist

9. Action: Board Member Items

Mr. Juarez thanked the board for not taking formal action at the June 5 board meeting and making any decisions regarding the Superintendent search process, he asked that they really work at equitable meeting dates for the majority of the board. Mr. Ohlendorf asked about agenda item regarding an Interim Assistant Superintendent, there was no recommendation and the board asked that it be placed on the Monday, June 18th agenda. Mr. Juarez wanted to know what the options available to the board are, Mr. Allen said they will discuss it again since Mr. Juarez and Mr. Alvarez missed that meeting. Mr. Manning said he will do some research to bring to the meeting regarding ESC lists and currently certified district employees that are interested in the interim position. Mr. Ohlendorf wanted the board to come up with a date for the second 2007 Graduation ceremony, the test results will be back in August and the high school will know who is eligible at that time. Mr. Manning referred to page 9 of Policy Update 80 and wanted to know why it refers to two district employees making a change rather than going through the board, does not need to be on an agenda but information only.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: _____
Gary Allen, Board President

SIGNED: _____
Clint Mohle, Board Secretary

APPROVED: _____
Dated

APPROVED: _____
Dated