

Minutes – Board of Trustees
June 23, 2008
6:30 p.m. – LHS Conference Center

The meeting was called to order by board president, Timoteo Juarez, Jr. Other members present were Susan Brooks, Derek Benavides, John Flores, John Manning, and Brenda Spillmann. Juan Alvarez, Jr., was absent.

Administrators and staff present were: Jack Cockrill, Interim Superintendent, Janie Wright, Assistant Superintendent of Curriculum; Cliff Gardner, Assistant Superintendent of Operations and Information, James Rabe, Director of Student Success; Melinda Kirst, Athletic Director; Tina Knudsen, Chief Financial Officer; Monica Parks, Special Education Executive Director; Karla Tate, Community Education Director; Lora Hardway, LJHS Principal; Larry Ramirez, LHS Principal; John Henk, Freshman Campus Principal; Sam Lockhart, Pride Principal; Ed Sheppard, LDMC Principal; Becky Kibby, Bluebonnet Elementary Principal; Susan Masur, Navarro Elementary Principal; Deanna Juarez, Clear Fork Elementary Principal; Barbara Bernal, Carver Kindergarten Principal; and Bill Coleman, Maintenance Director.

Call to Order.

Invocation.

Dr. Jack Cockrill gave the Invocation.

Open Forum

None

Business

2. Communication: Present Plaque of Appreciation to Trustee Carl Ohlendorf for 14 Years of Board Service

The Board of Trustees presented a plaque of appreciation to Carl Ohlendorf for 14 years of service. Mr. Ohlendorf was accompanied by several friends and family members as he encouraged the district principals and teachers to continue with the current academic progress. He also thanked his family and fellow board members.

1. Communication: Public Meeting-2008-09 Budget and Proposed Tax Rate

CFO Tina Knudsen gave a summary of the Budget Process and stated that the 2008-09 M & O expenditures budget (without the Teacher Local Leave Incentive Pay Pilot Program) totals \$31,022,849, 2008-09 Community Education Enterprise fund budget totals \$932,154, 2008-09 School Nutrition expenditures budget totals \$2,017,658, 2008-09 Debt Service expenditures budget totals \$2,827,373, 2008-09 Technology Allotment expenditures budget totals \$207,377, which includes \$86,070 of Chapter 41 fund balance. This budget is based upon an M & O tax rate of \$1.04/100 and a Debt Service tax rate of \$0.1772/100 property valuation for a combined total tax rate of \$1.2172. This tax rate of \$1.2172 is \$0.0152 more than last year's tax rate of \$1.202. If adopted, the pay scales for hiring purposes and calculating raises will be increased by 1.5%. If adopted, this budget will approve a \$1,000 per teacher increase and a 2% across the board pay increase for all other employees. The floor was opened for public comment/discussion, no public comment.

3. Action: Consent Agenda

A. Approval of Minutes

May 12, 2008

May 13, 2008

May 20, 2008

B. LISD Tax Collection Report

C. Cash Investments Report

D. 2008-09 ESC XIII Agreement Forms

E. TASB Workers Comp Insurance Renewal

F. Lockhart Breakfast Lions Club Scholarship

G. Final Amended Budget

H. Approve the Designation of 2007-08 M&O Fund Balance for Construction in Progress, Reverse all Prior Designations of Fund Balance, and Carryover the Actual Remaining Appropriations to the 2008-09 School Year

I. Approve the Designation of 2007-08 M & O Fund Balance for Capital Projects in the Amount of \$500,000

J. Approve Resolution Regarding 65% Rule

K. Approve Refunding and Refinancing a Portion of the Series 1997 Bonds

L. Approve Purchasing Co-op Renewal: Texas Purchasing Consortium (TPC) and Texas Building/Procurement

M. Approve Donation of Local Leave Days to LJHS Teacher

N. 2008-09 Headstart-Carver Kindergarten

Memorandum of Understanding

The motion was made John Manning, seconded by Derek Benavides to accept the Consent Agenda items as presented. The motion carried unanimously, (6-0).

4. Communication/Action: Consider and/or Approve Settlement of Cause No. 05-0-427, Lockhart Village Partners LP & Lockhart Village Partners II LP v. Caldwell County Appraisal District

CCAD Chief Appraiser, Pete T. Islas presented a brief explanation of the methodology used in appraising low income housing, \$101,206.40 is the amount of the refund going back to 2004. Mr. Manning asked how this settlement will affect the districts budget. Mrs. Knudsen stated that it will cause a reduction in the M & O and I & S revenue fund, but once this is all settled the state will reduce the property values and will increase the state funding which will recoup the funding (almost dollar for dollar) over the course of a year or so. Mr. Islas has already requested the paperwork from the Linebarger firm to implement the process.

The motion was made by Susan Brooks, seconded by John Flores to accept the Administration's recommendation. The motion carried unanimously, (6-0). Mr. Alvarez was not present.

5. Communication/Action: Consider and/or Approve the 2008-09 Budget for Maintenance & Operations, Debt Service, and School Nutrition and Technology Allotment Funds and the Reclassification of Community Education Services to an Enterprise Fund

The board has held several budget workshops and budget updates throughout the spring of 2008. The budget is now ready for adoption. This budget is based upon an M & O tax rate of \$1.04/100 and a Debt Service tax rate of \$0.1772/100 property valuation for a combined total tax rate of \$1.2172. This tax rate of \$1.2172 is \$0.0152 more than last year's tax rate of \$1.202. The 2008-09 Budget Summary/outline, pay ranges, and an expenditure dashboard are included in the original minutes. The Administration recommends that the 2008-09 budget for Maintenance & Operations, Debt Service, School Nutrition, and Technology Allotment Funds and the Reclassification of Community Education Services to an Enterprise Fund be approved as presented. Dr. Cockrill reminds the board that the tough budget year they face is next year unless there are significant changes from the Legislature. Ms. Brooks had a question regarding the student resource officer and a bilingual coordinator/gifted and talented/special programs/grant writing coordinator. Mr. Manning thinks a bilingual coordinator should be hired half time this year, he will not vote to add a new administrative position. Mr. Juarez has concerns about the 'selective' way stipends, salaries, and pay scales are being determined and he asked for more information regarding the time clock change being proposed. Mr. Juarez asked for more information regarding televising board meetings, Dr. Cockrill states that the tech/department is currently working on this and we do not have an estimate at this time. Mrs. Knudsen said there is flexibility in the fund balance to pursue this regardless of whether the meetings are televised at LHS or City Hall. Mr. Juarez also requested the administration revisit the elementary before school care costs, Ms. Brooks assured him that campus principals can use tutorial funds to cover this

The motion was made by John Manning to accept the M & O budget recommendation by the administration with the exception of items 2, 3, and 4 regarding the LHS class sponsors, NHS sponsor, and Key Club sponsor. The motion failed for lack of a second.

The motion was made by Susan Brooks, seconded by John Flores to accept the 2008-2009 M & O budget as presented. The motion carried (5-1), Mr. Manning voted against.

6. Communication/Action: Consider and/or Approve Employee Compensation Plan for 2008-09

The Employee Compensation Plan booklet has been revised and is marked with the changes. The pay structures have been increased by 1.5% as recommended by TASB. They have not been increase since 2006-07. The Compensation Plan is included in the original minutes. The 2008-09 budget as presented for final approval on June 23 is calculated using the revised pay structures as presented in this booklet. The Administration recommends approval of the Employee Compensation Plan for 2008-09 as presented.

The motion was made by Susan Brooks, seconded by John Flores to accept the Employee Compensation Plan for 2008-09. The motion carried unanimously, (6-0).

7. Communication/Action: Consider and/or Approve Pilot Teacher Local Leave Program for 2008-09 and Amend the 2008-09 Budget for \$19,587 to Pay for this Program

Lockhart ISD provides five local leave days and the state provides five state days for employees each year. The local days are not cumulative and are forfeited at the end of the year if not used; therefore, a majority of employees use their local leave days each year. The school board has asked for a calculation of how much it might cost to provide a Pilot Teacher Local Leave Program based upon three different pay rates. The criteria for qualifying for this incentive are as follows: Only for Teachers that spend more than 50% of the day in regular classroom instruction, Can earn up to five local leave days of pay at \$75/day for a max benefit per employee of \$375, will be paid in June 2009 paycheck, assuming that their campus has turned in all leave reports. An evaluation will be completed by the end of June 2009 as to whether this program was effective. The administration recommends that the Pilot Teacher Local Leave Incentive Program be approved for the 2008-09 school year only and to add the estimated cost of \$19,587 to the 2008-09 budget.

The motion was made by John Manning, seconded by Derek Benavides to approve the Pilot Teacher Leave Program for one year and be reconsidered/revised during the next budget year. The motion failed (0-6).

The motion was made by John Manning, seconded by John Flores to approve the Pilot Teacher Leave Program at the rate of \$100 per day. The motion carried unanimously, (6-0).

8. Communication: 2007-08 TAKS Report and Graduation Review

James Rabe and Janie Wright presented the 2007-08 TAKS Report and test history. There are a few areas that LISD is still below the state average, but these get smaller each year as the impact of improved instruction and improved focus moves through the system. Mr. Rabe uses a 5% variance marker and there is only one area that exceeds the 5% variance. The board heard detailed graduation plan information from Larry Ramirez and instructional strategies from James Rabe, low attendance continues to be a major factor for students being unsuccessful. There are currently 111 eleventh and twelfth grade students that have not passed one or more portions of the TAKS. The TAKS comparison reports are included in the original minutes.

9. Communication/Action: Consider and/or Approve Lockhart ISD's Emergency Operations Plan for the 2008-09 School Year

Mr. Gardner stated that this plan replaces the previous crisis management plan. LISD is committed to the safety and security of students, faculty, staff, and visitors on its campuses. In order to support this commitment and to remain in compliance with SB 11, LISD has completed a thorough review of our current methods of emergency management and operations, including but not limited to mitigation/prevention, preparedness, response, and recovery procedures relevant to natural and human-caused disasters. The results of this intensive review have produced a very complex plan that will empower and prepare our employees for emergency management activities as well as clarify emergency roles and response. Upon school board approval, this EOP will become the official policy of LISD. The administration recommends approval and implementation of this EOP for the 2008-09 school year. Ms. Brooks posed a question regarding training; Mrs. Wright stated that the administration will be following a district wide training schedule.

The motion was made by John Flores, seconded by Brenda Spillmann to approve the 2008-09 Lockhart ISD Emergency Operation Plan as recommended. The motion carried unanimously, (6-0).

10. Communication/Action: Consider and/or Approve RFP #08-005 Roof Repair and Replacement Bid for Lockhart High School and Freshman Campuses

Lockhart ISD has designated \$463,000 for the 07-08 general budget for roof replacements/repairs at the High School and Freshman Campuses. LISD requested bids for roof repairs and replacement for the LHS and Freshman Campus. The base bid included sections 600A, 400A, and 400B for the High School and Sections D, E, and F of the Freshman Campus. The administration asks the board to consider approval of Cram Roofing to do the Base Proposal which should keep the district within our budget as well as provide for roofing consulting fees and a contingency allowance for any unknowns.

The motion was made by John Manning, seconded by Susan Brooks to approve the bid for roof repair and replacement for Lockhart HS and Freshman Campus. The motion carried unanimously, (6-0).

11. Communication/Action: Consider and/or Approve Texas Multi-Chem’s Proposal for Field Maintenance
LISD has used the products and services of Texas Multi-Chem Turf Care for the past few years to improve our athletic fields and the district has been very satisfied with their work. The services and products that Texas Multi-Chem has proposed to keep the athletic fields in good condition are included in the original minutes. The total estimated cost for all district fields is \$50,000.00, which does not include mowing.

The motion was made by John Flores, seconded by John Manning to approve the contract services with Multi-Chem as recommended by the administration. The motion carried unanimously, (6-0).

12. Communication/Action: Consider and/or Approve Bids for Replacing the Dishwasher for Navarro Elementary

The administration recommends awarding Pasco with the bid for replacing the dishwasher at Navarro Elementary, this dishwasher is original to the building and the installation will be completed by the start of school. Mr. Juarez asked Mr. Gardner for an inventory list of the district’s capital assets, Mr. Gardner is working on a schedule and plan.

The motion was made by Susan Brooks, seconded by John Flores to approve replacing the Dishwasher for Navarro Elementary as presented. The motion carried unanimously, (6-0).

13. Communication/Action: Consider and/or Approve the Uniform Bids RFP #08-006

Currently the district provides uniforms to all custodial, cafeteria, and maintenance staff. They receive 11 sets of clothing to wear every day that are picked up and laundered on a weekly basis. The administration recommends awarding G & K Services with the uniform bid.

The motion was made by Brenda Spillmann, seconded by Derek Benavides to award the bid to G & K Services as presented. The motion carried unanimously, (6-0).

14. Communication/Action: Consider and/or Approve Local Policy FDA Regarding Student Transfers

According to FDA Local policy, the Board shall determine annually and within statutory limits the amount of tuition, if any, to be charged for student transfers. The Administration recommends that LISD continue with no tuition charge for approved student transfers.

The motion was made by John Manning, seconded by John Flores to approve Local Policy FDA as is. The motion carried unanimously, (6-0).

15. Communication/Action: Consider and/or Approve Hiring an Internal Auditor

Mr. Manning asked that this item be placed on the agenda, Mr. Manning asked that this item be tabled tonight.

16. Communication/Action: Personnel

Consider/Approve Employment of Professional Personnel:

Abigail Alleman	Plum Creek-Music Teacher
Maymejo Barrett	High School-Geometry Teacher
John Donley	Junior High-Science Teacher
Joshua Johnson	High School-Social Studies/Boys Head Soccer Coach
Eugene Salazar	High School-PE Teacher/Head Baseball/Asst Football
Gilbert Sandoval	High School-Spanish Teacher/Coach

Tim Juarez, Jr., closed the meeting at 8:20 p.m. on June 23, 2008 for the purpose of discussing Personnel in accordance with the Texas Open Meetings Act, 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 9:21 p.m. on June 23, 2008.

The motion was made by John Manning, seconded by Susan Brooks to approve the employment of professional personnel as recommended by the administration of Abigail Alleman, Maymejo Barrett, John Donley, Joshua Johnson, Gilbert Sandoval, and Kellye Hall. The motion carried unanimously, (6-0).

Consider/Approve Employment of Paraprofessional Personnel:

Kellye Hall	Bluebonnet LVN
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For Your Information

Resignations/Retirements of Personnel:

Professional-Resigned

Dana Anthony	District Wide-Asst Athletic Trainer
Lee Datesman	Freshman Campus-Math Teacher/Coach
Keily Douglas	Navarro-4 th Grade Teacher
Lisa Kutsch	High School-Math Teacher
Kristen Morgan	Freshman Campus-English Teacher
Kelly Springfield	Junior High-Science Teacher

Administratively Hired or Reassigned:

Professional

Kathye Gardner	Bluebonnet-4 th Grade Teacher
Jesus Magana	Navarro-4 th Grade Teacher
Jeff Robenalt	Junior High-Social Studies Teacher

17. Communication: Board Member Items

Susan Brooks will not be able to attend the July 2 meeting. Mr. Manning asked Dr. Cockrill to provide a report on the Avid Program and why it was discontinued after only one year, he would also like to see all the Math teacher assignments at the High School. Mr. Juarez would like to see a plan from each campus regarding early student arrivals, laptop computers for Wednesday meeting, facilitate meetings via TASB BoardBook (developing key dates for agendas), review 2008-09 board meeting dates. Ms. Brooks wanted to know if a Board Workshop has been scheduled with the new Superintendent, Mr. Juarez said a Team of Eight meeting will be scheduled ASAP. Mr. Flores asked what the unexpended board budget was for 2007-08 and whether those funds could be used for new laptops to be used for BoardBook access.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: _____
Timoteo Juarez, Jr., Board President

SIGNED: _____
Juan Alvarez, Jr., Board Secretary

APPROVED: _____
Dated

APPROVED: _____
Dated