

Minutes – Board of Trustees
November 24, 2008
6:30 p.m. – LHS Conference Center

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

Call to Order.

Invocation.

Dr. Jose Parra gave the invocation.

School Officials Present

Dr. Jose Parra, Superintendent; Cliff Gardner, Assistant Superintendent of Operations and Information; Janie Wright, Assistant Superintendent of Instruction and Student Success; Tina Knudsen, Chief Financial Officer; Jessica Neyman, Director of Human Resources; Monica Parks, Executive Director of Special Education; Melinda Kirst, Athletic Director; Karla Tate, Director of Community Education; Larry Ramirez, LHS Principal; John Henk, Freshman Campus Principal; Sam Lockhart, Pride Principal; Ed Sheppard, LDMC Principal, Becky Kibby, Bluebonnet Principal; Susan Masur, Navarro Principal; Deanna Juarez, Clear Fork Principal; Evangelina Orta, Plum Creek Principal; Barbara Bernal, Carver Kindergarten Principal; and Bill Coleman, Maintenance Director.

Recognition of Personnel and Students

- T.E.A. 2008 TASSEL Awards (LISD Community Education Testing Center) were announced by Cliff Gardner. The Texas Education Agency awarded the following staff members of the Lockhart ISD Community Education Testing Center the **2008 TASSEL Award** for excellence in contract, test submission, and emergency procedures.

Karla Tate - Director of Community Education, Josie De La Cruz - GED Chief Examiner, Johanna Hansen – Examiner, Kenneth Hoffman – Examiner, Peggy Hoffman – Examiner, Audrey Mendez – Examiner, Susan Reed – Examiner, Betty Walker – Examiner, Brandon Butler – Proctor, Lupe Rangel - Proctor

Open Forum

Ms. Dee Halliburton, a former Lockhart graduate, voiced her concern regarding the renaming of the facilities. She asked the board to vote against renaming of the Lockhart High School campus.

Mr. Paul Rodriguez, a former Lockhart ISD graduate, stated his support for naming the Lockhart High School campus facility to the M. Louis Cisneros Campus. He also expressed his opinion that if the vote was to rescind renaming the High School then to rescind naming the Football field to be just and fair.

Business

1. Action: Consent Agenda

Consent Agenda

- Approval of Minutes
October 15, 2008
October 27, 2008
- LISD Tax Collection Report
- Cash Investment Report
- Budget Amendments
- Capital Area College Tech-Prep Grant
- 2008-09 Community Action Agreement

Ms. Spillmann requested to pull item #A, the October 27, 2008 Minutes, for further discussion. Mr. Alvarez requested to pull item #D, Budget Amendments, for further discussion.

Mr. Manning made a motion to accept the Consent Agenda with the exception of item #A, October 27, 2008 Minutes and item #D, Budget Amendments and was seconded by Ms. Brooks. Motion carried 7-0.

Ms. Spillmann questioned the October 27, 2008 Minutes on item #14, Pg. 8. Ms. Spillmann stated that she abstained from the latter vote. She stated that when the motion was made to look for an alternative way to compensate Ms. Limbaugh, she did not vote. Mr. Juarez requested that no action would be made to item #A, October 27, 2008 Minutes until the Administration had time to review the recording of those minutes. The issue will be revisited at a later date. The Motion was given by Mr. Manning and seconded by Mr. Alvarez. Motion carried 7-0.

Item #D was in reference to the Budget Amendments. Mr. Alvarez thanked Johnny & Sons for painting the “gator” maroon and white. He stated that it was a great thing they did for the school and the community. Mr. Alvarez asked Ms. Knudsen where the money from the football revenues go and how they are used. Ms. Knudsen explained that they did not have extra money budgeted for the 2nd playoff game. She said, “Normally we keep a little money budgeted for possible playoff games. As we bring in more revenue because we had the extra playoff game, we also have additional expenses that we have to pay and if we don’t amend the budget and increase the expenditure for the budget we could cause the function to be overdrawn, if not. The \$5,900.00 is a projection of additional expenses. This projection was prepared before the Saturday night game.” Ms. Knudsen had prepared for three extra games. When all the expenses come in and revenues come in and we’re done with it, we’ll probably come back to the board and reduce some of this amount. Mr. Alvarez asked where the ticket sales go from the football and basketball games. Ms. Knudsen stated that it goes into the general fund, into the local revenues and that it offsets other expenses in the athletic budget.

Mr. Manning recognized the Barron family for painting the “Gator”. He asked if the anonymous donation for the seat covers on the “Gator” will need to be put in the budget. Ms. Knudsen stated that she was not aware of a donation to get seats covered. Mr. Manning stated, “Let’s forget it then.” Mr. Alvarez stated that he has a receipt that Mr. Manning paid \$100.00 for the repair. He wanted to make sure Mr. Manning was recognized for the \$100.00 to have one of the seats repaired and to recognize Mr. Manning for his contribution. Mr. Manning stated that he did not want to be recognized but wanted it done legally. Mr. Alvarez stated that he would get Ms. Knudsen the receipt. Ms. Knudsen stated that she needed more information.

Mr. Manning made a motion to accept the Budget Amendment as submitted by the Administration and Mr. Alvarez seconded the motion. Motion carried 7-0.

2. Tax Ratification Election (TRE) Report

Ms. Knudsen introduced Jennifer Douglas of Specialized Public Finance. Ms. Douglas presented a PowerPoint presentation to explain what a Tax Ratification Election is, why school districts would consider a tax ratification election and the steps involved in proposing/conducting a Tax Ratification Election decision. The passage rate for these types of elections is about 70%. House Bill 1 lowered Texas School District’s Maintenance and Operations (M&O) tax rate by approximately one third. Before passage of House Bill 1, Lockhart ISD’s M&O Tax Rate was \$1.50 (2005-06) but is now \$1.04. This was a tax relief program for the tax payers. The maximum M&O tax rate a district can now levy without an election is \$1.04 but has to be voter approved. To access additional M&O funds, Texas school districts must call a Tax Ratification Election (TRE). When holding such an election, the M&O tax rate increase is capped at 13 cents (\$1.17 max M&O tax rate). The vote can be for 1 cent up to 13 cents. Funds from rising property values reduce the amount of state aid received by the district dollar for dollar. There are no benefits from the rising property values. The only way school systems can access additional M&O funds per student is to hold a TRE. Districts may call a TRE just as they

would a bond election. School Districts are limited to general election dates in May and November. The Board of Trustees must call the election by an appointed deadline, depending upon the regular election date. District staff and elected officials in their official capacity are limited in their ability to actively advocate for the TRE. You may have a personal opinion but not an official opinion of the Board. In 2009, the eligible election dates are May 9, 2009 and November 3, 2009. For the May 2009 election, the last day for the Board of Trustees to call the election is March 9, 2009. For the November 2009 election, the last day for the Board of Trustees to call the election is September 2, 2009. If the Board is interested in calling a TRE it is suggested to meet with the attorneys to see what the deadlines are. It was also suggested that Ms. Knudsen get information regarding the impact of the state funding.

Mr. Manning asked how many pennies this would bring to the school district. Dr. Parra stated that the Administration did a rough calculation and that the first 2 pennies of the 13 cents would bring around \$600,000.00 in revenue. The entire 13 cents would bring about \$2.5 million. If we called an election and it passed, although it would authorize the 13 cents, we would not expect to ask the Board to vote on a tax rate for the whole tax rate in the first year. It would be incremental based on operations. Mr. Manning stated that there are several reports that have been done in the past year, one called the Griffin Report and the other, Pflugar and Associates. They did a report on Repair vs. the new High School. Along with this he asked that with the board's consent, that the president appoint a committee, along with Dr. Parra, to analyze these reports. He asked whether they want to do one or do all of them at one time. Mr. Manning thinks it all needs to be looked at. The Griffin Report addressed issues within the district. Mr. Flores asked whether there are restrictions on the monies raised as in a bond election. Ms. Knudsen stated that anything under maintenance and operations would be allowed (i.e. building, teacher's salaries, supplies, capital outlay, and normal types of expenditures) and that the bond issue goes specifically toward campuses. Mr. Benavides asked for a break down on the incremental report and what the \$2.5 million would mean for the district. He also requested the cost of running these elections. Ms. Knudsen stated that the first 2 pennies of the 13 cents would get extra state money than the pennies thereafter. Mr. Alvarez asked which schools have done this in the past and the percentage that passed. Luling, Austin, Belton passed a TRE this year. Dr. Parra asked that if we're considering a TRE in November, would we be required to adopt a deficit budget. Ms. Douglas's reply was that she would not advise to adopt a deficit budget in the event that it doesn't pass. Ms. Knudsen stated that based on what she's read in the newspaper for Austin ISD, they passed their budget with a reserve for a pay increase but did not pass the pay increase onto the employees until the TRE passed.

Dr. Parra stated that he attended a meeting with State Representative Patrick Rose and other Superintendents in the area and that we shouldn't be expecting any new kind of funding. He also addressed meaningful discretion. The state has taken away any kind of discretion that local districts have as far as increasing any amount of money they dedicate to maintenance and operations. They've put it back on local districts to go back to voters for anything above a \$1.04. In December the Administration will bring forth a budget planning schedule.

3. Bluebonnet Elementary Gym Report

The administration believes there is a legitimate need to proceed with a plan to eliminate or mitigate the reported excessive noise levels in the Bluebonnet gym. All other gyms in the district have been found to be free of excessive noise and are perceived to have an environment that is clean, safe and functional. The estimated cost to mitigate the excessive noise level is estimated at \$10,000.00. The project can be funded by utilizing dollars from this year's capital outlay or by the undesignated funds balance. Right now the designated fund balance is at \$329,000.00. Mr. Alvarez asked what was wrong with the gym. Mr. Gardner said that they do not have the means to diminish the noise level as most of the gyms in the district. Most of the new gyms are built to save money. One of the areas they could have done better in as far as engineering would have been preventing the excessive noise level. There are concerns about hearing impairment and ears ringing. When it was built, this was overlooked and is probably something we need to address in the very near future. Ms. Spillmann asked for clarification on whether the school district was going to take care of the problem. Mr. Gardner stated that since this was not a budgeted item he would need direction from the board as to where to take the money from.

Mr. Juarez stated that this was a communication item and at a future meeting if the Board and Administration wishes it will be placed as an agenda item for action by the Board. Ms. Brooks asked to have it put on the agenda for the December Board meeting. Dr. Parra stated that we could put it on the December agenda. Mr. Flores stated that he didn't understand why they were waiting to vote being that there are students and teachers with ringing ears. He also requested that every item should be a communication/action item so if the board desires, they could take action on the item to move forward. Mr. Juarez stated that since the packets are now delivered 7 days in advance of the actual meeting, the time frame allows the board members to contact Administration to note any necessary changes to the agenda prior to the required 72 hours of the posting. Mr. Flores stated that if it was noted as a Communication/Action item it would give the board the latitude to go either way without requiring any action on anyone else. Mr. Gardner stated that the district is prepared to renovate the gym as soon as they have permission to do so and that it could be done by the time the children return from the holidays. Mr. Manning disagreed from the standpoint that they gave the district \$500,000.00 to do maintenance and repairs at the discretion of the Administration. He thinks that the Administration should go ahead with anything under \$25,000. Ms. Knudsen stated that it was her understanding that they were to bring projects back to the board for the \$500,000.00, to be approved by the board project by project or to bring a group of projects all at once. She mentioned that she could bring an appropriation for the balance to the next board meeting and then the board could make those discretionary decisions.

4. Televising LISD School Board Meetings

Mr. Gardner stated that Time Warner has proposed that in order for the school district to use the City of Lockhart's existing TV channel (Channel 10), fiber optic cable will have to be installed from the high school to City Hall. In addition, the district would have to purchase automated switching equipment, equalizers and other special equipment to facilitate the feed coming to the High School. This would cost the district approximately \$48,500.00. Conducting meetings at the City Hall is still a possibility; however, it would require a Memorandum of Understanding between the City of Lockhart and Lockhart ISD. Possible concerns are Recording capabilities (VHS only), Availability and Quality of Audio/Sound System (they use cassette tape), Lack of Video Streaming Capability, Time Warner Subscribers Only, Scheduling Conflicts with the City Council, Cost for Equipment Upgrades at City Hall, which would be an additional cost to the district and there may be a Cost of Using the City's facilities. Another possibility would be to continue having the Board meetings at the High School Conference Center costing around \$20,000.00 to \$25,000.00 to digitally video record which would be accessible over the internet. This would allow the capabilities of video streaming and putting it on the district website for future viewing. However, we would not have Channel 10 if we did this. Both the Time Warner Representative and the City Secretary suggested that the amount of people that actually view the meetings is a very small percentage. It would cost around \$50,000.00 to bring Channel 10 to the High School location. The facility at Glosserman's has two fixed cameras but is a lot smaller than the High School Conference Center. Mr. Benavides stated that if it is possible to webcam the meetings at the High School Conference Center, then the public could use resources such as the library as well as other places. Ms. Spillmann stated that it would be wonderful to be able to use a laptop, using WiFi at home or on the campus where the Administration, staff and students can see the meetings. She thinks it would be an integral part of bridging a trust of allowing people to see the meetings since not everyone can attend the meetings and still emphasize and showcase the campus. Ms. Brooks showed her appreciation to the mayor for offering the City Hall to the school district and said that they need to work together for the community. Mr. Manning would like to do everything right the first time which would include video streaming, television and recording. He continued that the meetings should be televised but it should be done right the first time. Mr. Gardner answered Mr. Flores's question that the technology money is only for teaching, learning and for academics. Mr. Alvarez thought it would be great for the students to have a class on how to use a camera and then have the students walking around with cameras. Mr. Benavides would like to get input from the community.

5. Consider and/or Approve the 2007-2008 Comprehensive Annual Financial Report

Texas State Law requires an Independent Certified Public Accountant to audit the district's annual financial report. It further requires that the audit report be presented and approved by the School Board before the 150th day following the close of the fiscal year. That deadline is November 27, 2008. Lockhart ISD's Comprehensive Annual Financial Statement has been audited by the firm of West, Davis & Company. Ms. Knudsen introduced Mr. Gary Davis, who is a partner of West, Davis & Company who presented the report. The Board received a copy of the Comprehensive Financial Report that the district publishes each year. Mr. Davis reported that this report has received the GFOA's Certificate of Excellence in Financial Reporting. Less than a third of the governments across the United States receive this award and less than half that apply receive this award. Lockhart ISD has met the highest standard of financial reporting and disclosure of its financial statements. He commended Ms. Knudsen and her staff and the administration and board. The reports given are opinions. There are two letters that are presented each year. The first letter is the report to the Board. The report is unqualified which is referred to as a clean opinion. There were no disagreements with managements. There were no significant audit adjustments to the books. They created the government wide adjustments to create the GASB 34 Financial Statements. There were no consultations of other accountants. There were no difficulties in performing their audit. The second letter is the Letter on Internal Control and Accounting Procedures which recommends improvements of internal control. The first recommendation was regarding personnel records. The recommendation was to make them more consistent and organized by creating an index which would represent the best business practice of districts across the state. The Administration should include all the items that should be included in each personnel file, a reference where they exist and segments within that personal file that contain the documents. They also discussed the process of the Reconciliation of Board Approved Personnel Pay Rate Adjustments. It is recommended that all Board approved mid-year modifications to pay be supported with initialed documents referencing the date and action taken by the Board. This documentation should be maintained in the employee's personnel folder.

The motion was made by Mr. Manning to accept the Comprehensive Financial Report and seconded by Ms. Spillmann. Motion carried 7-0. Ms. Spillmann praised the Administration for doing such a great job on this report.

6. Consider and/or Approve the LHS Senior Class Out-of-State Trip

Mr. Ramirez stated that the LISD senior class conducted a survey and held meetings with both senior students and their parents to discuss possible senior trip opportunities. The three main options were Dallas, South Padre Island and New York. The New York trip received the most votes. Since this is an out-of-state trip it is required to have Board approval. There are 43 students who have committed to this senior trip with a deposit which is refundable. There will be 12 chaperones (4 staff; Ms. Gillory, Ms. Donizio, Ms. Kelly and Ms. Hamblin, and 7 parent volunteers). The students will miss one day of school which is April 27, 2009. The students are required to raise the money for themselves for the trip. Many of the seniors used fundraisers to pay for the deposit. There will be one chaperone for ten students. The parents have had numerous meetings and are well informed of this trip. About 50 seniors participated in magazines sales as a fundraiser for the trip but the students were not required to sell them. Ms. Brooks asked whether all of the chaperones will have their criminal history background check to meet the state's safety requirements. Mr. Ramirez confirmed that they would.

The motion was made by Ms. Spillmann to approve the Senior Class Out-of-State Trip to New York and seconded by Mr. Manning. Motion carried 7-0.

Mr. Alvarez requested a break at 7:50 p.m. The Board reconvened at 8:00 p.m.

7. Consider and/or Approve Renaming of the Lockhart High School Campus or the Lockhart High School Freshman Campus in Honor of M. Louis Cisneros.

Mr. Manning made a motion to name the Corridor, Principals Office, Staff Office, Trophy Hallway and Conference Center the M. Louis Cisneros Administrative Offices and Conference Center at the Lockhart High School. He provided a rough layout of the area for the Administration and Board Members to review. He further moved that if this motion passed that the Superintendent is directed to set up a dedicating ceremony at a time acceptable to all parties, in addition, a plaque and appropriate signage will be installed commemorating M. Louis Cisneros. This motion is in no form intended to change the name of the Lockhart High School. There was no second of the motion. The motion failed.

Mr. Alvarez stated that he would like to make a motion but requested the Board President to discuss what happened in the first board meeting. Mr. Juarez reminded the Board that a motion was given by Ms. Brooks requesting that the renaming of the Lockhart High School or Lockhart High School Freshman Campus be delayed until the November 24 meeting and was seconded by Ms. Spillmann. As stated by Mr. Juarez to coincide with the motion, the motion was to Consider and/or Approve Renaming of the Lockhart High School Campus or the Lockhart high School Freshman Campus in honor of M. L. Cisneros or some form or variation of that. Because the motion was made like that and seconded, there was a majority vote made. Mr. Juarez stated that since the agenda item reads this way, the only action that the board can take in renaming a facility after Judge Cisneros is either by renaming the Lockhart High School Campus in its entirety or the Lockhart High School Freshman Campus in its entirety or by a no vote. Mr. Manning made a statement that he had spoken with the attorneys regarding the way the agenda items read and that they told him that it gives the board the leeway (2:58) to discuss all, part or none of each campus. Mr. Juarez responded that at some point that they could address it at that point in time. And then asked (3:22) Dr. Parra whether if was necessary to seek clarification on the motion before the motion is made or after the motion is made and that it was his understanding that for parliamentary procedures that it is not until the motion is made. Dr. Parra responded that was his understanding but to seek legal council. Mr. Hensley confirmed that the motion should be made first. Mr. Alvarez asked for a copy of the original proposal that Ms. Bliss had read at the previous board meeting regarding the renaming of the Lockhart High School Campus. Mr. Alvarez requested to put the original proposal in the minutes. 5:25 Mr. Alvarez made a motion to rename Lockhart High School the Lockhart High School M. L. Cisneros Campus. It would not change any uniform or color but that the cost would be gradual change so it wouldn't cost the taxpayers any money. This was seconded by Mr. Juarez. Mr. Alvarez stated the many reasons that Mr. Cisneros should be honored in this way and reminded the board that they had previously voted 7-0 with the intent to build role models and felt the board members should vote the same way they had previously. Ms. Brooks commented that Mr. Alvarez should be speaking for himself and not for the Board. She felt that she didn't know what to do as a board member in that meeting. She felt she was being asked to vote for something that she didn't really understand but out of respect for the person that he is one of her heroes and that something should be named after Mr. Cisneros. The way the meeting happened, she was not going to vote for anything that would embarrass or disrespect Mr. Cisneros in front of his family. He didn't know he was receiving this award and was one of the things I am least proud of that I've done. Being a new board member she didn't speak up at that time because she felt a fast one was being pulled on the rest of the board. Tonight this is my agenda item that I asked to put on the agenda tonight and would have liked to have been recognized from the board president to speak first but it happened so fast. Ms. Brooks also has a motion. She would like to be recognized after the vote is made. Mr. Manning made a comment that he believed that Ms. Brooks stated in the past meeting that she was the one stood up and was honored to do that. He stated that he resented what she said. Mr. Flores stated that he was embarrassed and ashamed how the business was conducted in that meeting and they should look back and reflect on what went wrong and how to avoid the pitfalls in the future. He said that as he was listening to Mr. Manning that evening,

listening to the timeline that he made, Mr. Manning gave six weeks notice but they didn't find out until the Friday before the board meeting. Mr. Flores was led to believe that they were going to have the first hearing that Monday. The concern he had was that they had met on an odd item and in an odd place. He thought it was the first hearing to give the public ample time to respond. He continued that there was a motion to take action which he was not aware was going to happen and had the board stuck to policy they probably wouldn't have put Mr. Cisneros and his family in this position. He felt it was the right thing to do at that time and that is why the board took the action they took. He felt the Board had heard from the community and had created divisiveness in the community and that as a board they need to look for ways to put unity in the word "Community". They need to unite in the community to make the schools the best that they can be. Ms. Spillmann added that she went in the meeting as a novice thinking that she didn't know that Judge Cisneros wasn't aware. She assumed they were going to discuss and consider. She said that it was not their intention to embarrass Judge Cisneros and his family. She stated that they did want to honor Judge Cisneros but that it wasn't a good time frame. We didn't have our superintendent on board with three new board members which made it tough. She apologized and stated if she caused any lack of unity in the community she stands humbled and wants to work towards bringing that unity. Mr. Benavides agreed with Ms. Brooks and said that in order to bring families to Lockhart they need to work together and need to understand what they're doing and make the right decision for the community, for the students and to move forward. This is a difficult time for everybody and for our country. I have a lot of respect for Judge Cisneros. We need to unite ourselves regardless of our color or who we are and work together. Mr. Alvarez reminded the board that they swore to an oath that when they receive an agenda that they would be prepared to ask questions. He felt the previous Administration dropped the ball and said that there is a good Administration in place now and it's going to move forward. Mr. Juarez stated that the motion is to rename the Lockhart High School the Lockhart High School M. L. Cisneros Campus. Those in favor of the motion were Mr. Alvarez, Mr. Manning, Mr. Juarez. Those opposed were Mr. Benavides, Ms. Brooks, Mr. Flores and Ms. Spillmann. Motion failed due to lack of majority, 3-4.

Ms. Brooks made a motion to rename the Lockhart High School Freshman Campus the Lockhart High School Freshman M. L. Cisneros Campus with the intent that his name appears on the outside of the main building and was seconded by Mr. Alvarez. Motion carried 7-0.

Mr. Alvarez stated he would like to make a motion that since they denied Mr. Cisneros the Lockhart High School that the campus be named after no one. Mr. Juarez reminded the Board and accepted the sentiment associated with it, but told the board that they could not bind this board or any future board in anything. Mr. Alvarez amended his motion and requested that they put into a Local Policy that the Lockhart High School not be named anything other than Lockhart High School. It was seconded by Mr. Manning, however as a symbolic issue. Regarding policy issues Mr. Manning stressed that he did not believe that they could preclude a future board from changing that policy. Mr. Manning agreed that any future board can change any local policy. He stated that he had been cajoled, threatened with power and money. Mr. Flores reminded the Board that this point of order was not listed as an agenda item and that there would need to be proper posting for this agenda item at a future meeting. He requested that the Policy Subcommittee of this Board proceed with some local policy change on this issue. Mr. Juarez requested the consultation of legal representation of Mr. Hensley, to provide guidance to the board. Mr. Hensley confirmed that the board could not take action on this item and that they could not bind the current board or any future board for future action. He said they could vote to express a resolution to the community, the wish of this board that the campus never be changed. Mr. Alvarez requested that Mr. Hensley draft a resolution. Mr. Manning rescinded his second motion. Mr. Alvarez his motion and then asked for a clarification of the decision that had been made. Mr. Juarez restated that the Lockhart ISD School Board Members on November 24, 2008 at its monthly meeting has taken a motion to approve renaming Lockhart High School Freshman campus the Lockhart High School Freshman M. L. Cisneros Campus. Mr. Juarez extended his congratulations to Judge M. L. Cisneros not only on the renaming of the Freshman Campus, but for the distinct honor for the life and commitment he made to this

community. It is appropriate that as his biography was read, that this is the campus that he had hoped to teach at but the campus that did not allow him the opportunity to teach our children. Mr. Benavides said it was a great honor to a man that has done a lot for our community and appreciate that they finally came to a conclusion to honor their father. Ms. Brooks restated that Judge Cisneros is one of her heroes and that she worked with him for fourteen years as a School Administrator with kids. She added that his military service to our country makes him a hero for her personally, now that she was on the board and is thrilled that they can name the Lockhart Freshman Campus after him. Mr. Flores echoed Ms. Brooks's sentiments and added that it was neat to have him honored and that the school is right across from the house where he lives. He congratulated him and stated that it was an honor to do this. Mr. Manning stated that Judge Colonel Cisneros is one of the finest people he has met and is proud that they could do this for him. Mr. Alvarez stood up, clapping, to honor Mr. Cisneros which began a standing ovation for him and his family. Ms. Spillmann added that it is awesome that we can honor and celebrate people who are alive for the children to see and witness. He's a man who is productive and is such an awesome individual and she is proud he is part of our community and that the kids can see that. Neither Judge Cisneros nor his wife were present but his family was present. Judge Cisneros's daughter, Elizabeth Cisneros, the third child of Judge Cisneros, commented that she is proud of being his daughter as well as her brothers and sisters. She shared a short story that her Dad had shared with his children and others that knew him. She stated that when he attended the school that is across from his home, he would come out of the school for lunch, he'd look across at the house across the street and would say that "One of these days I'm going to own that home". Every dream that my father has ever had has come true. He's just an honor to know and to be related to. This school district and the community should be proud to have such a great citizen. The Board directed the Administration to get in contact with Judge Cisneros to get an appropriate date that would work for them and to share that information with the Board and the community as a whole so they can participate in the celebration.

8. Consider and/or Approve LHS PA System RFP 08-014

As reported during the October 27th board meeting the high school PA system became inoperable in September of this school year after Lockhart experienced a heavy rain storm in September. Proposals were solicited. ACE Audio Communications submitted the only proposal with bids of \$56,380.00 for the LHS system and \$10,514 for the addition of the Cub House. Energy Systems Associates estimated the engineering costs for this renovation project to be approximately \$7,000.00. The total projected cost for the LHS PA System including the Cub House project is \$73,894.00. The project can be funded by utilizing a portion of the original \$500,000.00 that was set aside for capital outlay projects.

Mr. Alvarez asked if it covered the athletic field house and the band. Mr. Gardner stated that if it was part of the High School system that it should be included. Ms. Brooks requested guidance from Ms. Knudsen regarding this issue. Ms. Knudsen recommended taking it out of the \$500,000 set aside. Mr. Alvarez made the motion to approve LHS PA System RFP 08-014 and that the \$73,894.00 come out of the remaining \$500,000 balance. The motion was seconded by Mr. Flores. Motion carried 7-0.

9. Discuss, Consider and/or Approve Superintendent Priorities

During the Team of Eight meeting, the board decided to identify five critical points as part of the performance of the Superintendent and provide that information to Dr. Parra or to the Superintendent Secretary. A compiled list was created indicating which board member submitted which comment. Dr. Parra wanted to have additional discussion with the board members to find some commonalities among the items submitted by each of the trustees to provide input as to the commonalities and priorities from his point of view. Some of the board members stated that they had not yet received the Board Briefing. Dr. Parra gave a copy to those who had not yet received their copy. Dr. Parra suggested that since some of the board members had not yet received their copy, it would be beneficial to delay the discussion until everyone had the opportunity to review it and it would give him more time to compile the priorities and find commonality in them. It was decided to delay discussion on this item. This idea is so the board can collectively evaluate the performance of the Superintendent.

10. Consider and/or Approve Compensatory Time

The Administration wants to ensure compliance with board policy DEA (local), which requires the district to pay employees for compensatory time earned and not taken as time off by the end of each fiscal year. The Administration has developed a plan to assist supervisors with the tracking of compensatory time. As part of that plan, the Administration is in the process of implementing a board approved time clock system that will electronically monitor requests to accrue and deplete compensatory time in the future, as well as all compensatory time balances at any given date. The Administration recommends the approval of payment of compensatory time. Historically this is a policy that the district has not complied with. The cost, not including the payroll taxes, is \$11,810. Including payroll taxes, \$12,046.00 because it was earned during the 2007-08 school year the amount has been accrued as an expense in the audit report. We're required to record it during the time period from which it was earned. Mr. Manning stated that this and compensatory time for administrators is dealt with every year. He would like something put in place so this does not happen again. Dr. Parra agreed and reminded the board that this issue was done during the 2007-2008 school year. Ms. Neyman stated that the True Time clock system is a tool that tracks compensatory time in an effective manner. The new True Time system has biometric readings. Any time an employee leaves a campus or site, the district supervisor will have an automatic record of it. These balances will also be sent to Ms. Knudsen and then, if necessary, to Ms. Neyman to address any personnel matters and to resolve any outstanding issues. The Payroll and Benefits Clerk will run the reports for Ms. Knudsen to review once a month who will then pass it on to the Human Resources Director for review. All non-exempt employees are required to do this. Exempt employees are not yet set up to be in this system in terms of clocking in and out. Mr. Juarez asked Ms. Neyman if there were any paraprofessional employees who are exempt from the use of the True Time system and if so, how is their compensation tracked. She replied that there are some exempt paraprofessionals and that they are treated similarly to the Administrators which hours are tracked on a calendar. They are looking into doing it on the True Time system. There are 42 out of a possible 121 employees who would be compensated. This error was brought to Ms. Neyman's attention by an employee. Dr. Parra added that in the course that this happened with one employee they decided to look at all the employees being that it is the fair thing to do.

Mr. Alvarez made a motion to approve the compensatory time and was seconded by Ms. Spillmann. Motion carried 7-0.

Mr. Alvarez requested to go into executive closed session. The Board of Trustees on November 24, 2007 convened at 9:07 p.m. in a closed session in accordance with the Texas Open Meeting Act for the purposes of discussing items listed under the Texas Govt. code section 551. No final action, decisions, or votes would be made while the board was in executive session. The Board ended its closed session at 9:24 p.m. on Monday, November 24, 2008.

11. Consider and/or Approve Employment/Promotion of Professional Personnel:

Ms. Brooks moved that the board approve the personnel matters as presented by the Administration and was seconded by Mr. Benavides. Motion carried 7-0.

12. Communication/Action: Personnel

Consider/Approve Employment/Promotion:

Professional:

Rosa Linda Elliott Bluebonnet Elementary, Learning Strategist

Consider/Approve Employment of Paraprofessional Personnel

None

For Your Information

Resignations:

Professional:

None

Paraprofessional:

Jettie Hill Cub House, Child Care Aide
Ashley Johnson Plum Creek, Kids Klub Group Leader

Support Staff:

Janie Ruiz Freshman Campus, Pastry Cook

Retirements

None

Administratively Hired or Reassigned:

Professional

Mary Helen Vazquez Bluebonnet, Gifted and Talented Teacher

Paraprofessional

Jennifer Pittman Community Education, Child Care Aide
Tina Goode Junior High, Special Education Aide

Support Staff:

Dion Cruz Freshman Campus, Pastry Cook
Lilia Garcia Navarro, Lunchroom Cook

Substitutes:

Jaime Barker Teacher Sub
Frank Jones Teach Sub

13. Board Member/Superintendent Items

Ms. Brooks stated that she would like to have copies provided to the audience of what the board gets since they do not always get the information. She also requested a copy of the personnel information be laid out after the meeting with the names of those who got hired. Mr. Benavides thanked Ms. Orta for the invitation to the Plum Creek Science Fair and said it was great. He's very proud of the LISD football team and the players. He also thanked Mr. Henk for his support of the kids that are taking the initiative to take on study groups and wished everyone a Happy Thanksgiving. Mr. Flores reminded the Policy Sub-committee to prepare a recommendation for the board on keeping the name of Lockhart High School campus and shoring up the current policy for naming of facilities. Mr. Alvarez would like the Board to send flowers or cards to employees of the school district when they've been away on sick leave for over a month. Ms. Spillmann requested a Special Called Meeting to do something about the Bluebonnet Gym issue before the next board meeting to speed up the process. She also stated that she was proud of the football team and wished everyone a Happy Thanksgiving. Mr. Juarez stated that he would like to honor the athletic teams at the December 15th meeting, including the Volleyball, Football and Cross Country teams for their success.

Dr. Parra expressed his congratulations and pride in the efforts put forth in the football team over the entire year. Every game has been a development of character. The kids have learned how to do several things. They've learned how to lose close games and win close games. It's in losing close games that you learn how to overcome adversities. It was a tremendous feeling for him to watch the tremendous enthusiasm and rallying by the whole community at the football game last Saturday night. If we had two more minutes we would have won because the pressure was on and the other team was feeling it. My congratulations and my extreme regards to all of the young men on the field and everyone associated with the football program and the volleyball program. We have tremendous kids in Lockhart ISD. This board really showed a lot of character tonight even though they didn't agree on everything. They discussed and debated. Looking at the end result, a lot of great things were accomplished tonight. Thanks for the opportunity to serve as the Superintendent. He told everyone to have a great holiday.

Adjournment.

Agenda completed, meeting adjourned.

SIGNED: _____
Timoteo Juarez, Jr., Board President

SIGNED: _____
Juan Alvarez, Jr., Board Secretary

APPROVED: _____
Dated

APPROVED: _____
Dated