

Public Hearing/Regular School Board Meeting

October 19, 2015

Minutes of the Public Hearing/Regular School Board Meeting of the Board of Trustees of the San Felipe Del Rio Consolidated Independent School District held Monday, October 19, 2015, in the Administrative Office Board Room, 205 Memorial Drive, Del Rio, Texas.

CALL TO ORDER AND ROLL CALL

Mrs. Cecilia Martinez-Lozano called this Public Hearing/Regular School Board Meeting to order at 6:00 p.m.

Ms. Amy N. Haynes called roll and confirmed a quorum was present.

<u>Trustee</u>	<u>Present</u>	<u>Absent</u>	<u>Late Arrival</u>
Mr. Roberto Chavira	X		
Mr. Charles A. Garabedian			X
Ms. Amy N. Haynes	X		
Mrs. Cecilia Martinez-Lozano	X		
Mr. Raymond P. Meza	X		
Mr. Joshua D. Overfelt	X		
Dr. Fernando Quiz		X	

Others present: Dr. Carlos H. Rios, Dr. Jorge Garza, Mrs. Yanakany Valdez, Mrs. Aidee Garcia, Dr. Patricia McNamara, and others.

A few minutes of silence was observed for personal reflection.

The Pledge of Allegiance to the Flag of the United States of America was given.

RECOGNITIONS

- A. Recognition of the Del Rio High School Tennis Team District Champions (Ric Smith, Lily Castellano, and Enrique Santillan)

Mr. Ric Smith introduced Ms. Lily Castellano and Mr. Enrique Santillan, Del Rio High School Tennis Coaches, Mr. Smith further presented the District Championship Plaque to the tennis team and the coaches.

Ms. Castellano presented the girl team members and Mr. Santillan presented the boy team members. In addition, Ms. Castellano stated these students are also outstanding in academics and Mr. Santillan thanked the board and administration for their support.

PUBLIC HEARINGS

- A. Overview of School FIRST (Financial Integrity Rating System of Texas) (Mrs. Yanakany Valdez)

Mrs. Yanakany Valdez presented to the Board of Trustees and members of the audience the following:

School FIRST (Financial Integrity Rating System of Texas) 2015 Rating for the Year Ending August 31, 2014

- School FIRST: Compliance
- School FIRST: HB 5
- Indicators
- Total Points earned (30)
- Financial Transparency

Mr. Raymond Meza thanked Mrs. Valdez and her staff for the outstanding efforts to meet these standards. Mrs. Cecilia Martinez-Lozano also thanked Mrs. Valdez and her staff for keeping the financial reporting transparent at this level.

B. Public Comments

There were no public comments

Public Hearing closed at 6:18 p.m.

Regular Meeting opened at 6:18 p.m.

Mr. Joshua Overfelt requested agenda item 10C. – Consideration of dedication of the Del Rio Freshman Tennis Courts, be moved up to this section of the meeting. All board members present agreed to this change on the agenda.

ADMINISTRATION

- C. Consideration of dedication of the Del Rio Freshman Tennis Courts.
(Joshua D. Overfelt)
Recommended Action: Approval

Mr. Joshua Overfelt reported to the Board of Trustees and members of the audience the accomplishments of the tennis team and the accomplishments of Ms. Lily Castellano in her role as tennis coach. Mr. Overfelt also spoke of Ms. Castellano's hard work ethic and the impact she has had on the program's participation on the tennis team. Her motto: dedication, determination have guided her students successfully. Staff and co-workers praise her work effort. She has been recognized in coaching college tennis, recognized by the State at the annual tennis convention and by former players. The dedication and accomplishment continued in the program for 20+ years. A letter from Sid Cauthorn dated Oct. 14, 2015 in support of naming the Del Rio Freshman Tennis Courts, the Lily Castellano Tennis Courts, was read. Mr. Overfelt opened the floor to fellow board members for remarks.

Mr. Raymond Meza spoke of Ms. Castellano's dedication and rapport with students and stated he supported the recommendation.

Mr. Roberto Chavira also stated that enthusiasm makes a difference with students and

thanked Ms. Castellano for her enthusiasm and dedication to the students and he also supports the recommendation.

Mrs. Cecilia Martinez-Lozano remarked on the positive impact Ms. Castellano has made on her niece and other students, as well as encouraging them, setting a good example, and stressing the importance of character on and off the court. Mrs. Martinez-Lozano also supports the recommendation.

Mr. Charles Garabedian questioned if the district has a policy in place regarding naming facilities, what the prior practice has been to rename facilities, and if the district has named a facility after a living employee.

There was discussion regarding no policy in place at this time, the naming of Irene Cardwell Head Start while Mrs. Cardwell was still living.

Ms. Amy Haynes also thanked Ms. Castellano for her positive attitude, encouragement, and uplifting spirit to the students.

Mr. Charles Garabedian further asked if there were plans to draft a policy to name or rename buildings in the future. Mrs. Martinez-Lozano stated she is on the policy committee and this has not been discussed, but does not see why this couldn't be developed in the future and requested Mr. Garabedian's assistance to draft this policy.

Mr. Joshua Overfelt made the motion to rename the tennis courts and newly completed facility the Lily Castellano Tennis Complex and direct the administration to take the appropriate steps to do so and hold a dedication ceremony.

(Overfelt, Chavira) all six board members present voted "Aye"

Ms. Lilly Castellano spoke briefly, she thanked the Lord for the courage to lead, thanked her mother for being there for her and thanked the board for their support.

Mrs. Cecilia Martinez-Lozano requested the Public Comments section be moved to this section so that Mrs. Jovita Casarez, who signed up for comments, may speak and leave the meeting if she wished to do so. All board members agreed to this change on the agenda.

Mrs. Sandra Fuentes requested that the Board of Trustees approve members of the Border Organization to speak during the public comments section. Mrs. Fuentes stated there was miscommunication of the time of the meeting, therefore, they arrived late and were unable to sign up in time for public comments.

The Board of Trustees agreed to allow members of the Border Organization to speak during the Public Comments section.

CITIZENS TO BE HEARD

Jovita Casarez – transportation

JoElda Hinojosa – cafeteria issues

Marsela Gonzalez – cafeteria issues and cafeteria salaries

Valentin Martinez – Del Rio Police Officer's Association support of cafeteria worker efforts

Mrs. Cecilia Martinez-Lozano requested Agenda Item 7G. – Food Service Department Report, be presented at this time for all those in attendance regarding food service. All board members agreed to this change on the agenda.

REPORTS

G. Food Service Department (Mrs. Yanakany Valdez)

Mrs. Yanakany Valdez presented the following:

SFDRCIDSD Food Service Program

- Staff Meetings
 - Staff expressed a sincere endorsement for the improved services (menu selection, presentation, taste of food) for our students
 - Reevaluated staffing allocations based on participation
 - Balanced menu options and temporarily approved the use of disposable trays
 - Provided Fair Labor Standards training to all staff
 - Purchased supplies and is replacing equipment used for preparing meals
 - Addressed maintenance requests
 - Coordinated with warehouse department on weekly deliveries to campuses
 - Weekly meetings with Managers began on September 24th
- Updates
 - National School Lunch Week – for the elementary level, we had a minion themed line along with minion themed prizes! For the secondary level, we gave away movie tickets!
 - Elementary campuses create over 100 salads a day – kids are more likely to continue these healthy eating habits into adulthood when they start younger. A salad bar has also been added to Cardwell Elementary
 - Roving Chefs Program – The experience allowed students to prepare their own meals and take home those skills for use outside of school
 - This week, SFE will bring in a support team of chefs to assist staff on cooking and presentation procedures, so we can continue enhancing our Program

There was discussion regarding food service staff breaks, what safeguards are in place to ensure these issues don't arise again, SFE procedures to be addressed annually, SFE positive strides, and commending food service staff in transition.

C. San Felipe Del Rio CISD Education Foundation Presentation (Mr. David Ortiz)

Mr. David Ortiz, President of the San Felipe Del Rio CISD Education Foundation presented a brief update of the mission of the education foundation, including funding innovative teaching grants to teachers and future fund raising campaigns. In addition, Mr. Ortiz encouraged principals and teachers to apply for these grants annually.

A. Delinquent Tax Collections Report from Linebarger, Goggan, Blair & Sampson, LLP
(Ms. Sonia Gonzalez)

Ms. Sonia Gonzalez presented to the Board of Trustees and members of the audience the Summary of Delinquent Tax Collection Activities and Results.

There was discussion regarding an almost 20% drop in collections in comparison to recent years and turnover amounts, explanation of various forms of judgments.

B. TASB HR Services District Pay Systems and Practices
(Ms. Luz Cadena)

Ms. Luz Cadena of TASB HR Services presented to the Board of Trustees and members of the audience a presentation of the pay system review for San Felipe Del Rio CISD. Ms. Cadena presented the following:

Pay System Review – San Felipe Del Rio CISD – October 19, 2015

- Project Scope
 - Evaluate current pay practices
 - Identify and analyze external market
 - Recommend modification to pay plans
 - Provide implementation cost estimate
 - Develop administrative procedures
- Pay System Goals
 - Recruit, Retain, Reward, Control Costs
- Market Group
- Market Data
- Current Pay Plans
- Administrative Matrix
- Starting Rate Comparison
- Pay Range
- Pay Range Width
- Narrower Ranges
- Pay Structure
- Administrative Pay Plan
- Procedures
 - Provide consistency in pay decisions
 - Ease communication and understanding
 - Reduce confusion around standard pay decisions
 - Help enforce the limits built into the pay plan

There was discussion regarding categories of pay in other districts and their comparison, scope of work consideration, TASB HR Services interviews, process of leadership steps, need to survey board members, recommendation for a workshop before draft presentation, job analysis questionnaire for employees, desire from board to focus on hourly staff, and hourly wage comparison and the number of hours worked.

Mrs. Cecilia Martinez-Lozano made the motion for a 10 minute recess at 8:05 p.m.

(Martinez-Lozano, Overfelt) all six board members present voted "Aye"

The meeting reconvened at 8:15 p.m.

D. Attendance and Discipline Report for the 1st Six Weeks
(Dr. Jorge Garza and Mrs. Aidee Garcia)

Dr. Carlos H. Rios indicated to the Board of Trustees that the discipline report was included in the board communique and asked if there were any questions. There were none.

E. District and Campus Performance Objectives
(Dr. Jorge Garza)

Dr. Carlos H. Rios stated to the Board of Trustees and members of the audience that the District and Campus Performance Objectives take the target of 90% and divide this out over five years, and take into consideration that when the standards increase the district does not increase the goal for that year and the purpose for the campus performance objectives is to guide the campuses and the district in the development of the campus and district improvement plan. Dr. Rios further stated that this item was provided in the board communique and administration will seek approval of these objectives later on the agenda.

Mrs. Cecilia Martinez-Lozano stated in order for transparency, it would be helpful to present this item. All board members were in agreement.

Dr. Jorge Garza presented the Dr. Fermin Calderon Elementary Campus Performance Objects as an example for all campuses to include Indices 1 through 4.

There was discussion regarding the attendance calculation, Index 2: Student Progress – Hispanic reading growth with 5 year expectation of growth, Index 4: Post-Secondary Readiness – concerns of why a low percentage on the 2020 STAAR target and challenging standards, possible ability to obtain the percentage goals sooner, reading is a concern across the elementary grades yet there is a concern of eliminating librarians, targets to be used to formulate the district improvement plans and plan for bigger gains, teacher's roles in helping administrators formulate the goals for campus performance objectives.

F. Targeted Improvement Plans for Formerly Improvement Required Campuses
(Mrs. Aidee Garcia)

Mrs. Aidee Garcia presented to the Board of Trustees and members of the audience the Targeted Improvement Plans (TIP) process.

Ms. Briana Muraira presented the following for Dr. Fermin Calderon Elementary:

- Dr. Fermin Calderon Targeted Improvement Plans for the following Problem Statements:
 - Problem Statement 1: STAAR 4th Grade Writing did not show growth in Index 1 (53% in 2014 to 49% in 2015)
 - Problem Statement 2: ELL students scored significantly lower in Index

2 in comparison to the ALL student group (61% compared to 46%)

- Problem Statement 3: Hispanic students in STAAR Reading scored 70% overall, but only 9% met advanced standard
- Problem Statement 4: Economically Disadvantaged students in 2015 STAAR Math scored 20% with the new anticipated Phase 2 standard. (2015 STAAR Math was not scored officially)

Mrs. Eliza Diaz presented the following for North Heights Elementary:

- North Heights Elementary Targeted Improvement Plans for the following Problem Statements:
 - Problem Statement 1: Economically Disadvantaged students scored below 50% in reading; only 47% of the students met standard at Level 2 phase-in.
 - Problem Statement 2: Only 54% of 4th grade students passed writing; only 39% of the students met writing standard at the Level 2 phase-in.
 - Problem Statement 3: Only 57% of all students met progress, which is below the target goal of 60%; only 17% exceeded progress in the areas of reading
 - Problem Statement 4: Although there was a 20 point gain in the area of science, only 54% of students met standard and only 32% met the Phase 2 standard.

Miss Maryvel Flores presented the following for Lamar Elementary:

- Lamar Elementary Targeted Improvement Plans for the following Problem Statements:
 - Problem Statement 1: Writing scores had no change in scores from one year (2013-2014) to the next (2014-2015).
 - Problem Statement 2: ELL students scored significantly lower in Index 2 in comparison to all students (34% to 58% respectively) for the 2014-2015 school year.
 - Problem Statement 3: In STAAR Reading, though all students scored 62% satisfactory, only 8% of Hispanic students scored Advanced Standard in 2015

Mr. Pablo Ramos presented the following for San Felipe Memorial Middle School:

- San Felipe Memorial Middle School Targeted Improvement Plans for the following Problem Statements:
 - Problem Statement 1: San Felipe Memorial Middle School showed a decrease from 27% to 24% in Index 2 in a two-year period.
 - Problem Statement 2: GT/Advanced students are at 11% in exceeding performance measures impacting Index 2.
 - Problem Statement 3: 38% of ELL students passed STAAR with only 4% meeting exceeding progress.

Dr. Carlos H. Rios stated what he would like the board to consider when approving these plans: the problem statements the campuses have identified are specific problem statements to their campus, and collaboration from the campus team. He added that Dr. Cantu was exceptional in finding and identifying exactly where each campus has to focus for growth.

H. Transportation Department (Dr. Carlos H. Rios)

Dr. Carlos H. Rios stated to the Board of Trustees and members of the audience what

changes were done since the last board meeting to include transportation department meeting with individual bus drivers by route and identify bus stops to give the bus drivers latitude to stop for students and their safety. Additionally, vacancies have been filled to correct doubling up of students, and held a meeting with bus drivers as well as scheduled meetings every 2 weeks to ensure all concerns are addressed. Dr. Rios further stated a meeting was scheduled for parents at Dr. Lonnie Green Elementary, Dr. Fermin Calderon Elementary and Lamar Elementary to obtain further insight from parents, they were very productive meetings even though attendance was low. Lastly, Dr. Rios stated the transportation software is a guide only and feels transportation is moving in the right direction.

There was discussion regarding the parent participation at the forums, commending Superintendent for open dialogue at bus driver meeting, clarification and use of Transfinder software, previous bus stops, addressing customer service at the transportation department, and morning pick up times.

I. Facilities and Construction
(Mr. Israel Carrera)

Mr. Israel Carrera presented the Facilities and Construction Update to the Board of Trustees and members of the audience to include the following:

- Del Rio Freshman School Decorative Fencing – under construction
- Del Rio Blended Academy Demolition of “F” Building – completed
- Career and Technology Educational Center – under construction
- Student Activity Center – under construction

There was discussion regarding the pouring of concrete at the CTE building – in sections, 4 phases to pour and construct building, contractor time period on request for information (RFI) – most are 10 days, possible challenges to completion of projects because of RFI’s, and further possible completion challenges for the Ram and Queen logo, and Freshman School benches which are in need of repair.

J. Elementary K-5 Bilingual Newcomer Academies
(Mrs. Aidee Garcia)

Mrs. Griselda Westlake presented to the Board of Trustees and members of the audience the Elementary K-5 Bilingual Newcomer Academies to include classroom counts, curriculum documents, planning and support.

There was discussion regarding overcrowding in classrooms, duties of teacher aides, need to keep student/teacher ratio low to ensure teacher success, proposed program student count goal and targeted plan (15:1), student ratio fluctuation due to exiting program, concern for teachers who volunteered for beginner classes now assigned to bilingual intermediate positions, gains being made as well as issues recognized and being addressed, how the new QTEL strategies are being implemented and team building approach.

Mr. Roberto Chavira invited fellow board members to join him as he visits the Bilingual Academies on Thursday, October 22, 2015 at 9:00 a.m.

K. Student/Teacher Ratios for Elementary and Secondary Classes
(Dr. Jorge Garza and Mrs. Aidee Garcia)

Dr. Carlos H. Rios stated to the Board of Trustees that this document was also shared with the board in board communique to include all classroom counts that were available as of Thursday (Oct.15, 2015) and if there were any specific questions.

There was discussion regarding sufficient resources and room for classes with 30+ students, advanced classes at maximum capacity and long range plan, workload challenges of advanced classes with 35 students, and schedule changes for sheltered teams.

L. Digital Flexbook Project/District Technology Upgrades
(Dr. Sandra Zuniga-Mendoza)

Dr. Sandra Zuniga-Mendoza presented to the Board of Trustees and members of the audience an update of the Digital Flexbook Project/District Technology Upgrades including the following:

- Digital Content and Learning Tools
- Infrastructure and Devices
- School and Classroom Use
- Digital Flexbooks
 - Hard Copies of Flexbooks
 - PDF Copies of Flexbooks
 - CK-12 Use of Flexbooks

There was discussion regarding instructional benefits, Flexbooks transition, glitches being fixed.

Mr. Leslie Hayenga presented to the Board of Trustees and members of the audience a brief overview of the Technology Department to include the following:

- Summer Activities
- Technology Upgrades
- Connectivity
- Computers on Order
- Department Staffing

There was discussion regarding connectivity issues, the Z drive, printer issues, log-on issues, old computers, prioritization of vital instructional computers, Del Rio Middle School electronic devices, KUNO tablets redistributed to the Del Rio High School, accessibility to digital Flexbooks, accessibility for students that study at home, operating systems of different devices and the 1:1 initiative at Del Rio High School.

M. The District Targeted Improvement Plan for 2015-2016 and the 2015-2016 Corrective Action Plan for the Non-Compliance Findings on the TEA On-Site Report.
(Mrs. Aida Gomez)

Mrs. Aida Gomez presented to the Board of Trustees and members of the audience the District Targeted Improvement Plan for the 2015-2016 and the 2015-2016

Corrective Action Plan for the Non-Compliance Findings on the TEA On-Site Report to include the following:

- Summary of Conference Call – Wednesday, October 7, 2015
- Where are we?
 - Four Problem Statements
 - Students in Grades 6-12 are reading below grade level
 - RTI Interventions are not implemented
 - Address the needs of ELL and identified struggling students
 - Develop a plan for inclusive support practices
- Post Visit Intervention – Required Actions and Corrective Action Plans
 - Corrective Action Plan for Bilingual Citations
 - Corrective Action Plan for Program Access Review
- Campus Objectives and Enrollment

There was discussion regarding the board's role to ensure administration is complying with TEA, process to prevent future oversights, TEA submission platform - ISAM, and TEA and district communication, there were no penalties imposed, and TEA knowledge of the bilingual department restructure.

CONSENT AGENDA

There were questions regarding the following consent agenda items:

Consent Agenda Item A1. – September 21, 2015 – Public Hearing/Regular School Board Meeting. Mr. Charles Garabedian stated under Administration A. and B. it states "all seven board members present voted "Aye" and should reflect six board members. Also Consent Agenda Item G1. – Consideration to approve Contract over \$5,000.00 with John Fessenden of Lead4ward in the amount of \$5,900.00 for professional development titled *Accountability 2015: What Now?* Mr. Garabedian questioned if the dates were correct on the memo, Mrs. Yanakany Valdez stated they were.

Consent Agenda Item G2. – Consideration to approve Contract over \$5,000.00 with Generosa G. Ramon, Val Verde County Clerk/Election Officer for the amount not to exceed \$25,000.00 for the May 2016 Board of Trustee election. Mr. Raymond Meza questioned why the board is already voting for this and it has not been addressed. Mrs. Yanakany Valdez responded by stating the memo is to provide information of the positions that, when the memo was prepared, be on the ballot and the approval is only for the election administrator not what is going to be on the ballot.

Mr. Joshua Overfelt asked if the approval is only for use of the county only. Mrs. Yanakany Valdez responded yes, for the services of Mrs. Janie Ramon to be the elections administrator. Mr. Overfelt questioned the timeliness of early voting results during the last elections. Mrs. Valdez stated no one is interested in being an elections administrator and the situation of timeliness was due to a judge not signing off on results.

- A. Minutes from the Meetings
Recommended Action: Approval

1. September 21, 2015, – Public Hearing/Regular School Board Meeting (with corrections)

B. Financial Statements

(Mrs. Yanakany Valdez)

Recommended Action: Approval

1. Monthly financial status reports for all Funds as of August 31, 2015 are included for information purposes.
2. Consideration to approve Amendment for all Funds as of September 30, 2015.

D. Tax Refunds

(Mrs. Yanakany Valdez)

Recommended Action: Approval

1. Consideration to approve the Tax Collection Refunds in the amount of \$2,137.05 for the month of September 2015.

E. Donations

(Mrs. Yanakany Valdez)

Recommended Action: Approval

1. The Spot & Pro Shop - \$123.00 – Ruben Chavira Elementary
2. Chick-Fil-A Del Rio - \$424.29 – Dr. Lonnie Green Elementary
3. Tracks and Snacks, Inc. - \$800.00 – Del Rio High School
4. Joyce Darling - \$1,224.47 – Del Rio High School Metal Trades
5. McDonalds - \$250.00 – Del Rio High School Student Activity
6. Tennis Booster Club - \$ 1,911.66 – Del Rio High School Boys Tennis
7. Emily Cooper - \$250.00 – Del Rio Middle School Queens Pom Team
8. Arturo Ramirez - \$200.00 – Del Rio Middle School Queens Pom Team
9. Manuel and Elena Pacheco - \$100.00 – Del Rio Middle School Queens Pom Team
10. Amistad Dentistry - \$100.00 – Del Rio Middle School Queens Pom Team
11. Bank & Trust - \$1,500.00 – Del Rio Middle School Queens Pom Team
12. Amistad Bank - \$150.00 – Del Rio Middle School Queens Pom Team
13. Lamar Outdoor Advertising - \$150.00 – Del Rio Middle School Queens Pom Team
14. Maverick Space Center, LLC - \$100.00 – Del Rio Middle School Queens Pom Team
15. Rogelio Landa - \$100.00 – Del Rio Middle School Queens Pom Team
16. Brown Automotive - \$150.00 – Del Rio Middle School Queens Pom Team
17. Jose Landa - \$100.00 – Del Rio Middle School Queens Pom Team
18. Gilberto Mancha - \$100.00 – Del Rio Middle School Queens Pom Team
19. Gorzugis - \$100.00 – Del Rio Middle School Queens Pom Team
20. Bendix CVS de Mexico - \$300.00 – Del Rio Middle School Queens Pom Team
21. River City Doughnut & Coffee - \$50.00 – Del Rio Middle School Queens Pom Team
22. The Spot & Pro Shop - \$400.00 – Lamar Elementary Student Activity
23. Desideria Andrea Torres - \$4.00 – Buena Vista Elementary
24. Volleyball Booster Club - \$1,270.82 – Del Rio High School Volleyball

25. Methodist Church – Clothing donation valued at \$200.00 – Garfield Elementary
26. Methodist Church – Bags with snacks and light meals valued at \$2,000.00 – Garfield Elementary

F. Purchase Order over \$25,000.00

1. Consideration to approve the payment of Purchase Order over \$25,000.00 to Dodge City of McKinney in the amount of \$28,190.00 for a Police/Security Department vehicle.
(Mr. Duane Maldonado)
Recommended Action: Approval

The budget is included in the General Fund Capital request.

2. Consideration to approve the payment of Purchase Order over \$25,000.00 to Weaver Technologies in the amount not to exceed \$316,592.01 for new laptop computers.
(Mr. Leslie Hayenga)
Recommended Action: Approval

The project will be funded using general funds from the Technology Department.

3. Consideration to approve the payment of Purchase Order over \$25,000.00 to RCI, Records Consultants, Inc. in the amount of \$48,330.50 for the imaging of the permanent student records.
(Mrs. Laura English)
Recommended Action: Approval

There are three phases to this project and the plan is to address one phase per year then integrate with annual processing. Funding for Phase 1 of the project is included with the committed funds.

G. Contracts over \$5,000.00

1. Consideration to approve Contract over \$5,000.00 with John Fessenden of Lead4ward in the amount of \$5,900.00 for professional development titled *Accountability 2015: What Now?* and for the Superintendent to sign the contract
(Mrs. Aidee Garcia)
Recommended Action: Approval

The budget for these trainings are included in the EEIP Grant Fund.

2. Consideration to approve Contract over \$5,000.00 with Generosa G. Ramon, Val Verde County Clerk/Election Officer for the amount not to exceed \$25,000.00 for the May 2016 Board of Trustee election and for the Board President to sign the contract.
(Mrs. Yanakany Valdez)
Recommended Action: Approval
Recommended Action: Approval

(Overfelt, Chavira) all six board members present voted "Aye"

ADMINISTRATION

- A. Consideration to appoint or call special election to fill vacancy on the board.
(Mrs. Cecilia Martinez-Lozano)
Recommended Action: Discussion

Mrs. Cecilia Martinez-Lozano stated to the Board of Trustees that Dr. Fernando Quiz tendered his letter of resignation, thus creating a vacancy and thanked Dr. Quiz for the many years of service to the community and district. Mrs. Martinez-Lozano also stated there is a need for discussion to replace Dr. Quiz or hold a special election in May.

Mr. Charles Garabedian stated the Board of Trustees is a democratic organization and will only support an election to fill the vacancy, which is the most fair, most correct, and most consistent with the public's expectation as they are elected officials. Mr. Garabedian further stated the district found themselves in a similar situation 5 years ago and the board, at that time went the route of an appointment. There is almost 3 years left on the vacated seat and doesn't see why an appointment to fill the term of this length is right. The window of the November election has been missed, but not for the election in May. Mr. Garabedian further stated if someone is appointed he feels it's the wrong point of action and perceived bad by the public and this is the opportunity for the board to state they are a democratic organization and doesn't feel there is a need to discuss this item in closed session.

Mr. Roberto Chavira stated the public should vote, but the process is to appoint someone in the interim and the public will vote in May to fill the vacated seat.

Mr. Raymond Meza stated he agrees with Mr. Garabedian, and as elected officials an election is a process in which the voters decide and is the fair way to approach this.

Mr. Joshua Overfelt stated he agrees with Mr. Meza and Mr. Garabedian and that the voters should decide who will sit in the vacated seat and if it needs to be held at the May election, so be it.

Ms. Amy Haynes stated the community speaks very well and we should wait until the May election.

Mr. Roberto Chavira stated that the person that will run for the vacated position should be appointed to the 4 year term and not the remainder of the term of the vacated seat. Mr. Chavira also commented on the expense to be incurred by the person running for the vacated position.

Mr. Overfelt stated he doesn't feel it is necessary to change the term.

Mrs. Cecilia Martinez-Lozano cited Board Policy BBC (Legal) which states an election to fill a vacancy shall be for an unexpired term only and stated she doesn't believe this can be changed, but it also gives the board authority to appoint a person and agrees that this a democratic process and she knows the board was created to have 7 members and the reason she asked for this item to be placed in closed session was due to possible questions that needed to be answered by legal counsel and not to

hide something or not be transparent. Ideally she would love to say why can't they do both, appoint someone in the interim until the special election in May due to elections being 7 months away. In addition, Mrs. Martinez-Lozano stated from what each member has voiced, a special election is preferred and the next question is do we have to wait until May and legal counsel did respond to this question by stating there are circumstances in order to have special permission to actually hold an election prior to the May 2016 election, is this something the board is interested in doing?

Mr. Garabedian commented that the law states you must fill the position by election or appointment within so many days, what the determination would be is whether the so many days does not coincide with the elections in May, then there would have to be a request for a special election.

Dr. Carlos H. Rios stated Mr. Robert Schulman is standing by to answer any questions the board may have in closed executive session.

Mr. Garabedian asked how many regular meetings until the election in May (6) and the other logic is that and with all due respect to Dr. Quiz has missed a lot of meetings before his resignation, in fact from May 2012 to May 2014 he had missed 20 meetings, so if someone is not sitting in the position, he doesn't see how different it would be.

Mrs. Cecilia Martinez-Lozano stated she would like to see each board member attend each meeting and in this case she knows she will not see Dr. Quiz and not anyone in the seat.

Mr. Roberto Chavira stated the board should consist of 7 and it should be a full board.

Mr. Garabedian stated he agrees it should be a full board, but let the citizens decide who sits in the vacated seat, not the board.

Mrs. Cecilia Martinez-Lozano thanked all board members for the discussion and stated the vacancy should be elected by the community and this discussion will be continued in closed session and discussed with legal counsel if necessary and brought back after closed session.

B. Discussion of School Board Handbook Template
(Mrs. Cecilia Martinez-Lozano)
Recommended Action: Discussion

Dr. Carlos H. Rios stated Mrs. Sandra T. Hernandez was supposed to hand out the handbook, but had to travel out of town and the handbook will be delivered to each board member the following day.

Mrs. Cecilia Martinez-Lozano stated the handbook is something the policy review committee has worked with Mrs. Hernandez on and will be discussed at the November meeting. Mrs. Martinez-Lozano further stated she looks forward to each board members input to please get information to Mrs. Hernandez for better feedback and the final draft will be presented at a later date for review.

D. Discussion of the 2015-2016 Superintendent Performance Goals

(Mr. Charles Garabedian) ,
Recommended Action: Approval

Mr. Charles Garabedian stated he has been vocal of the rapid pace of change and the impact on the teachers and staff particularly and that he worries about teacher morale.

Mr. Garabedian further stated that in looking at the performance goals, he would like to know why there isn't a performance goal that addresses teacher and staff morale, and that this item was there last year and does this say that it is not a priority for the Superintendent and his team to work on. Mr. Garabedian also stated he has seen very determined actions to rectify issues in transportation as far as assessing and improving morale in that department and that of the cafeteria issues and firmly believes the pace of change has impacted in a negative way the teacher and staff morale and hears of this from a lot of people.

There was discussion regarding the importance of morale of teachers and staff, special attention of employee surveys, talented teachers wanting to retire due to work load and other areas of concern, possible requirement of re-adoption, last year's performance goals addressing teacher and staff morale and communication, possible workshop to finalize an evaluation instrument and to add initiatives, high class counts, student/teacher ratios, numerous walk-throughs, Planning Protocol, and concentration on the positive aspects of the programs.

Dr. Carlos H. Rios stated he would send the revised performance objectives via board communique and this could be presented in November unless there is a need to address something specifically. In addition, Dr. Rios stated he will reach out to each board member for communication in order to complete the performance objectives.

Mr. Charles Garabedian requested Dr. Rios to elaborate in the weekly report how this is being addressed.

Dr. Carlos H. Rios spoke of past state visits and no change, present difficulties in changes and decisions, fairness when critiquing and criticizing administration, shortcomings to be addressed, and encouragement of open dialogue.

- E. Consideration to approve the First Reading of Policy Update 102, affecting local policies DEAA; DEAB; DEE; and DFFA.
(Dr. Carlos H. Rios)
Recommended Action: Approval

(Overfelt, Martinez-Lozano) Haynes, Meza, Chavira voted "Aye"; Garabedian voted "Nay"; motion passed 5-1-0

Mr. Charles Garabedian stated the recommendation included CDA; DBB; DEA; DEAA; DEAB; DEE; DFFA, therefore he voted "Nay".

Mr. Joshua Overfelt made the motion to rescind previous motion in error.

(Overfelt, Meza) Martinez-Lozano, Haynes, Chavira voted "Aye"; Garabedian voted "Nay"; motion passed 5-1-0

Corrected Motion to approve the First Reading of local policies DEAA; DEAB; DEE; and DFFA as part of Update 102.

(Meza, Chavira) Haynes, Martinez-Lozano, Overfelt voted "Aye"; Garabedian voted "Nay"; motion carried 5-1-0

CURRICULUM AND INSTRUCTION

- A. Consideration to approve the Targeted Improvement Plans for Dr. Fermin Calderon Elementary, Lamar Elementary, North Heights Elementary and San Felipe Memorial Middle School.

(Mrs. Aidee Garcia)

Recommended Action: Approval

(Overfelt, Chavira) all six board members present voted "Aye"

- B. Consideration to approve the recognize Christina Nass and Houston Dobbins County Extension agents as Adjunct Staff members and to count students participating in 4-H Extension educational activities "in attendance" for Foundation School Program purposes and for the Superintendent to sign the Resolution regarding Extracurricular Status of 4-H Organization.

(Dr. Jorge Garza)

Recommended Action: Approval

(Garabedian, Overfelt) all six board members present voted "Aye"

- C. Consideration to approve the 2015-2016 District and Campus Performance Objectives.

(Dr. Jorge Garza)

Recommended Action: Approval

(Overfelt, Chavira) all six board members present voted "Aye"

FACILITIES AND OPERATIONS

- A. Consideration to approve the Master Planning Services with PBK Architects, Inc. for the Del Rio High School and Irene Cardwell Elementary.

(Dr. Carlos H. Rios and Mr. Israel Carrera)

Recommended Action: Approval

Dr. Carlos H. Rios spoke of the development of 3, 5, 10 year plan, inclusive of additional elementary schools and potential sites, a Middle School Magnet, age of the Del Rio High School and repurposing of CTE rooms for culinary arts and added locker rooms and weight rooms, bond election, strategic plans to include curriculum, facilities and financing, Cardwell Elementary project cost and timeframe, and PBK engagement for a facilities plan.

There was discussion regarding PBK as the current architect for CTE, future construction of master plan and possible unfair competition, consistency with current

professional services procurement act, bond election and reimbursement to district, board selection of architect, superintendent to provide informed plan to board and community for discussion, district not moving fast enough, current situation in Buena Vista area not being addressed, plans to purchase property, civil engineer to provide study in order to move forward, basic scope of work by PBK, and master planning committee.

Dr. Carlos H. Rios made the recommendation to authorize the Superintendent of Schools to sign the proposal letter with PBK Architects, Inc. to work in concert to develop a 3, 5, and 10 year Master Plan for Del Rio High School and Cardwell Elementary School Campus.

Mr. Roberto Chavira made the motion to approve the recommendation.

There was no second, motion died.

Dr. Rios further stated everyone knows the bond process and his goal is to provide the board as much information as soon as possible and this information will be needed and readdressed and further delay the process and would like one to one feedback from the board in order to move forward.

BUSINESS AND FINANCE

- A. Consideration to approve the independent sources of instruction for the training of investment officers.

(Mrs. Yanakany Valdez)

Recommended Action: Approval

(Garabedian, Meza) all six board members present voted "Aye"

HUMAN RESOURCES AND STUDENT SERVICES

- A. Consideration to approve the Superintendent of Schools to sign the Memorandum of Understanding for Preventive Dental Services and the Data Use Agreement with the State Health Services, the Texas Department of State Health Services at Garfield Elementary, North Heights Elementary, and Cardwell Elementary.

(Mr. Rodolfo Valdez)

Recommended Action: Approval

There was discussion regarding how these sites are selected.

(Meza, Haynes) all six board members present voted "Aye"

- B. Consideration to approve the employee job description and evaluation forms for the following departments.

(Dr. Patricia McNamara)

Recommended Action: Approval

- Operations Department
 - Construction Manager
 - Secretary, Chief Operations Officer

- Fine Arts Department
 - Director, Fine Arts
 - Secretary, Director of Fine Arts
- Human Resources Department
 - Certification Supervisor
 - Auxiliary Substitute Specialist
 - Secretary, Chief Human Resources and Instructional Support Officer
 - Secretary, Human Resources/Leave of Absence
 - Secretary, Human Resources/Recruiting

There was discussion regarding the review of the Operations Department, and PDAS moving to TTESS

(Garabedian, Overfelt) all six board members present voted "Aye"

The board adjourned into executive session at 11:50 p.m.

CLOSED SESSION

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.084, 551.087 of the Government Code (The Texas Open Meetings Act). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

- A. Pursuant to 551.074 Discussion of Personnel or to Hear Complaints Against Personnel:
1. Discussion of Personnel Report to include the following:
 - New Hires
 - District Vacancies: Retirements/Resignations/Reassignments
 2. Discussion of Salary Adjustments to include, but not limited to the following justifications:
 - Service Credit
 - Master's Degree
 - Stipends
 3. Discussion to convert Dual-Assignment Term Contract to a Multi-Year Employment Contract for Certified Professional Personnel – Head Football Coach
 4. Discussion of Chief Operations Officer
- B. Pursuant to Texas Government Code, Sections 551.071 and 551.074: Consultation with Attorney and Appointment of Officials

1. Consideration of limited waiver of Attorney Client privileged information
2. Consideration to appoint or call special election to fill vacancy on the board

The board reconvened into open session October 20, 2015 at 12:40 a.m.

RECONVENE TO OPEN SESSION

The Board may vote upon, and/or take action as to, any or all of the items considered under "Closed Session".

- A. Consideration to appoint or call special election to fill vacancy on the board.
(Mrs. Cecilia Martinez-Lozano)
Recommended Action: Approval

Mrs. Cecilia Martinez-Lozano stated legal counsel did not have to be contacted during closed session.

Mr. Joshua Overfelt made the motion to hold a special election on May 14, 2016 to fill the vacancy in Place 1 and direct administration to work with the election officers to ensure this recommendation.

(Overfelt, Garabedian) Haynes, Meza voted "Aye"; Martinez-Lozano, Chavira voted "Nay"; motion passed 4-2-0

- B. Consideration of limited waiver of Attorney Client privileged information, as discussed in closed executive session.
(Dr. Carlos H. Rios)
Recommended Action: Approval

(Garabedian, Martinez-Lozano) all six board members present voted "Aye"

- C. Consideration to approve the Personnel Report to include the following:
- New Hires
 - District Vacancies: Retirements/Resignations
- (Dr. Patricia McNamara)
Recommended Action: Approval

Dawn Kulpa – DRHS – Academic Specialist	Probationary
Dina Sanchez – SFMMS – Special Education Co-Teacher	Probationary
Gabriela Gonzales – SFMMS – Special Education Co-Teacher	Probationary
Kevin Addair – North Heights Elem – Music Teacher	Probationary
Catherine Burns – Calderon Elem – Grade 5 Teacher	Probationary
Elsa Morales – DRMS – Spanish Teacher	Probationary
Isabel Trevino – Freshman School – Special Education Co-Teacher	Probationary

(Overfelt, Meza) all six board members present voted "Aye"

- D. Consideration to approve Salary Adjustments to include the following justifications:

(Dr. Patricia McNamara)
Recommended Action: Approval

Martye Fluth – Step increase due to service records
Tracye Nino – Step increase due to service records

(Overfelt, Chavira) all six board members present voted “Aye”

- E. Consideration to approve the Multi-Year Employment Contract for Certified Professional Personnel – Head Football Coach.
(Dr. Patricia McNamara)
Recommended Action: Approval

(Chavira, Meza) all six board members present voted “Aye”

- F. Consideration to approve the Chief Operations Officer.
(Dr. Patricia McNamara)
Recommended Action: Approval

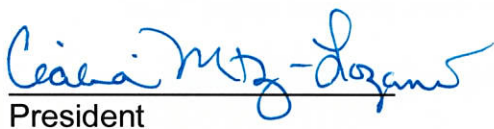
Israel Carrera Continue Probationary Contract

(Chavira, Martinez-Lozano) Haynes, Meza voted “Aye”; Garabedian, Overfelt voted “Nay”; motion passed 4-2-0

Mrs. Cecilia Martinez-Lozano made the recommendation to adjourn the meeting

(Meza, Chavira) all six board members present voted “Aye”

The meeting adjourned at 12:46 a.m.



President



Secretary