

The Board of Education of the Dublin Independent School District met in a regular session on Monday, July 28, 2025 at 6:02 p.m. with President Bob Cervetto presiding at a duly posted and properly called meeting. Other Board members present were Pat Leatherwood, Blanca Martineau, Ryan Mitchell, James Moore, Anjelica Salyer, and Raymond Salinas. Superintendent Mrs. Melissa Summers and twenty (20) guests were present.

1. Call to Order
2. Roll Call
3. Invocation
4. Pledge of Allegiance
5. Recognition of students, employees, board members and/or patrons for outstanding service/achievement
6. Public Comments – agenda items only
7. Report Agenda as follows: #25-0728-7B, #25-0728-7C, #25-0728-7D
  - A. Monthly financial report for period ending June 30, 2025
  - B. Board Training Opportunities
  - C. 2025-2026 Student Handbook
  - D. 2025-2026 Employee Handbook

Motion was made by Raymond Salinas and seconded by James Moore to amend the Employee Handbook to allow tattoos in the employee dress code.

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>NO</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>NO</u>	Anjelica Salyer	<u>NO</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>4</u> TO <u>3</u>	

8. Discussion Items #25-0728-8C, #25-0728-8D
  - A. 2024-2025 Budget
  - B. 2025-2026 Budget
  - C. TASB School Board Convention
  - D. New Staff Contracts

9. Motion was made by Blanca Martineau and seconded by Anjelica Salyer to approve the consent agenda as presented. #25-0728-9A, #25-0728-9B, #25-0728-9C, #25-0728-9D, #25-0728-9E, #25-0728-9F(1), #25-0728-9F(2)

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

10. Motion was made by Blanca Martineau and seconded by Ryan Mitchell to approve the 2025-2026 Student Code of Conduct as presented. #25-0728-10

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

11. Motion was made by Raymond Salinas and seconded by Blanca Martineau to approve the **PROPOSED** tax rate for 2025-2026 for Maintenance and Operation of \$0.7552 per one hundred dollars of evaluation and for Interest and Sinking of \$0.1157 per one hundred dollars of evaluation. The total proposed tax rate of \$0.8709 for 2025-2026.

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

12. Motion was made by Anjelica Salyer and seconded by Ryan Mitchell to approve a one-time efficiency payment for the 2025-2026 school year on a graduated scale, not to exceed \$1500, based on years of service in the district, to be paid in November 2025. #25-0728-12(1), #25-0728-12(2)

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

13. Motion was made by Blanca Martineau and seconded by Pat Leatherwood to approve the Dublin ISD Employee Compensation Plan, as presented. #25-0728-13

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

14. Motion was made by Anjelica Salyer and seconded by James Moore to approve the 4% increase for Dublin ISD At Will Employee Salaries, as presented.

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>ABSTAIN</u>		
MOTION PASSED		<u>6</u> TO <u>1</u>	

15. Motion was made by Pat Leatherwood and seconded by Anjelica Salyer to approve the 2% increase for Dublin ISD Administrator Salaries, as presented.

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

16. Motion was made by Ryan Mitchell and seconded by James Moore to approve the proposed revisions to Board Policy FL(LOCAL), as presented. #25-0728-16

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

17. Board did not enter into closed session in accordance with the Texas Open Meetings Act, Texas Open Meetings Act, Texas Government Code Sections 551.074 to deliberate the appointments, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

A. Sec. 551.074 Personnel Matters

1. to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer (s).

18. No action was taken as a result of no Closed Session.

19. Motion was made by Blanca Martineau and seconded by Anjelica Salyer to approve the resolution(s) identifying certain school employee(s) to be authorized under Texas Penal Code 46.03(a) to carry a firearm on school premises, at school-sponsored and school-related activities, in school vehicles, and at school Board meetings in accordance with the provisions of Board policy CKC(Local), as presented. Noting this information is not subject to open records request as per State Law. #25-0728-19(1), #25-0728-19(2)

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

20. Future Board Meetings

A. Regular August Meeting – Monday, August 25, 2025, at 6:00 p.m.

B. Meeting for public hearing for budget/proposed tax rate - Monday, August, 25, 2025, 6:00 p.m.

21. Public Comment – non-agenda items only

22. Motion was made by Anjelica Salyer and seconded by James Moore to adjourn meeting at 6:57 p.m.

Bob Cervetto	<u>YES</u>	James Moore	<u>YES</u>
Pat Leatherwood	<u>YES</u>	Raymond Salinas	<u>YES</u>
Blanca Martineau	<u>YES</u>	Anjelica Salyer	<u>YES</u>
Ryan Mitchell	<u>YES</u>		
MOTION PASSED		<u>7</u> TO <u>0</u>	

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President

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Secretary

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Date