

## **REGULAR BOARD MEETING**

**August 15, 2016**

The Celina Independent School District's Board of Trustees met in regular session on Monday, August 15, 2016 at the Celina Independent School District Administration Offices at 205 S Colorado, Celina, TX 75009 in the Board Room.

AT 6:15 PM Kelly Juergens called the dinner session to order. Agenda items were discussed.

At 6:59 PM Kelly Juergens closed the dinner session.

At 7:03 PM Board President Kelly Juergens called the regular meeting of the Celina Independent School District's Board of Trustees to order in the Board Room of the CISD Administration Offices. Jeff Gravley led the pledge and Brooks Barr gave the invocation.

**MEMBERS PRESENT:** Choc Christopher, Kelly Juergens, Todd Snyder and Brooks Barr, Jeff Gravley, Chuck Hansen.

**MEMBERS ABSENT:** Tracey Balsamo

**SCHOOL OFFICIALS & VISITORS PRESENT:** Rick DeMasters, Starlynn Wells, Lori Sitzes, Bill Hemby, John Mathews, Russell McDaniel, Dave Wilson, Marilyn Chamberlin, Olivia Vest, Bobby Manson, Wendi Wigginton, Mike Rose and Lana Brooks.

**OPEN FORUM:** Mike Rose questioned the Board about whether a comprehensive cost analysis was completed in comparing the establishment of an ISD police department versus utilizing SROs, including exploration of the Department of Justice Hiring Grant program. He discussed public reports about the intent of the new ISD police department in reference to desiring an educator over a police officer. Mr. Rose expressed his opinion that this is a dangerous position and that a police officer is, first and foremost, a police officer, and must be trained and employed as such. He questioned whether parents in earlier incidents wished their school had another educator on campus or a police officer. Mr. Rose also questioned the hiring process, specifically the posting of the job opening only on the regional teacher job site when looking to employ a peace officer. He addressed the proposed policies of the department that were filled with errors – grammatical, spelling, procedural, best practice, and even legal inaccuracies. Finally, he addressed his concern that Chief Manson is clearly unqualified to be the Chief of Police. It is his position that two years of limited experience does not qualify a person to establish and lead a police department. Time was called at this point.

Wendi Wigginton also discussed the police department issue. She believes the process used to both establish the Celina ISD Police Department and hire the Chief of Police were flawed and have resulted in an under qualified candidate being hired for the position. Specifically, a presentation was made at the School Board Meeting on January 28, 2016, by Melissa ISD Chief of Police Kelly Davidson discussing the requirements to set up an ISD Police Organization and estimated the total time to complete as a minimum of three months. The agenda indicated that the scope of this meeting included the review and

approval of establishing the Police Department. The outcome of that meeting establishing the police department was never provided to the public as part of the February meeting notice Agenda packet and thus were not noticed in compliance with the Public Reporting Act.

Subsequent to that meeting, a requisition was posted to a school website on February 23<sup>rd</sup> that contained a position description that is neither reflective of, nor did it indicate experience required consistent with the role of a Chief of Police. When hiring for a Chief of Police position, she believes that the requisition should have been socialized to all law enforcement agencies and their respective hiring websites in order to get the best candidates for the role. However, in this case, the limitedly distributed requisition was closed two weeks later and a hiring decision made to hire Mr. Bobby Manson within 14 days of closure. From personal experience, the time between the closure of this requisition and the timing of the hiring decision was insufficient to have vetted all four of the candidates' resumes received prior to the announcement of Mr. Manson as chief. This lack of evaluation of the proposed candidates on the part of the superintendent has resulted in the hiring of a candidate that is woefully unqualified for a role such as this with the level of responsibility that he has. It suggests that the decision to hire Mr. Manson was made prior to letting the requisition. Other Chiefs in neighboring districts have at minimum 12 years experience and in this case, a candidate with some 7 months of experience was selected.

Moreover, the policies and procedures now being submitted by the Board for review contain several errors of structure and of law that make these inadequate and require revision prior to implementation. At this time, she is requesting that the superintendent review the hiring decision and the implementation of the policies and procedures as proposed and determine whether or not they are in the best interest of protecting the security and safety of the children and teachers for which he has been given responsibility of protecting. She hopes that he would engage law enforcement professionals and/or the community for input on the development and staffing of a Police Agency that will adequately serve the needs of this growing community. To the extent possible, information regarding the other three candidates, with their personal information redacted, should be released to the community so that it can be shown that the candidate hired was deemed the most appropriate from those received.

#### **CONSENT/CONFIRMATION AGENDA ITEMS.**

Jeff Gravley moved and Choc Christopher seconded the motion to approve the minutes of the July 18, 2016 Regular Board Meeting along with the Monthly Cash Distributions/Cash Balance/Investment Report and Budget Amendments. Motion Carried 6-0.

#### **INFORMATION/CONFIRMATION AGENDA ITEMS:**

Lori Sitzes gave the board an update on testing scores.

Bobby Manson presented the CISD ISD Police Policies.

## **ACTION/BRIEFING AGENDA ITEMS:**

Todd Snyder moved and Chuck Hansen seconded the motion to accept the Plan of Finance and Authorize Financial Advisor to Proceed as presented by Brian Grubbs of Samco Capital Markets, Inc. Motion Carried 6-0.

Jeff Gravley moved and Choc Christopher seconded the motion to approve the JJAEP Memorandum of Understanding (MOU) for the 2016-2017 school year. Motion Carried 6-0.

Brooks Barr moved and Chuck Hansen seconded the motion to approve the 2016-2017 Appraisal Calendar and Appraisers as presented. Motion Carried 6-0.

Mr. Mathews presented changes to the Student Code of Conduct for the 2016-2017 School Year. Todd Snyder moved and Choc Christopher seconded the motion to approve the changes as presented. Motion Carried 6-0.

Mr. Mathews presented changes to the Employee Handbook for the 2016-2017 school year. Jeff Gravley moved and Brooks Barr seconded the motion to approve the changes as presented. Motion Carried 6-0.

Chuck Hansen moved and Todd Snyder seconded the motion to approve Policy DNA (LOCAL) with changes as presented by Mr. Mathews. Motion Carried 6-0.

Todd Snyder moved and Jeff Gravley seconded the motion to approve Policy DNB (LOCAL) with changes as presented by Mr. Mathews. Motion Carried 6-0.

## **CLOSED SESSION:**

**At 8:02 PM Kelly Juergens recessed the open session and convened the Board in closed session, pursuant to Texas Government code, Chapter 551, including, but not limited to Section 551.074 – Personnel.**

### **A. Personnel**

**At 8:47 PM Kelly Juergens recessed the closed session and reconvened in open session to vote on matters considered in closed session in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, to take action necessary regarding personnel.**

**ACTION TAKEN ON ITEMS IN CLOSED SESSION:** Choc Christopher moved and Jeff Gravley seconded the motion to hire Dusty Hutson as History/Coach and Troy Davis as IPC/Coach for Celina High School.

**ADJOURNMENT:**

Brooks Barr moved and Chuck Hansen seconded the motion to adjourn the meeting. The motion carried 6-0.

The meeting adjourned at 8:48 PM.

---

Kelly Juergens, President

---

Todd Snyder, Secretary