

# Minutes of Regular Meeting

## The Board of Trustees Graham ISD

A Regular Meeting of the Board of Trustees of Graham ISD was held Wednesday, April 19, 2023, beginning at 5:30 p.m. in the GRAHAM LEARNING CENTER, 701 TENNESSEE, GRAHAM, TX 76450. President, Andrea Lowery, called the meeting to order, announced the meeting had been duly called and posted in the time and manner as required by law, and announced a quorum of Board Members.

**BOARD MEMBERS PRESENT:** Andrea Lowery, Brandon Bates, Chris Blanton, Pat Martin, Lauren Mahaney, Kristina Pettus and Jason Smith

**BOARD MEMBERS ABSENT:** None

**ADMINISTRATORS PRESENT:** Superintendent Sonny Cruse, Assistant Superintendent Robert Loomis, Business Manager Don Davis, Director of Special Education Natalie Husen, Director of Curriculum and Instruction Gary Browning, Elementary Curriculum Coordinator Lauren Holland, High School Principal Joe Gordy, Junior High Principal Sam Perry, Junior High Assistant Principal Misti Thompson, Pioneer Elementary Principal Donna Gatlin, Woodland Elementary Principal Audra Barrett, and Woodland Elementary Assistant Principal Katy Morris,

**VISITORS:** Thomas Wallner, Keith McClemore and Kim Allen

**OPEN FORUM:** No one requested to speak during open forum

### **SUPERINTENDENT'S REPORT**

- Mr. Cruse shared that the May Board Meeting Location will be in the Auditorium of Graham High School
- Mr. Cruse shared that the students who have participated in the “Youth Lead” program this year have been doing a dress code policy study. As a result of this policy study, a few changes to the dress code will be released as a pilot program from April 24-May 26, 2023.
- The GHS Scholarship Ceremony will be Monday, April 24th
- GHS Academic Signing Day will be 2:30 pm on May 8th
- The GHS Reverse Parade will be Tuesday, May 23 at 6:00 pm
- The GHS Graduation will be Friday, May 26 at 8:00 pm
- End-of-Year Staff Awards will be Friday May 26<sup>th</sup> at Graham High School
- Legislative Update
- Accountability update
- TASA/TASB Fall Conference in Dallas will be September 29, 2023 – October 1, 2023
- Summer Leadership Institute will be June 14-17, 2023 in San Antonio and June 21-24, 2023 in Ft. Worth.
- Tennis Regional Tournament Qualifiers

- Lady Blues- District Champs
- Steer Tennis- District Runner-Up.
- Jade Dospapas, Rebekah McCord, John Upton, Joshua Gibson, Reagan Birdwell, and Luke Qualls represented Graham at the Regional Tournament this week.
- Track Area Qualifiers
  - Boys- 13 Boys in 16 events
    - Dominic Monroy 100m 400m relay, 800m relay
    - Christian Coyac 400m, 1600m relay
    - Holton Weatherman 800m and 1600m relay
    - Tyson Weaver 1600m and 3200m
    - Zathin Reyes 110m, 300mH 1600m relay
    - Jace Gill 400m relay, 800m relay
    - Zach De La Cruz 400m relay, 800m relay, 1600m relay
    - Isaiah Flores 400m relay, 800m relay
    - Aaron McBride Shot Put
    - Mateo Rodriguez Discus
    - Peyton Kinman High Jump, Pole Vault
    - Rylan Monsey Pole Vault
    - Ty Carter Long Jump
  - Girls- 14 Girls in 15 events
    - Kaden Atwood 100m 400m relay, 800m relay
    - Lillian Graham 800m, 1600m relay
    - Mary Lyndell Graham 3200m 1600m
    - Braylee Mayes 100mH and 300mH 1600m relay
    - Brooklyn Thomas 100mH Pole vault and 400m relay
    - Georgia Martin Long Jump 400m relay, 800m relay
    - Madison Franklin 400m relay
    - Mayci Ryans 800m relay
    - Olivia Pettus 800m relay
    - Ellie Weatherman 800m
    - Abbie Helm Pole Vault
    - Emilee Gordy High Jump
    - Hannah Williams 1600m relay
    - Camden Thorne 1600m relay
- GHS FFA Wool and Range Judging Teams Qualify for State
  - The Wool Team- Brailey Brooks 7th High Point Individual, KayCee Mixon, and Hailey Fuentes placed 3rd in the Area Contest and qualified for State.
  - The Range Judging Team- Bowen Boenisch 4th high point individual, Brazier Joy 7th high point individual, Steven Vaughan 9th high point individual, and Cody Epperson finished in 3rd place in the Area Contest and qualified for State.

## CONSENT AGENDA

Minutes  
District Financial Summary Report  
Tax Collection Report  
Investment Report  
Interest Report  
Enrollment Report  
Budget Amendment

A motion made by Pat Martin, seconded by Jason Smith, carried 7 to 0 to approve the consent agenda.

## REPORTS

### 1. **TASB Pay System Review Data**

Graham ISD engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a comprehensive review of its employee compensation plan. Mr. Keith McClemore of TASB HR services provided details related to the data.

### 2. **Board Member Continuing Education Hours**

Board President Andrea Lowery announced each Board Member's continuing education hours for the 2022-2023 school year.

Andrea Lowery	11 hours
Brandon Bates	8 hours
Lauren Mahaney	23 hours
Chris Blanton	16 hours
Jason Smith	28 hours
Pat Martin	8 hours
Kristina Pettus	8 hours

## DISCUSSION ITEMS

### 1. **June Board Meeting Date**

The June Board meeting has been moved from June 14 to June 13 as it conflicts with the TASA summer conference.

### 2. **District Fund Balance Review Related to the bond Projects and Future Projects.**

Mr. Cruse shared with the Board on how the funds from Fund Balance are allocated. More discussion on this item will take place during the Budget Workshop.

## **ACTION ITEMS**

### **1. CONSIDER APPROVAL OF AMENDING THE GRAHAM INCENTIVE FOR TEACHERS PAY FOR PERFORMANCE ACADEMIC DISTINCTION AND TEACHERS GRADES 3-EOC STAAR TEST SUBJECT AREA ONLY PLANS (GIFT).**

A motion by Lauren Mahaney, seconded by Kristina Pettus, carried 7 to 0 to approve amending the Graham Incentive for Teachers Pay for Performance Academic Distinction and Teachers Grades 3-EOC STAAR Test Subject Area Only Plans (GIFT)

### **2. CONSIDER APPROVAL OF TEKS CERTIFICATION**

A motion by Brandon Bates, seconded by Pat Martin, carried 7 to 0 to approve the TEKS Certification form.

### **3. CONSIDER APPROVAL OF A FIRM TO CONDUCT THE FINANCIAL AUDIT**

A motion by Chris Blanton, seconded by Lauren Mahaney, carried 7 to 0 to approve Merritt, McLane & Hamby, P.C. to perform audit services for Graham Independent School District.

### **4. CONSIDER APPROVAL OF EXTENDING THE BANK DEPOSITORY CONTRACT WITH CIERA BANK**

A motion by Brandon Bates, seconded by Pat Martin, passed with 6 votes and 1 abstained due to conflict of interest, to extend the District Depository Agreement with Ciera Bank August 31, 2025.

### **5. CONSIDER APPROVAL THROUGH RESOLUTION THE YOUNG CAD'S PURCHASE AND SALE OF REAL PROPERTY**

A motion by Brandon Bates, seconded by Jason Smith, carried 7 to 0 to approve through resolution the potential sale and purchase of real property by the Young CAD.

### **6. CONSIDER APPROVAL OF A RESOLUTION AND INTERLOCAL AGREEMENT TO JOIN THE 791 PURCHASING COOPERATIVE**

A motion by Chris Blanton, seconded by Pat Martin, carried 7 to 0 to approve joining the 791 Purchasing Cooperative.

### **7. CONSIDER APPROVAL OF A BUDGET AMENDMENT AND A VENDOR FOR THE INSTALLATION OF SCHOOL SAFETY WINDOW FILM**

A motion by Jason Smith, seconded by Lauren Mahaney, carried 7 to 0 to approve Option A, to have NGS install 3M window film at all campuses for the price of \$114,756.36 and to amend the budget for said purchase.

**8. CONSIDER APPROVAL OF A BUDGET AMANDMENT FOR AN EXPENDITURE AND VENDOR FOR THE INSTALLATION OF KEYLESS/WIRELESS INTERIOR DOOR LOCKS**

A motion by Brandon Bates, seconded by Pat Martin, carried 7 to 0 to approve a budget amendment of \$195,352.00 to provide for the Paxica Security Group installation of keyless/wireless door locks for our classroom doors.

**9. CONSIDER GRANTING THE SUPERINTENDENT THE AUTHORITY TO HIRE AND ISSUE TEACHER CONTRACTS FROM APRIL 20, 2023 TO AUGUST 15, 2023**

A motion by Chris Blanton, seconded by Brandon Bates, carried 7 to 0 to grant the Superintendent the authority to hire and issue teacher contracts from April 20, 2023 to August 15, 2023.

**EXECUTIVE SESSION:** Under the authority of the Texas Open Meetings Act, Texas Government Code, the Board will enter into closed or Executive Session to discuss the purchase, exchange, lease or value of real property Gov't Code 555.072, Deployment or Specific Occasions for Implementation of Security Personnel or Devices Gov't Code 551.076, and Employment, Retirement, Resignation & Discussion of Personnel, Gov't Code 551.074.

**Executive Session**

- 1. Renew Term Contract Employees**
- 2. Re-employ Probationary Contract Employees**
- 3. Employment of Teachers and Other Professional Personnel**
- 4. Termination of Probationary Contract(s)**

The Board adjourned to Executive Session at 7:00 p.m. under Texas Government Codes 555.072, 551.076, and 551.074. The Board returned from Executive Session at 8:37 p.m.

**The Board Moved into Open Session with the following action taken:**

**1. CONSIDER APPROVAL OF THE SUPERINTENDENT'S RECOMMENDATION TO RENEW TERM CONTRACT EMPLOYEES**

A motion by Brandon Bates, seconded by Kristina Pettus, carried 7 to 0 to renew term contract employees as recommended by the Superintendent.

**2. CONSIDER APPROVAL OF THE SUPERINTENDENT'S RECOMMENDATION TO RE-EMPLOY PROBATIONARY CONTRACT EMPLOYEES**

A motion by Pat Martin, seconded by Brandon Bates, carried 7 to 0 to re-employ probationary contract employees as recommended by the Superintendent.

### **3. CONSIDER APPROVAL OF THE SUPERINTENDENT'S RECOMMENDATIONS FOR THE EMPLOYMENT OF TEACHERS AND OTHER PROFESSIONAL PERSONNEL.**

A motion by Pat Martin, seconded by Brandon Bates, carried 7 to 0 to approve the employment of Amy Arnzen, Michelle Lowrey, Casey Weil, Georgia Weil, Kristi Walker, Mary Roberts and Katherine Frazier on Probationary Contracts subject to assignment.

Mr. Cruse announced he had accepted and approved the resignation letters from Angela Moulder, Courtney Robertson, Misty Mills, Shondalyn Essig, Brandi Figueroa, Amber Paulson, Kody Travis and Denise Browning.

Mr. Cruse announced the reassignment of Abi Bueno from Crestview Elementary to the Superintendent's Secretary Position.

### **BOARD BUDGET WORKSHOP**

GISD Assistant Superintendent Don Davis provided information (charts and data) for District Budget Planning including:

- GISD Economic History
- Student Enrollment
- Average Daily Attendance
- Fund Balance
- Tax Rates
- Debt Service Payments

Discussion was held regarding the district fund balance and project plans that will be funded from the fund balance account.

Discussion was held regarding the district compensation plan and recommendations to provide staff raises and improvements to the districts hiring schedules.

### **ACTIONS FOLLOWING THE BUDGET WORKSHOP**

1. A motion by Kristina Pettus, seconded by Pat Martin carried 7 to 0 to adjust the hiring schedule, increase minimum teacher salary from \$42,000 to \$43,000, and adjust pay structures for all job classifications. Teacher raise of 2% from salary and additional adjustments needed to improve the teacher pay rates relative to market as well as ensure proposed experience increments are at least as much as they are currently, and general pay increase of 2% from actual pay and additional adjustments needed to increase pay to adjust to pay structure changes for all Employee Groups.

2. A motion by Jason Smith, seconded by Brandon Bates carried 7 to 0 to direct the superintendent to bring forward pricing for projects totaling approximately 1 million dollars to be paid from the districts fund balance account.

**ADJOURN**

A motion by Kristina Pettus, seconded by Lauren Mahaney, carried 7 to 0 to adjourn the meeting.

**APPROVED**

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Andrea Lowery, President  
Board of Trustees  
Graham Independent School District

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Dr. Brandon Bates, Secretary  
Board of Trustees  
Graham Independent School District