

# Minutes of Regular Meeting

## The Board of Trustees Brownwood Independent School District

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A Regular Meeting of the Board of Trustees of Brownwood Independent School District was held Monday, April 8, 2019 beginning at 6:30 PM at the Central Support Center located at 2707 Southside Drive. The session was called to order by Board President, Michael Cloy. Reverend Eddie Hays from Mt. Zion Baptist Church gave the invocation and second grade students, Stone Bishop, Zoey Gaston, and Jackson Clark from East Elementary led the Pledge of Allegiance. East Elementary Music Teacher, Jennifer Gwathmey, led a group of second grade students in a performance of “Jailhouse Rock” from their Spring program.

### PRESENT:

Mr. Michael Cloy, President  
Dr. Lisa Fowler, Secretary  
Mr. Eric Evans, Member  
Mr. Tim Jacobs, Member  
Mr. Codie Smith, Member  
Mrs. Diane Thompson

### OTHERS PRESENT:

Dr. Joe Young, Superintendent  
Mrs. Liesa Land, Deputy Superintendent  
Dr. Hector Martinez, Assistant Superintendent  
Mrs. Kati Burke, Director of Finance  
Mr. Charles Musgrove, Community Relations Coordinator  
Mrs. Karen Dempsey, Exec. Asst. to the Superintendent

### ABSENT:

Mr. Roderick Jones, Sr., Vice President

### Others Present:

BISD Staff – Mitch Moore, Richard Sweaney, Christine Young, Nanda Wilbourn, Jenny Swanzy, Todd Lewis, Landry Blackstock, Heidi Gardner, Nadir Dalleh, Derrick Stacks, Brett Mouser, Heather Hohertz-Perez, Mitzi Cockerham, Ashley Cross, Jennifer Reeves, Billy Taylor, Val Garcia and numerous students and parents.

BISD Deputy Superintendent, Liesa Land presented the Instructional Focus update, summarizing the growth of the UT OnRamps program which offers Brownwood High School (BHS) students the opportunity to take free college courses through the University of Texas. Land introduced BHS teacher and OnRamps course coordinator, Laura Martin, to share her experience with the program. Ms. Martin explained some of the training process that she went through to become one of the BHS OnRamps teachers. In addition, Martin noted her amazement at how well the students collaborate in groups through the lessons and how they hold each other accountable to get the work done. The program has been a successful initiative at BHS, and Ms. Martin expressed a desire to see the program continue to grow.

BISD recognized the following groups and individuals and presented them with certificates highlighting their achievements:

- **BISD Spotlight Teachers and Staff:** The Brownwood ISD Spotlight recognizes members of the BISD faculty and staff who go the extra mile to ensure excellence in education for all our students. Spotlight recipients are chosen from peer nominations. April 2019 honorees were Northwest Elementary Kindergarten teacher, Billy Taylor, and BISD Grounds Foreman, Val Garcia.
- **Texas All-State Choir:** Brownwood High School senior, Jesse Bennet was selected to perform with the Texas All-State Choir.

- **Special Olympics of Texas:** Several BISD students who participated in the Special Olympics were recognized.
- **Texas Assoc. of Future Educators (TAFE):** Several members of TAFE were recognized for awards won at this year's competition.
- **BHS Boys Basketball Team Awards:** The BHS Boys Basketball Team, coached by Nadir Dalleh, was recognized for achievements that included a District Championship, Bi-District Championship, and two tournament championships.
- **BHS Girls Basketball Awards:** Three BHS Girls basketball players were recognized for individual State and District 7-AAA awards; they were coached by Heather Hohertz-Perez.
- **BHS Powerlifting State and Regional Qualifiers:** Several BHS Regional Powerlifting competitors were recognized for their individual achievements; they were coached by Brett Mouser.

BISD Superintendent, Dr. Joe Young provided a staffing report containing the latest retirements, resignations, and new hires within the district. Information regarding budget, personnel, and the latest meetings with the Teacher Advisory and Parent Advisory Committees was presented. Dr. Young noted upcoming projects and events that include the new Summer Guide publication, improvements to BHS Graduation, and a recent meeting with the City of Brownwood regarding solutions to traffic issues around Northwest Elementary. Dr. Young stated that the city has done a great job working with the district to find solutions and engineers were well prepared with detailed options to address the problem.

The following Departmental Reports were presented:

**Summer School 2018:** Dr. Young presented the 2019 Summer School Plans that included the dates, staff, and locations of the summer school sessions.

**Quarterly Financial Report and Investment Summary:** Information provided included the 2<sup>nd</sup> Quarter Investment Report and the February 2019 Tax Assessor Collector's Report.

A first reading of modifications to Policy DEAB (LOCAL) was heard. DEAB (LOCAL) defines the workweek for BISD employees. It currently starts on Saturday and ends on Friday. The desired change is to begin on Monday and end on Sunday. This change puts the weekend at the end of the pay week and not the beginning, allowing employees who miss during the week to make up those hours in the same work week without penalty. At this time, hours are not easily made up or approved because it would trigger overtime for the following week. For example, an employee who misses on Wednesday could work (with supervisor approval) on Saturday and still earn 40 hours for the week. This also provides easier scheduling for weekend events. This does not impact employee hours, pay, or overtime rates. Dr. Young noted that research had been done for several months regarding this change and BISD had reached out to other districts that have a similar policy to see if there were any drawbacks. Reports were all positive. This was the first reading and will be an action item at the May meeting.

An out-of-state travel request was made on behalf of the BHS International Thespian Society (ITS) to attend the ITS National Competition in Lincoln, Nebraska during June 2019. Fundraisers are being held to help cover costs and the Theatre Booster Club will also be providing funds. Registration closes on May 1, and students who have not paid their full balance by April 15 will not be registered and will not attend. BISD Trustee Jacobs made a motion to approve the out-of-state travel request as presented. Trustee Evans seconded the motion. The motion

passed unanimously.

Items on the Consent Agenda were approved unanimously as presented, with a motion by Trustee Eric Evans and a second by Trustee Diane Thompson.

The items on the consent agenda included the following:

- BMS Fundraiser
- March 18, 2019 Board Meeting Minutes

The board moved into executive session at 7:05 p.m. to discuss personnel issues. They returned to open session at 7:27 p.m.

Upon their return to Open Session, the trustees considered approval of employee contract renewals as presented. Trustee Tim Jacobs made the motion to approve the Term and Probationary Contracts for teachers to be employed during the 2019-2020 school year. Trustee Dr. Fowler seconded the motion. The motion passed unanimously.

The meeting adjourned at 7:33 p.m.

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Michael Cloy  
President

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Dr. Lisa Fowler  
Secretary