

BOARD MINUTES
December 14, 2011

CALL TO ORDER:

BE IT REMEMBERED that on this the 14th day of December, 2011, a Regular Meeting of the Crockett County Consolidated Common School District Board of Trustees was called to order at 6:38 pm by Board President Ray Don Myers with a quorum of the following members present: Ray Don Myers, Grizz Medina, Tom Anderson, Dwight Childress, Roland DeHoyos, and David McWilliams. Board Secretary Harvey Sanchez joined the meeting in progress at 6:57 pm. Also attending were Chris duBois, Melissa Perner, Tamara McWilliams, Amanda Jackson, Chad Poindexter, Tonya Poindexter, Tiffany Esparza, Cynthia Hokit, Ray Brown, Rebecca Kain, John Kain, Keith Harmsen, Josh Carty, and Doris Hood.

INVOCATION AND
PLEDGES:

The Invocation was offered by Keith Harmsen. Everyone participated in the pledges to the U.S. Flag and the Texas Flag.

APPROVE AGENDA:

A motion by Grizz Medina to approve the agenda for December 14, 2011 was seconded by Dwight Childress and passed 5-0.

OPEN FORUM:

No one appeared to speak during the Open Forum.

PUBLIC HEARING-
PUBLIC REPORTING
OF PROGRESS IN
MEETING HIGHLY
QUALIFIED
TEACHER
REQUIREMENTS
2011-2012:

Mr. duBois presented information concerning the 2011-2012 Highly Qualified Teacher Requirements. There were no questions from the audience during the Public Hearing.

PUBLIC HEARING-
PUBLIC REPORTING
OF THE 2010-2011
ACADEMIC
EXCELLENCE
INDICATOR
SYSTEM (AEIS):

Mr. duBois presented information regarding the Public Reporting of the 2010-2011 Academic Excellence Indicator System (AEIS). There were no questions or statements from the audience during the Public Hearing.

- DISTRICT SPOTLIGHT:** Tiffany Esparza, Technology Specialist, conveyed information regarding the use of technology tablets and clickers. Board action was not required following the presentation. Board Secretary Harvey Sanchez arrived during the District Spotlight segment of the meeting.
- REPORTS:** The reports were information only and Board action was not required.
- CONSENT AGENDA:** A motion by David McWilliams to approve the minutes from the November 16, 2011 Regular Meeting of the Board was seconded by Dwight Childress and passed 6-0. Amendments to the 2011-2012 Official Budget were not presented.
- CONSIDER OPTIONS FOR FACILITY/BOND PLANNING:** A motion by Grizz Medina to authorize Mr. duBois to secure services of Construction Manager At-Risk for current projects and future possible bond construction was seconded by Dwight Childress and passed 5-1. Ray Don Myers voted against the motion.
- A motion by Dwight Childress to authorize Mr. duBois To secure a Financial Advisory Firm for bond planning was seconded by Harvey Sanchez and passed 6-0.
- CONSIDER AUTHORIZATION OF REQUEST FOR PROPOSALS - FIELD HOUSE MODIFICATIONS:** A motion by Roland DeHoyos to approve authorization of request for proposals regarding the Field House Modifications was seconded by David McWilliams and passed 6-0.
- CONSIDER PROPOSALS FOR ROOFING REPAIRS AT OHS:** A motion by Ray Don Myers to approve the proposal from Parsons Roofing Company of Waco, Texas for repairs to OHS Main and Fitness Buildings as presented was seconded by Roland DeHoyos and passed 6-0.
See Attachment #A
- CONSIDER SHAC COMMITTEE APPOINTMENTS FOR 2011-2012:** A motion by Grizz Medina to approve the appointment of Student Health Advisory Council members for 2011-2012 was seconded by Ray Don Myers and passed 6-0.
See Attachment #B
- CONSIDER TASB POLICY UPDATE 92:** A motion by Dwight Childress to approve adoption or revision of Board Policies as suggested in TASB Policy Update 92 was seconded by Ray Don Myers and passed 6-0.
See Attachment #C

CLOSED SESSION: Board President Ray Don Myers recessed the December 14, 2011 Regular Meeting of the Board for the purpose of entering into Closed Session at 9:06 pm, as authorized by Texas Government Code 551.072 Real Property, and 551.074 Personnel Matters.
The Open Meeting was resumed at 10:00 pm.

ACTION FROM CLOSED SESSION: A motion by Harvey Sanchez to authorize the superintendent to manage vacancies or assignments as necessary, including administration of required professional contracts for the period encompassing December 15, 2011 through January 3, 2012 was seconded by Dwight Childress and passed 6-0.

CONTINUING EDUCATION HOURS FOR BOARD OF TRUSTEE MEMBERS: A motion by Ray Don Myers to approve the Report of Continuing Education Hours for Board of Trustees as presented was seconded by Harvey Sanchez and passed 6-0.
See Attachment #D

FUTURE BUSINESS: January 11, 2012 5:30 pm - Board Goal Development (re-scheduled)
January 18, 2012 6:30 pm - Regular Board Meeting
February 8, 2012 6:30 pm - Superintendent Evaluation

ADJOURNMENT: With no further business pending before the Board, a motion by Ray Don Myers to adjourn the December 14, 2011 Regular Meeting of the Board was seconded by Grizz Medina and passed 6-0.

The December 14, 2011 Regular Meeting of the Board was adjourned at 10:14 pm.

SIGNED:

President of the Board

ATTEST:

Secretary of the Board



Parsons Commercial Roofing, Inc

Serving the Building Industry Since 1948

Home Office: P.O. Box 21835 Waco, TX 76702-1835 • Fax (254) 881-1995 • www.parsonsroofing.com
Waco (254) 881-1733 • Temple (254) 773-3777 • Killeen 254-554-5888 • Austin (512) 264-0606 • Dallas (214) 361-0174
San Antonio (210) 340-1610 • Toll Free (877) 881-1733

Submitted To: Crockett County CISD Attn: Chris duBois ("Purchaser") Date: 7/28/2011
Street: 800 Ave E, Job Name: High School
City, State, Zip: Ozana, TX 76943 Job Location: 800 Ave E Ozana, TX 76943
Telephone: 325-392-5501 Contractors Work To Begin: TBD
E-Mail Address: chris.dubois@ozanaschools.net Salesman: Robert Tindle
Fax: 325-392-5177

Subject to a prompt acceptance within 30 days from above date, and further subject to all terms and conditions on the front and reverse side hereof.
PARSONS COMMERCIAL ROOFING, INC. ("Contractor") Proposes to furnish materials and labor as hereafter specified for the "Work" described as follows:

Scope Of Work:	
1. Remove all debris from roof area.	
2. Mechanically fasten 1/2 " expanded polystyrene (EPS) insulation over existing flat roof	
Install flute filler and 1/2" woodfiber over existing metal roof areas.	
3. Contractor shall furnish and mechanically fastend, a 40 mil single-ply membrane roofing system that is	
fabricated of a weft inserted low-shrink, anti-wicking polyester fabric and has a thermoplastic coating material	
laminated to both sides as manufactured by Duro-Last Roofing,Inc. I	
4. Install prefabricated flashings around all curbs and deck penetrations, drains, in accordance with membrane	
manufacturer specifications	
5. Encapsulate all parapet walls and cover expansion joints with Duro-Last membrane	
6. Install 4" fascia bar with Kynar-coated metal cover, at roof perimeter. Cover color shall be chosen by building owner.	
7. Dispose of all debris in an approved facility in accordance with all local, state and federal regulations.	
8. Includes as issued by manufacturer a 15 year Labor and Material Warranty which includes liability of	
consequential damages.	
9. Includes all Workmen Compensation and General Liability Insurance.	
10. Install Duro-Last inside all internal gutters.	
11. Install (6) new scuppers thru wall with new conductor heads and downspouts.(High school)	
	High School: \$83,518.00
	Fitness Center: \$24,795.00 *

The Contract sum due Contractor for the Work is: _____ Discount if both reroof projects are contracted: \$105,655.00

Terms: 1/2 contract draw upon order of materials and balance upon completion. Sales Tax (not included)

Parsons Commercial Roofing, Inc

By: _____ By: _____

Title: _____ Title: _____

ACCEPTANCE: The undersigned ("Purchaser") by execution hereof accepts this document and all of its terms and conditions contained herein and on the front and reverse hereof as a binding contract.

Date: _____ Date: _____

THE STATE OF TEXAS

COUNTY OF

THIS INSTRUMENT was acknowledged before me on _____ By: _____

Notary Public in and for The State of Texas

My Commission Expires: _____

SEE REVERSE SIDE FOR ADDITIONAL TERMS AND CONDITIONS

PARSONS COMMERCIAL ROOFING, INC.

WACO (254) 881-1733
TEMPLE (254) 773-3777
FAX (254) 881-1995

SERVING THE
BUILDING INDUSTRY
SINCE 1948

HOME OFFICE:
P. O. BOX 21835
WACO, TEXAS 76702-1835

Submitted To: Crockett County CCSD - Chris duBois ("Purchaser") Date: 8/2/11
Street: P.O. Box 400 Job Name: High School
City, State, Zip: Ozona, TX 76943 Job Location: 800 Ave. E, Ozona, TX
Telephone: 325-392-5501 Contractor's Work to Begin: ASAP
chris.dubois@ozonaschools.net
Subject to prompt acceptance within _____ days from above date, and further subject to all terms and conditions on the front and reverse sides hereof, PARSONS COMMERCIAL ROOFING, INC., ("Contractor") proposes to furnish materials and labor as hereafter specified for the "Work" described as follows:

- ① Line all internal gutters with DuraLast roofing material
- ② Cut in 6 new scuppers
- ③ Install 6 new conductor heads with new downspouts
- ④ Clean up and haul off debris
- ⑤ All Workmans Compensation and General Liability Insurance included

The contract sum due Contractor for the Work is: Twenty-one thousand three hundred forty-four \$21,344.⁰⁰
DOLLARS; payable as follows: _____ Sales Tax exempt

SEE REVERSE SIDE FOR
ADDITIONAL TERMS AND CONDITIONS

PARSONS COMMERCIAL ROOFING, INC.

By: _____

Title: _____

ACCEPTANCE: The undersigned ("Purchaser") by execution hereof accepts this document and all of its terms and conditions contained herein and on the front and reverse sides hereof as a binding contract. (If homestead, both husband and wife must sign.)

X _____
Date: _____

Date: _____

THE STATE OF TEXAS *
* (Acknowledgement by Husband and Wife)
COUNTY OF *

THIS INSTRUMENT was acknowledged before me on _____ 20____, by _____
and wife, _____

REPAIR

RWT

Notary Public in and for The State of Texas

My commission expires: _____

**SCHOOL HEALTH ADVISORY COUNCIL
2011-2012**

Parents:

Susie Bishop
Sylvia DeHoyos
Shawna Hopper
Anna Knaack
Sharon Martin

Diana Mata

Laura Reyes
Lisa Venegas

Community:

Elizabeth Wadsworth

School:

Carol Stevens, OHS Counselor
Katie Parker, OES Counselor
John Jackson, OES PE
Ludy Vargas, District Food Service Manager

Attachment #C

Explanatory Notes

TASB Localized Policy Manual Update 92

Districts also now have the option of implementing a FURLOUGH PROGRAM in accordance with the statutory requirements and district policy. The district may reduce the number of days of service required by up to six days if the commissioner certifies that the district will receive less state and local funding for the year than was provided to the district during the 2010–11 school year. The commissioner must certify a decrease in FUNDING LEVELS by July 1 of each year. A new recommended local policy provision at DFFA provides authorization for the district to pursue a furlough. See the explanatory note for DFFA(LOCAL), below. A board's decision to implement a furlough is not subject to appeal.

For either a widespread reduction in salaries or a furlough, the district must also follow a specific process outlined in statute to implement the programs. The SALARY REDUCTION/FURLOUGH PROCESS requires the district to include the involvement of the district's professional staff in development of the program and to give district employees an opportunity to comment at a public meeting. At the PUBLIC MEETING, the district must provide information about:

- The options the district considered for managing the district's financial resources,
- How the program will limit the number of staff who will lose their jobs, and
- The district's local option of providing a residence homestead exemption.

DFF (LEGAL) TERMINATION OF EMPLOYMENT REDUCTION IN FORCE

This new legally referenced policy on reduction in force (RIF) includes existing commissioner of education decisions and statutory provisions, as well as new provisions from SB 8:

- The commissioner's decision in *Stidham v. Anahuac Independent School District* explains that the general BOARD AUTHORITY to govern the district includes making responsible choices in managing the finances and personnel of the district. *Wasserman v. Nederland Independent School District*, another commissioner's decision, clarifies that a district is free to change its organizational structure to increase efficiency.
- The commissioner's decision in *Amerson v. Houston Independent School District* outlines when an employee whose position was eliminated due to a RIF must be given CONSIDERATION FOR OPEN POSITIONS.
- Specific provisions on each type of contract describe when and under what circumstances an employee may be discharged and the board's options for the type of hearing to provide if requested by the employee.
- Repeated from CEA(LEGAL) is the requirement for a board to adopt a resolution declaring a FINANCIAL EXIGENCY. Also at this margin note is a provision explaining that the board can decide whether to use the independent hearing examiner process for terminations based on financial exigency.
- A provision from the federal WARN ACT clarifies that a school district is not subject to the Act's notice requirements for mass layoffs.

DFF (LOCAL) TERMINATION OF EMPLOYMENT REDUCTION IN FORCE

We have revised and moved local policy provisions addressing reduction in force due to financial exigency and program change to DFFA and DFFB, respectively.

Explanatory Notes

TASB Localized Policy Manual Update 92

District: Crockett County Consolidated CSD

D (LEGAL) PERSONNEL

The D section table of contents has been revised to reflect the renaming of policy code DEA, now titled Wage and Hour Laws, and the addition of DEAB, Salaries and Wages. Three other new codes have been added in the DFF series that address reduction in force due to financial exigency (DFFA), as a result of program change (DFFB), and for continuing contracts (DFFC).

DEA (LEGAL) COMPENSATION AND BENEFITS
WAGE AND HOUR LAWS

Update 92 includes reorganization of the DEA policy series addressing compensation and benefits. Content on the Fair Labor Standards Act will remain at DEA. General content on salaries and wages has been moved to DEAB, Salaries and Wages.

The reorganization also resulted in the following changes to this policy:

- Deletion of several expired or repealed provisions, including provisions addressing salaries for the 2009–10 and 2010–11 school years.
- Deletion of provisions on the allotment of funds for support staff health-care supplements, since this one-time pay mandate, which is still in law, has been incorporated into pay practices.
- Revision of the margin note addressing breaks for employees to express breast milk to BREAKS FOR NURSING MOTHERS to better reflect the statutory provisions.
- Addition of an existing statutory provision on the PAYDAY LAW EXEMPTION for school districts. See page 5.

DEAB (LEGAL) COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEAB includes several provisions moved from DEA without revision: minimum salary schedule, employees formerly on career ladder, pay increases, designation of compensation for benefits, TRS contributions and surcharges, and the earned income tax credit.

On page 4, new material has been added from a 2009 commissioner of education decision addressing a district's authority for DECREASING PAY of an educator. A reduction is permissible if the district gives formal and specific warning to the educator of the salary reduction when the educator still has the opportunity to unilaterally resign from his or her contract.

New provisions have also been added from SB 8 (First Called Session, 82nd Legislative Session) addressing salary reductions and furloughs. When a district implements WIDESPREAD SALARY REDUCTIONS for teachers based on district financial conditions, the district must also reduce the salaries of administrators or other professional employees in a proportionate amount.

Explanatory Notes
TASB Localized Policy Manual Update 92

DFFA (LOCAL) REDUCTION IN FORCE
 FINANCIAL EXIGENCY

The local policy content addressing the process for a reduction in force (RIF), previously at DFF(LOCAL), has been split into two codes: DFFA(LOCAL), addressing RIFs based on a financial exigency, and DFFB(LOCAL), addressing RIFs based on a program change.

DFFA(LOCAL) focuses on available methods of reducing personnel costs and outlines the process for a RIF based on a financial exigency. Because of the extensive nature of the changes from text previously at DFF(LOCAL), we have included with Update 92 a separate "Update 92 Policy Revisions" document explaining the changes in detail.

DFFB (LOCAL) REDUCTION IN FORCE
 PROGRAM CHANGE

DFFB(LOCAL) provides recommended text for a RIF based on a program change. See the "Update 92 Policy Revisions" document included with the update for a detailed explanation of the changes from text previously at DFF(LOCAL).

Attachment #D

ANNOUNCING BOARD'S CONTINUING EDUCATION CREDIT

The minutes of the last regular meeting of the board of trustees held during a calendar year must reflect whether each trustee has met or is delinquent in meeting the training required to be completed as of the date of the meeting. [Texas Education code, Section 11.159(b)].

Board members have a full 12 months to complete their requirements for the year.

New Board Members are required to obtain during first year of service - 16 hours of continuing education plus a local district orientation update.

Experienced Board Members are required to obtain annually - 8 additional hours of continuing education plus update.

CROCKETT COUNTY CONSOLIDATED COMMON SCHOOL DISTRICT BOARD OF TRUSTEES

Tom Anderson – District 6	Total hours 05/2001 – 12/2011 =	59.00 Total hours
Dwight Childress - District 5	Total hours 05/2005 – 12/2011 =	30.50 Total hours
Roland DeHoyos – District 3	Total hours 11/2010 – 12/2011 =	20.50 Total hours
Ray Don Myers – District 4	Total hours 11/2010 – 12/2011 =	33.00 Total hours
Grizz Medina – District 2	Total hours 11/2008 – 12/2011 =	73.25 Total hours
Harvey Sanchez - District 1	Total hours 11/2008 – 12/2011 =	20.50 Total hours
David McWilliams - At Large	Total hours 11/2011 – 12/2011 =	02:00 Total hours