

The Board of Trustees of Denton Independent School District, State of Texas, met in a regular meeting at the Denton ISD Central Services building, 1307 N. Locust St., Denton, Texas, on Tuesday, February 22, 2011 at 7:00 PM. The meeting was called to order by president Jim Alexander who announced that a quorum was present.

Board Members Present: Alexander, Harris, Price, Ramsey, Rodriguez, Smith, and Stafford

Board Members Absent:

Arrived Late:

Left Early:

School Personnel Present: Braswell, Rutherford, Wilson, Mattingly, Stripling, Monschke, Stephens, Cox and Stevenson.

Others: Brittany Tabor, *Denton Record Chronicle*; DEA; Randy Stout, Attorney; citizens, staff, and students.

Pledges: The pledges to the flags were led by staff.

1<sup>st</sup> Open Forum Lisa Sillman-French addressed the Board regarding physical education for children with disabilities.

Discussion of Budget 2011-2012 Dr. Braswell reviewed how the District could obtain up to \$16.3 million in budget reduction which would include \$11.1 million in expenditure reductions, \$2.5 million rollover from the 2010-11 budget, and \$5 million from the district's fund balance. After \$2.3 million is taken from the budget for possible unemployment benefit costs, the remainder would be \$16.2 million or a reduction of 8.57 percent. Dr. Braswell recommended that the district focus on non-personnel reductions first and on district-based personnel reductions second. Total – Proposed non personnel is \$715,441. Campus-based reductions are recommended as a last resort to the budget. The district plans to utilize any reserve funds that would be available. The proposed plan is an 8 percent decrease of the current \$190 million budget. The reduction includes offering resignation incentives, implementing a "hiring chill," considering furlough days and cutting some programs. The budget decreases are being considered because the 82<sup>nd</sup> Texas Legislature currently is looking at proposed budget cuts of almost \$10 billion to Texas public schools over the next biennium (the next two school years).

This item is for information only. No action is required.

Discussion of Early Resignation Notice Incentive Program	<p>Dennis Stephens, Exec. Director of Human Resources outlined the purposed necessary personnel reductions to meet pending revenue deficiencies by providing for payment of 10% of the Eligible Employee's base salary upon an eligible employee giving written notice of their voluntary separation from the District at the end of their contract/work period for the 2010-2011 school year. The following are the guidelines an employee must meet in order to participate in the early resignation program:</p> <ul style="list-style-type: none"> <li>▪ Must be employed full-time</li> <li>▪ Fifteen (15) years of creditable service as accepted by Texas Education Agency (TEA) on Step Salary Schedule/Pay Structure</li> <li>▪ Must have a "Continuing Contract"</li> <li>▪ Must complete full term of contract/work days for the 2010-2011 school year</li> </ul> <p>Targeted positions are classroom teachers excluding special education teachers, curriculum support teachers, secondary Assistant Principals, computer technicians – Pay Grade I, middle school office paraprofessionals and custodians (District-wide). The deadline for submitting resignation letters is 5 p.m. Friday, March 11.</p> <p>This item is for information only. No action is required.</p>
Discussion of Policy DFF (Local)	Revisions to policy DFF (Local) are required to establish the process for a possible reduction in force (RIF).
Termination of Employment Reduction in Force	This item is for information only. No action is required.
2 <sup>nd</sup> Open Forum	No one wished to speak.
Consider Approval of Early Resignation	<p>Motion by Curtis Ramsey and seconded by Glenna Harris</p> <p>To approve the Early Resignation Notice Incentive Program.</p> <p>The motion passed unanimously of Board members present and voting.</p>
Consider Approval of Policy DFF (Local) Termination of	<p>Motion by Charles Stafford and seconded by Mia Price</p> <p>To approve policy revisions to DFF (Local) on first reading as presented.</p>

Employment  
Reduction In  
Force

The motion passed unanimously of Board members present and voting.

3<sup>rd</sup> Open Forum

No one wished to speak.

Adjournment:

The meeting adjourned at 10:30 pm

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President

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Secretary