



BURKBURNETT

INDEPENDENT SCHOOL DISTRICT

*Transforming education for
students in an ever-changing world.*

Agenda of Regular Meeting

The Board of Trustees Burkburnett Independent School District

A Regular Meeting of the Board of Trustees of Burkburnett Independent School District will be held June 25, 2015, beginning at 7:00 PM in the BISD Conference Center, 108 E. Williams Drive, Burkburnett, Texas 76354.

POSTED:4:00 P.M. 19 JUNE 2015

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Meeting Call To Order 7:00 P.M.

A. Open Meeting Notice

2. Opening Ceremony

3. Consent Agenda Items - *Materials relating to the items to be acted upon in the Consent Agenda are provided to the Board Members for study and review prior to the meeting. The items contained in the bid portion of the Agenda have been endorsed by the Board Members during the budget process.*

A. Minutes of the Special Meeting held on May 14, 2015 and Workshop & Regular Meeting held on May 21, 2015

B. Monthly financial and investment reports

C. Monthly support services report

D. Monthly absence reports YTD

E. Purchases greater than \$50,000 exempt from bid - None

F. Personnel actions delegated to the Superintendent

1. Resignations and retirements

2. Contracted employees except administrators

- G. Community and governmental relations
- H. Service contract one-year extensions
 - 1. Athletic Trainer Services Agreement
 - 2. Contraband inspections with RAID Corps Southwest
 - 3. Legal counsel retainers for general education and special education services
 - 4. Juvenile Justice Alternative Educational Placement (JJAEP) - Memorandum of Understanding
- I. Tax refund exceeding \$500
- 4. Items to be Withdrawn from the Consent Agenda**
- 5. Communications Not on the Agenda**
- 6. Superintendent's Report**
 - A. Capital Improvement Advisory Committee (CIAC) update
 - B. Outstanding performance by district staff, students, and others
 - 1. 2015 Media Honor Roll award
 - 2. S2S, Student Leadership Program sponsored by Military Child Education Coalition and held at US Air Force Academy report by BHS student, Domonic Smith
 - C. Initiation or status of new programs, renovation and/or construction projects, academic initiatives, operating systems and/or special activities or events
 - 1. Summer construction and renovation projects update
 - D. E:21 Educate, Excite, Engage (digital conversion initiative) progress report
 - E. Strategic Plan - Vision 2015 annual revision
- 7. Board of Trustee's Report**
 - A. Board member attendance at various school and community events
 - B. Board member visits to various campuses
 - C. Board member announcements, awards, resignations, and/or appointments
 - 1. Summer regular monthly meeting dates: July 16 and August 20
 - 2. TASA/TASB Convention - Austin, October 2-4, 2015
 - 3. BHS Tri-Annual Reunion October 23-24, 2015
 - D. Board member recognition of outstanding performance by district staff and students
- 8. Financial Reports and Action Items**
 - A. Annual Financial Investments Report - Policy CDA (LEGAL) & (LOCAL)
 - B. Contract for Services from ESC 9 for 2015-16
 - C. Disposal of Out-of-Adoption Instructional Materials, Technological Equipment and band instruments authorization
 - D. Contract for services from Educational Service Centers other than Region 9 (Wichita Falls): Region 10 (Richardson) and Region 11 (Fort Worth)
 - E. General Operating Fund 199 Expenditure Budget amendments

1. Transfer \$33,640 from unrestricted fund balance to Fund 199, Function 52 to replace failing HVAC units at Bulldog Main Gym (Two 12.5 ton units and two 10 ton units)
2. Transfer \$8,000 of High School Allotment funds from Function 11-6300 supplies to Function 13-6400 travel to cover mandatory Advanced Placement training

F. Priddy Foundation grant agreement approval

1. Closing the STEM Gap 2015-2016 for \$80,820
2. Sixth Grade Opera and Arts Study 2015 for \$16,600

G. Business and Procedures Manual updated with State & Federal Grant Education Department General Administrative Regulations (EDGAR) Compliance document, effective July 1, 2015 (See EXTRAS to review manual)

H. Preliminary 2015-2016 budget revenue projections

9. Unfinished Business

A. Pay plan structure and range adjustments possible action on TASB HR Services proposals

1. Recommendation #1 - close teacher pay gap by increasing the teacher starting salary and providing the strongest general pay increase possible to all continuing teachers over the next few years.
2. Recommendation #2 - limit master's degree stipends for newly hired instructional staff to only those staff with a master's or other advanced degrees - in their subject areas
3. Recommendation #3 - remove the stipend for National Board Certification
4. Recommendation #4 - provide all other pay groups with a market-competitive general pay increase
5. Recommendation #5 - adopt the proposed market based pay structures for all other job groups
6. Recommendation #6 - Include travel stipends into base pay for administrators and discontinue this practice
7. Recommendation #7 - provide individual targeted adjustments to bring employee pay up to the recommended minimum of their pay range and advance experienced employee pay closer to the midpoint of their pay range
8. Recommendation # 8 - discontinue practice of paying bus drivers and monitors on a route rate, and pay an hourly rate instead
9. Recommendation #9 - discontinue the practice of paying stipends to administrative support (clerical), and auxiliary (maintenance and operations and food service) employees for licenses and education levels that are not required for their jobs. Grandfather current employees by including the stipends in their base pay
10. Recommendation #10 - continue to review market competitiveness of positions identified as below market and adjust pay as needed in subsequent years

B. Schedule budget and policy committee meetings

10. New Business

- A. Spring 2015 STAAR and EOC exam results
 - B. **FIRST READING** - Policy Update 102, affecting (LOCAL) policies: CDA (LOCAL) Other Revenues & Investments; DBB (LOCAL) Employment Requirement - Medical Examinations; DEA (LOCAL) Compensation Plans; DEAA (LOCAL) Compensation Plan- Incentives & Stipends; DEAB (LOCAL) Compensation Plans-Wage & Hour Laws; DFAA (LOCAL) Reduction in Force-Financial Exigency; DHE (LOCAL) - Employee Standards of Conduct-Searches and Alcohol/Drug Testing; FNC (LOCAL) - Student Rights & Responsibilities-Student Conduct; and FO (LOCAL) Student Discipline
11. **Personnel Reports and Action Items**
- A. Dismissal, Terminations, Non-Renewals, and Non-Extensions: None
 - B. Administrative position new hires: None
12. **Closed Meeting** - Adjournment to closed meeting pursuant to Sections 551.071, 551.072, and 551.074 of the Texas Gov't Code
13. **Open Session, Action on Item 11 A - B**
14. **Closing Meeting**
- A. Adjourn