



Fredericksburg ISD

Regular Board Meeting Minutes

Monday, June 23, 2025

FISD Central Administration, 110 W. Travis, Fredericksburg, TX 78624

A Regular Board Meeting of the Fredericksburg ISD Board of Trustees was held on Monday, June 23, 2025, beginning at 5:30 PM in the FISD Central Administration, 110 W. Travis, Fredericksburg, TX 78624.

Judge Edwards: Present
Keri Hensley: Present
Rusty Jenschke: Present
Brian Lehne: Present
Gayle Schoessow: Present
Matt Seidenberger: Present
Taylor Ward: Present

- 1. 2025 - 2026 Budget and Tax Rate Hearing**
- 2. Call to Order**
Presenter: Mr. Matt Seidenberger
- 3. Administer Oath of Office to School Board Trustee**
Presenter: Ms. Lori Rice
- 4. Invocation**
Presenter: Mr. Brian Lehne
- 5. Pledge to the US Flag & Texas Flag**
Presenter: Mr. Judge Edwards
- 6. Billie Pride Recognition**
 - A. Tennis State Recognition**
 - B. Golf State Recognition**
- 7. District Updates**
 - A. LAN Update**
 - B. Athletics Bi-Annual Update**
Presenter: Mrs. Wendy Dietrich
- 8. Public Comments**
- 9. Discussion and Possible Action on Consent Agenda Items**
Presenter: Mrs. Jill Minshew

- A. **Minutes of Regular and Special Board Meetings:**
 - May 12, 2025, Regular Meeting
 - May 15, 2025, Special Meeting
 - June 5, 2025, Special Meeting
 - June 5, 2025, Special Meeting
- B. **General Fund Statement of Revenues and Expenditures**
- C. **General Fund: Budget Amendments**
- D. **School Nutrition Fund: Statement of Revenues and Expenditures**
- E. **Debt Service Fund: Statement of Revenues and Expenditures**
- F. **2022 Bond Fund: Statement of Revenues and Expenditures**
- 10. **New Business: Action/Discussion Items**
 - A. **Discussion and Possible Action on the Re-Organization of the School Board**
Presenter: Mr. Matt Seidenberger
 - B. **Discussion and Possible Action on a Delegate and Alternate to the Texas Association of School Boards (TASB) Delegate Assembly**
Presenter: Mrs. Jill Minshew
 - C. **Discussion and Possible Action on the 2025-2026 Compensation Plan**
Presenter: Mrs. Jill Minshew
 - D. **Discussion and Possible Action on the 2025-2026 Budget**
Presenter: Mrs. Jill Minshew
 - E. **Discussion and Possible Action on the Commitment of General Fund Balance**
Presenter: Mrs. Jill Minshew
 - F. **Consideration and Possible Action on the Renewal of Trash Pickup and Disposal Services**
Presenter: Mr. Michael Gonzales
 - G. **Consideration and Possible Action on the Purchase and Installation of Additional Playground Surfacing for Fredericksburg Elementary and Primary School**
Presenter: Mr. Michael Gonzales
 - H. **Discussion of Fisd Cell Phone Policy and New Legislation**
Presenter: Mrs. Lori Maxcey
- 11. **Board Business**
- 12. **Convene in Closed Session Under Texas Open Meeting Act, Texas Government Code, Chapter 551**
 - A. **Section: 551.074: Personnel Matters - Discussion of Non-Chapter 21 Employee Contract for Director of Transportation**
Presenter: Mrs. Jill Minshew
 - B. **Section 551.072: Consider a Purchase, Exchange, Lease, or Value of**

**Real Property - Discussion of District-Owned Property Lease for
Systems Go, a Texas Nonprofit Organization**

Presenter: Mrs. Jill Minshew

13. Reconvene in Open Session

14. Consider Action on Closed Session Items

15. Adjournment

Matt Seidenberger, President
Board of Trustees

Taylor Ward, Secretary
Board of Trustees



BOARD ACTION ITEM SHEET

MEETING DATE

6/23/2025

AGENDA ITEM

Discussion and Possible Action on Consent Agenda Items

RECOMMENDED ACTION

Move to approve Consent Agenda Items as presented.

BACKGROUND

Consent Agenda Items are routine items grouped together such as previous meeting minutes and basic financial information for board approval in a single vote.

RESOURCE PERSONNEL

Rachel Malinak; Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

Minutes

- May 12, 2025, Regular Meeting
- May 15, 2025, Special Meeting
- June 5, 2025, Special Meeting
- June 5, 2025, Special Meeting

Financial Reports

- General Fund – Statement of Revenues & Expenditures; Budget Amendments
- School Nutrition Fund – Statement of Revenues & Expenditures
- Debt Service Fund – Statement of Revenues & Expenditures
- 2022 Bond Fund – Statement of Revenues & Expenditures



BOARD ACTION ITEM SHEET

MEETING DATE

6/24/2024

AGENDA ITEM

Discussion and Possible Action on a Delegate and Alternate to the Texas Association of School Boards (TASB) Delegate Assembly

RECOMMENDED ACTION

Motion that the Board of Trustees name [INSERT NAME] as the Official Voting Delegate and [INSERT NAME] as the Alternate to the 2025 TASB Delegate Assembly.

BACKGROUND

TASB's 2025 Delegate Assembly will be held Sept. 13, 2025, during txEDCON25 in Houston. Attending the Delegate Assembly gives the board the chance to participate in the democratic process that governs TASB. Delegates will elect TASB officers and directors, vote on TASB's Advocacy Agenda, have the opportunity to interact with other board members in our region, and earn continuing education training credit.

RESOURCE PERSONNEL

Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

TASB Delegate and Alternate Information



BOARD ACTION ITEM SHEET

MEETING DATE

6/23/2025

AGENDA ITEM

Discussion and Possible Action on the 2025-2026 Compensation Plan

RECOMMENDED ACTION

- **Approve 2025-2026 Pay Plans** (includes: Teacher Pay Schedule, Administrative Professional Pay Plan, Clerical Technical Pay Plan, Auxiliary Pay Plan, Stipend Schedules, Substitute Pay Schedule)
- **Approve a 3% midpoint pay increase** for Employees on the Clerical Technical, and Auxiliary Pay Plans
- **Approve a \$12 per day pay increase** for Employees on the Administrative Professional Pay Plan
- **Approve Equity/Market target adjustments** as Identified by Administration

BACKGROUND

All raises and equity adjustments are included in the current proposed 2025-2026 budget as presented at the budget workshop on June 5, 2025 (and/or as noted tonight).

Beginning teacher pay will be \$54,000. Employees with 1-2 years of experience will receive a \$3,000 pay increase. Teachers with 3-4 years of experience will receive a \$4,000 pay increase. Teachers with 5+ years of experience will receive an \$8,000 pay increase (equates to a 12% overall market median raise).

\$12/day increase for Administrative Professional staff equates to a 2% (highest pay grade) to 3.5% (lowest pay grade) pay increase.

Equity/market targeted adjustments for employees whose current salary is below the recommended minimum for the position pay grade, or who have been identified as being lower than market based on their experience.

Anyone paid higher than adopted stipend scales will be grandfathered/pay will not be lowered (new to position will be compensated based on adopted rates).

Anyone above the maximum of the new adopted pay scale will still receive an approved pay increase.

RESOURCE PERSONNEL

Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

2025-2026 Compensation Plan



BOARD ACTION ITEM SHEET

MEETING DATE

6/23/2025

AGENDA ITEM

Discussion and Possible Action on the 2025-2026 Budget

RECOMMENDED ACTION

Move to approve the 2025-2026 Budget as presented.

BACKGROUND

This budget represents the months' worth of work of our employees, determining needs at a campus or department level, up to a district wide level. There have been numerous discussions and two budget workshops to ensure the budget meets our needs for the upcoming year.

The School Board is required to adopt budgets for the General Fund (Fund 199), School Nutrition Fund (Fund 240), and Debt Service Fund (Fund 599).

The tax rate used in the current budget is just an estimate at this time; the tax rate will not be adopted until after certified values have been provided, and TEA informs districts of the M&O rate we are allowed to adopt (around August/September).

RESOURCE PERSONNEL

Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

25-26 Budget Adoption



BOARD ACTION ITEM SHEET

MEETING DATE

6/23/2025

AGENDA ITEM

Discussion and Possible Action on the Commitment of General Fund Balance

RECOMMENDED ACTION

Move to Commit General Fund Balance as presented.

BACKGROUND

Per GASB 54, fund balance can be designated (or committed) for specific purposes. A Commitment represents a tentative plan for the future use of financial resources. Commitments require board action to earmark fund balance for bona fide purposes that will be fulfilled within a reasonable period. A School Board may change committed amounts or purposes as necessary.

RESOURCE PERSONNEL

Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

FISD Board Resolution – Fund Balance Commitment

June 2025 General Fund Estimated Fund Balance – For Commitment of Fund Balance

BOARD ACTION ITEM SHEET

MEETING DATE

06/23/2025

AGENDA ITEM

Consideration and Possible Action on the Renewal of Trash Pickup and Disposal Services

RECOMMENDED ACTION

Move to approve renewal services for Trash Pickup and Disposal.

BACKGROUND

The current 3-year contract for trash pickup and disposal services with Republic Services is set to expire on June 30, 2025. The school district has been satisfied with Republic Service's performance and wishes to continue the services under a new 3-year agreement. Republic Service has submitted pricing based on the PACE Cooperative Contract #000242. As the proposed renewal exceeds \$50K annually, Board approval is required in accordance with district policy.

RESOURCE PERSONNEL

Michael Gonzales

ATTACHMENTS/SUPPORTING DOCUMENTS

Republic Service Agreement

BOARD ACTION ITEM SHEET

MEETING DATE

06/23/2025

AGENDA ITEM

Consideration and Possible Action on the Purchase and Installation of Additional Playground Surfacing for Fredericksburg Elementary and Primary School

RECOMMENDED ACTION

Move to approve the purchase and installation of additional playground surfacing for Fredericksburg Elementary and Primary School.

BACKGROUND

Create Healthy has generously donated funds designated for playground revitalization at the elementary and primary school campuses. In accordance with the donation requirements, the funds must be used exclusively for playground construction or remodeling. Both campuses have identified a need for additional inclusive playground surfacing. To meet this need within the donation budget, the school district collaborated with Kraftsman Playground—the vendor who installed the previous inclusive surfacing—to develop an appropriate scope of work. Kraftsman Playground has submitted quotes based on the Buyboard Cooperative Contract #679-22. As the quote(s) exceed \$50K, Board approval is required in accordance with district policy

RESOURCE PERSONNEL

Michael Gonzales

ATTACHMENTS/SUPPORTING DOCUMENTS

Kraftsman Playground Quotes, Create Healthy Donation Acceptance Letter



BOARD ACTION ITEM SHEET

MEETING DATE

6/23/2025

AGENDA ITEM

Discussion and Possible Approval of Non-Chapter 21 Employee Contract for Director of Transportation

RECOMMENDED ACTION

Move to approve Non-Chapter 21 employee contract for the 2025-2026 School Year as presented.

BACKGROUND

Administration is recommending a Transportation Director contract for the 2025-2026 school year.

RESOURCE PERSONNEL

Jill Minshe

ATTACHMENTS/SUPPORTING DOCUMENTS

Recommendation Form



BOARD ACTION ITEM SHEET

MEETING DATE

06/23/2025

AGENDA ITEM

Discussion and Possible Action to Lease District-Owned Property to Systems Go, a Texas Nonprofit Organization

RECOMMENDED ACTION

Move to approve the lease of the property as discussed and delegate authority to the Superintendent to negotiate final lease terms with Systems Go and execute a lease agreement on behalf of the District.

BACKGROUND

SystemsGo promotes engineering studies and research, develops work-force skills, and encourages students to enter academic and career paths in STEM fields that lead to careers in the engineering industries. A sequenced engineering curriculum that fulfills course requirements in CTE Engineering Pathways and Programs of Study is provided to school districts that wish to participate. Fredericksburg ISD partners with SystemsGo and would like to enter into a lease agreement with the organization by providing District-owned rental space for one year.

RESOURCE PERSONNEL

Jill Minshew

ATTACHMENTS/SUPPORTING DOCUMENTS

Draft Lease of Property