



Calallen ISD

Special Meeting/Board Workshop

Monday, September 30, 2013 12:00 PM

Agenda of Special Meeting/Board Workshop

The Board of Trustees Calallen ISD

A Special Meeting/Board Workshop of the Board of Trustees of Calallen ISD will be held September 30, 2013, beginning at 12:00 PM in the Central Administration Office, 4205 Wildcat Dr., Corpus Christi, Texas.

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. Opening of Special Meeting by Chairman 3
2. New Business
 - A. Presentation - Team of 8 Training Session 4
Presenter: Dr. Almendarez
 - B. Closed Session 28
Presenter: Dr. Almendarez
 - C. Personnel - Resignations and Appointments 29
Presenter: Dr. Almendarez
3. Adjourn



Calling the Meeting to Order

I call this meeting of the Calallen Independent School District Board of Trustees to order and let the record show that a quorum of Board Members is present and that this meeting was duly called and posted in accordance with the Texas Open Meetings Act, Texas Government Code 551.

BOARD OF EDUCATION
CALALLEN INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

Date: September 30, 2013

Subject: Presentation – Team of 8 Training

New Business

Action

BACKGROUND INFORMATION

As required by law, the Board will engage in a Team of 8 training session.

ITEM ADDRESSED

Team of 8 Training

RECOMMENDED ACTION

No action. Board workshop and team building training.

School Board Training



**Roles and Responsibilities
(Practical Applications)**

SCENARIO # 1

A board member comes to visit the Superintendent with the following issue:

A board member's child is enrolled in a Dual Credit class at the high school. It is the practice, not the policy of the school that students enrolled in Dual Credit classes are not given the opportunity to retake an exam if they fail a test. Also, students in Dual Credit classes aren't given the opportunity of being re-taught if they fail an exam or make a low grade in an assignment. Students in regular classes are afforded those opportunities. (That's the law). The board member asks the superintendent to "speak" with the Dual Credit teacher to allow her/his child to retake an exam. The board member would like for the Superintendent to change the practice or perhaps adopt a policy that students in Dual Credit Classes be given the same opportunities as students in regular classes. After all, aren't we here for the benefit of all students and not just certain students?

What should the Superintendent do?



SCENARIO # 2

One/two board members are consistently being very vocal at all board meetings. These same board member(s) are taking up most of the time at meetings during open discussions. The truth is, they also dominate discussions in closed sessions. Several of the other board members have expressed their displeasure to one another regarding the actions of these two board members. Is it the responsibility of the Superintendent or the board president to visit with these board members and try to resolve this issue(s)?

What does the board/Superintendent do if one of the two vocal board members is the board president?



SCENARIO # 3

The majority of the board (six members) and the superintendent have decided that a bond election is necessary for the school district. One board member is wavering regarding the bond election. That board member finally decides that he is not in favor of the bond election.

∞

What should that board member do?



What should the majority of the board and the Superintendent do in this case?

SCENARIO # 4

Two campus employees are suspected of being too friendly with each other. One is a female and one is a male. One board member happens to be very close friends with one of the employees. The board member recommends to the other board members and the Superintendent that he should be given the opportunity to speak to “his friend” about the situation.

Should the board and Superintendent allow the board member to speak with his friend?



SCENARIO # 5

The football coach for the district has been in this position for several years. He has close ties with several community members and a couple of the board members. The win/loss record leaves much to be desired. Although the coach is a good person, and the students like and respect him, they have not been winning many games during the past five years. In fact, the most games the team has won in any season is three. The Superintendent would like to ask the coach to leave, but the majority of the board likes the coach and wants him to stay.

Which direction should the district take regarding this situation?



SCENARIO # 6

⇒ A teacher who is not a probationary employee is giving grief to her campus administration. This person had ordinarily been a good teacher, but has begun to change her attitude. She has been late to work a few times, however she has first period as her conference. Two or three parents have complained to the Principal that she is taking a long time to grade assignments and get the lessons and grades back to her students. Students have noticed that she has not been herself lately. The principal has met with the teacher, but things don't seem to be improving. The teacher comes to speak with the Principal at the beginning of March. She tells the Principal that she will probably change careers and won't be coming back next year. She even tells the principal that she is willing to leave now if the district will pay her the remainder of her contract.

What should the district do?



SCENARIO # 7

A board member's daughter is on the high school drill team. She has been an officer for the squad for two years. She is currently a junior and next year she will graduate from high school. The squad has four officer positions. Two of the four officers will graduate this year. There are currently five or six sophomores who are extremely talented students who will be trying out for officer positions in the drill team. The board member's daughter has become paranoid and believes that she will not be selected as an officer in her senior year. The board member's daughter has "matured" and gained some weight and is having trouble performing. Part of the criteria for being selected is that the students have to perform the "high kick" dance for two minutes in front of the out of town judges during officer tryouts. The board member visits the Superintendent and asks the Superintendent to change parts of the tryout criteria. The board member also asks the Superintendent to consider allowing drill team members who have been on the squad for three years and who have been an officer for two years to automatically become officers their senior year.

What should the Superintendent do?



SCENARIO # 8

The high school head football coach hears rumors that his star football player might have failed English for the current Six Week's grading period. He quickly visits the English teacher to enquire about the rumor. The English teacher informs him that the "rumor" is true. However, final grades have not been turned in. The coach asks the English teacher if it would be possible for the football player to do extra work in order to pass. The coach promises the English teacher that he will make certain the player attends tutoring classes. He will also make certain that the player keeps up with all assignments. He also promises that the player will be courteous, not be late to class, etc... After much discussion, the English teacher agrees to do it. After all, if the team wins the next game, they will make the playoffs. Many students will benefit from this decision. The Superintendent is made aware of this situation by a parent of a football player who had been dismissed from the team because of poor attitude, missing practices and talking back to the coaches several times. The parent is demanding that the English teacher give the student the original grade and that his son be put back on the football team.

What should the Superintendent do?

Should the board take any action?



SCENARIO # 9

A Campus Principal has been in that position for several years. That person is a local who is well known in the community. The Principal is well liked in the community; is very active in his/her church, and is a member of the local Rotary Club. The campus has never reached an academic rating of higher than acceptable. The Superintendent has been in his/her position for three years. The Superintendent has three years of documentation which includes goals and objectives for the principal. The Principal has not achieved 50% of the goals and objectives. The Superintendent has closely monitored and supported the work of the Campus Principal. The Superintendent is recommending that the Principal be reassigned to another position. The reassignment will look like a demotion even though the salary will remain the same.

What should the board do?



SCENARIO # 10

The district finds itself in a financial crunch with regards to the current year budget. However, the district has a strong surplus and actually has an amount which can cover five months of operation. The Superintendent nonetheless is recommending that the district reduce staff. Currently the student teacher ratio at the elementary campuses is 19 to 1. The student teacher ratio at the secondary level is 20 to 1 at the middle school and 16 to 1 at the high school. The board is reluctant to reduce staff because the district has been academically successful for several years. TEA has informed all school districts that funding will not increase for the next biennium.

What should the board do?



SCENARIO # 11

The school district is making a lot of decisions that impact all staff and students. Some of the decisions they have to make are also very difficult. Some of the decisions are made unanimously, but a few have been by 3-2 votes. Some votes have gone in favor of the Superintendent's recommendations and a couple of the votes have not. During the past several meetings, two board members have consistently been absent.



Should any action be taken by the Superintendent regarding the two board members that are consistently missing meetings?

SCENARIO # 12

All school district Superintendents must receive an annual evaluation by the school board. In most cases, school board members consider this as a very important duty and responsibility. However, some school board members have a tendency to be unprofessional and take advantage of this and take cheap shots at the Superintendent both in writing and verbally. In other cases, one or two board members don't bother completing the appraisal instrument that is given to them by the district. However, despite the fact that the board members did not complete the appraisal instrument, they speak negatively about the Superintendent in closed session.



What action should be taken by the board or Superintendent in these cases?

SCENARIO # 13

The school district administration has made the decision that a new curriculum & instructional program will be implemented at all campuses. This will mean that Principals and teachers will have to learn a new program. It also means that certain, “veteran” teachers will probably have to develop new lesson plans. A couple of the veteran teachers who have been in the district for more than twenty years are very resistant in accepting the new program. These two teachers are also good friends with three board members. During some of their social gatherings, the two veteran teachers have expressed their displeasure regarding the new program to their board member friends. They have gone so far as to try to convince the board members that they should make a motion at a board meeting for the district not to implement the new program. The Superintendent and central office administrators strongly support the new system which the board has already approved in an earlier meeting.

What action, if any should the board take?

What action should the Superintendent take?



SCENARIO # 14

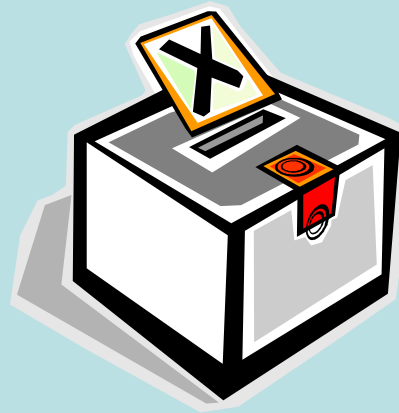
The school district has been in turmoil for a few years. School board members have a tendency to argue at their meetings regarding most issues. Superintendent recommendations are accepted or not accepted depending on the board members who are in attendance at the meetings. The board generally votes 4 to 3 in almost all issues. The same board members vote together on approximately 90% of the agenda items. This pattern of voting has placed the district in a negative light with the community and the media. Academic scores have not risen during the past few years. A bond election failed despite the fact that the state would pay for almost the entire bond package because the district is property poor. Only two board members are up for re-election at the next election and the outcome of the election will not change the voting pattern of the board.

What action should the board members and Superintendent take to rectify this?



SCENARIO # 15

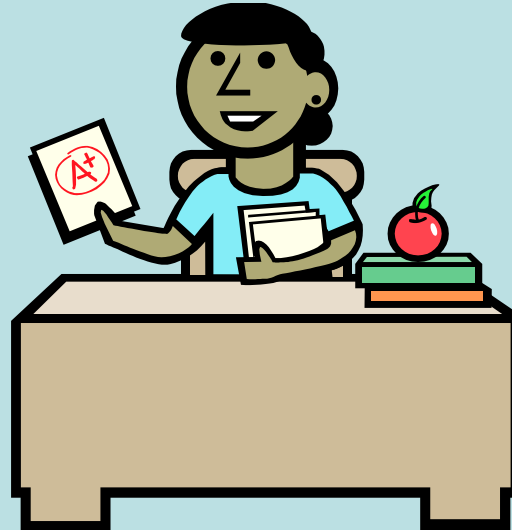
What course of action should be taken by the board and the Superintendent when the following occurs?



The Superintendent recommends that an employee be reassigned or terminated and the board votes against the Superintendent's recommendation. **What do you do?**

SCENARIO # 16

What do you do?



The majority of the board wants a certain employee reassigned or terminated and the Superintendent will not do it?

SCENARIO # 17

What do you do?



Is it the responsibility of the school board to interview administrators for any reason other than to hear a grievance?

SCENARIO # 18

What do you do?



Should school board members visit campuses unannounced?

SCENARIO # 19

What do you do?



Should a school board member discuss IN PUBLIC, any item that was discussed while meeting in closed session?

SCENARIO # 20

The school district has successfully passed a school bond election. The purpose of the school bond election was to renovate and construct new campuses. During the construction and renovation period, one or two board members would get “caught up” in the details. One example of this was for the selection of the enclosed foyer in front of the high school. The architect had recommended glass, but one board member insisted that it be constructed of a different material. This led to long discussions and actually delayed the project by several weeks.

Should board members get this involved in the construction phase of bond projects, or other projects of this type?

SCENARIO # 21

The school district is in sound financial standings. At one campus, the student enrollment count at 2nd grade classrooms is 22, 23, 22, 22, and 22 respectfully. The campus principal has recommended to the Superintendent that they request a waiver from TEA rather than hire an additional teacher. The Superintendent makes the same recommendation to the school board. Two of the board members would rather have the district hire an additional teacher. The board votes in favor of the Superintendent's recommendation; however, one of the two board members who were not in favor of the recommendation continues to hound the Superintendent to hire another teacher.

What should the Superintendent do?

OPEN MEETING EXCEPTIONS

- The following items may be discussed in Closed Session IF properly stated in the Open Meeting's public posted agenda:
 - 551.071 – Consultation with a school attorney
 - 551.072 – Deliberation regarding real property
 - 551.073 – Deliberation regarding prospective gift
 - 551.074 – Personnel matters
 - 551.082 – Disciplinary matters or complaint regarding school children or employee
 - 551.0821 – Matters containing personally identifiable information about a public school student
 - 551.083 – Consultation with representative of employee group

Closed Session Statement

The Superintendent requests that the Board of Trustees convene in closed meeting as authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. This executive session is in accordance with Section §551.074: For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

BOARD OF EDUCATION
CALALLEN INDEPENDENT SCHOOL DISTRICT
CORPUS CHRISTI, TEXAS

Date: September 30, 2013

Subject: Resignation and Appointments

New Business

Action

BACKGROUND INFORMATION

Calallen I.S.D. administration prepares a list of resignations and appointments since the previous Board meeting.

ITEM ADDRESSED

As per Personnel List presented to the Board.

RECOMMENDED ACTION

Informational purposes only, unless employee being hired requires Board approval as dictated by policy.



Personnel List September 30, 2013

Resignations (No Action-End of Contract-Informational Only)

Name	Assignment	Campus	Reason
NONE			

Appointments (Action Required)

(The following personnel are being recommended for employment with Calallen ISD. Each employee shall be subject to assignment and reassignment of positions or duties, additional duties, changes in responsibilities or work, transfers, or reclassification at any time during the contract term.)

Name	Previous Employment	Assignment	Campus	Replacing
Gibson, Blinda	C.C.I.S.D	Speech-Language Pathologist	District	Kay Ryan

Ms. Gibson has a B.S. from TAMU-K and a M.S. from UT-Pan American. She has eleven years of experience in both public schools and private industry.