Notice of Called
Board of Trustees
May 26, 2005

A Called of the Board of Trustees will be held on May 26, 2005, beginning at 12:00 PM, in the Administration Building, 400 East Loop 340, Waco, TX 76705.

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. For more information about public comment, see Policy BED. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

I. Roll Call, Establishment of Quorum, and Call to Order --
II. Opening Ceremony --
III. Approve Listing of Agenda Items --
IV. Action / Discussion Items --
    A. Consider Approval of Recommendation to Hire Head Basketball Coach at La Vega High School -- Mr. Al Bishop
    B. Consider Approval to Add Teaching/Coaching Position at La Vega Junior High School George Dixon Campus -- Mr. Al Bishop
    C. Consider Approval of Stipend for Critical Shortage Areas -- Mr. Al Bishop
    D. Hear Update and Consider Approval of Settlement of Contract Dispute with WCI Texas -- Dr. Monte Geren
V. Closed Meeting --
    A. Discussion Regarding Personnel Appointment, Employment, Evaluation, Reassignment, Duites, Discipline, Dismissal, Complaint, or Charges (If Needed) --
    B. Confer With Employees of the District to Receive Information or Ask Questions (If Needed) --
    C. Discussion Regarding Student Discipline (If Needed) --
    D. Consultation with the District's Attorney (If Needed) --
VI. Adjournment --

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See TASB Policy BEC(LEGAL)]

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For the Board of Trustees

ROLL CALL, ESTABLISHMENT OF QUORUM, AND CALL TO ORDER

The meeting was called to order at _____ m.

Board of Trustees Members Present: _____

_____

Board of Trustees Members Absent: _____

_____

BOARD PRESIDENT: THE OPENING CEREMONY CONSISTING OF THE PLEDGE OF ALLEGIANCE TO THE AMERICAN FLAG AND TO THE TEXAS FLAG WILL BE PROVIDED BY:

_____

(NAME, TITLE, POSITION, LVISD CAMPUS/DEPT.)

PLEASE STAND FOR OUR OPENING CEREMONY.

PLEDGE TO UNITED STATES FLAG.

PLEDGE TO TEXAS FLAG:

HONOR THE TEXAS FLAG, I PLEDGE ALLEGIANCE TO THEE,

TEXAS, ONE AND INDIVISIBLE.

APPROVE LISTING OF AGENDA ITEMS

Motion: _____ For: _____

Second: _____ Against: _____ Abstain: _____

School Personnel Present: _____

_____

_____

_____

Others Present: _____

_____

_____

Consider Approval of Recommendation To Hire Head Basketball Coach For La Vega High School

Presented for:
Board action ☒ Report/Review Only ☐ Consent Agenda Item ☐ Date: May 26, 2005

Supporting documents:
None ☐ Attached ☐ Provided Later ☐

Contact Person:
AL Bishop

Background Information:
If possible, we will be providing a recommendation for a Head Basketball Coach for La Vega High School. As of this posting, details are not available and we will provide details at BOT meeting.

Fiscal Implication:
N/A

Administrative Recommendation:
LVISD will have a recommendation at BOT meeting.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Consider Approval to Add Teaching/Coaching Position at La Vega Junior High School George Dixon Campus

Presented for:
Board action ☒ Report/Review Only ☐ Consent Agenda Item ☐ Date: May 26, 2005

Supporting documents:
None ☒ Attached ☐ Provided Later ☐

Contact Person:
AL Bishop

Background Information:
One of the Junior High Girls coaches will be responsible for both the junior high and high school soccer programs next school year. Because these seasons overlap with basketball and track, she will not be able to coach these sports. The junior high will need another girls coach to cover these positions. We are proposing that this new position have a math teaching field in order to reduce the number of students per class in the junior high math classes.

Fiscal Implication:
Approximately $35,000 per year.

Administrative Recommendation:
LVISD recommends approval of this position.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Consider Approval of Stipend for Critical Shortage Areas

Presented for:
Board action ☒ Report/Review Only ☐ Consent Agenda Item ☐

Supporting documents:
None ☐ Attached ☒ Provided Later ☐

Contact Person:
Al Bishop and Gary W. Williams

Background Information:
The district is experiencing extreme difficulty in hiring secondary mathematics teachers. The problem was brought to the Board's attention at the regular meeting. At that time, the administration committed to formulating a proposal to address the problem, gathering input from the staff, and to bringing a proposed solution to the Board. The attached information was presented to all staff members at meetings on Monday, May 23 through Wednesday, May 25. The Executive Team will update the Board on staff input at the meeting.

Based on information gathered from other districts, the following proposal is offered:
A critical needs stipend for secondary mathematics teachers (grades 7-12) is proposed. The amount of the stipend will be $700 per period of mathematics class(es) taught. For example, a teacher who teaches a full load (six periods) of mathematics classes will receive $4,200 ($700 times six periods). A teacher with five periods of mathematics and one period of another subject (science, coaching, etc.) will receive $3,500 ($700 times five periods), and so on.

In addition to the teaching stipend, a "signing bonus" of $1,000 is proposed. The bonus would be paid to new teachers for the first year of teaching, in addition to the critical needs stipend. Thus, a secondary mathematics teacher coming to the LVISD from another district could potentially be paid a $1,000 signing bonus plus up to $4,200 as a critical needs stipend, for a total of $5,200 the first year.

Fiscal Implication:
The district has 10 secondary mathematics teachers (not all have six assignments), and there are currently four vacancies. The maximum stipend cost would be $42,000, and the estimated signing bonus cost would be $4,000, assuming no more resignations take place. Thus, the maximum total cost would be $46,000.

Administrative Recommendation:
It is recommended that the Board approve a critical needs supplement of $700 per period for secondary mathematics (grades 7 - 12), and a $1,000 signing bonus for secondary mathematics teachers.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Secondary Mathematics Stipend Proposal

The Original Problem: Some years ago, the district began to experience problems recruiting and retaining teachers in Bilingual/ESL and certain Special Education assignments. Specifically, the district experienced the following difficulties:

- Few if any qualified applicants were available to be interviewed.
- Recruiting efforts by the district were not successful.
- Competing districts offered incentives in these areas, making both recruitment and retention more difficult.

The Response to the Original Problem: The administration analyzed the problem and formulated a feasible solution, and presented it to the Board of Trustees. The Board approved the solution, and the following steps were implemented:

- Stipends were paid to existing staff members in the problem areas.
- Stipends were offered to prospective staff members in the problem areas.

The Current Problem: The original problem has now expanded to include secondary mathematics. The same conditions that occurred originally have happened in this area.

- There are fewer qualified applicants than there are teaching vacancies in the area of mathematics at this time.
- Competing districts have begun to offer annual stipends as high as $4,000. As a result, the district has lost several experienced teachers to these districts.
- In spite of significant recruiting efforts, the applicant pool for mathematics teachers is still insufficient.
- The district's secondary mathematics scores are a major concern. Highly qualified, experienced teachers are a must.

The Proposed Solution: The administration will be recommending that stipends be paid to all current and future secondary mathematics teachers. Major features of this recommendation are:

- The stipend will be paid to mathematics teachers in grades 7 – 12.
- The stipend will be prorated according to the number of mathematics assignments taught by the teacher; for example, if a teacher teaches four math classes out of six possible assignments, he or she would be paid two/thirds of the total stipend.
- The stipend will be competitive with other area districts; the exact amount will be set by the Board of Trustees.

Hear Update and Consider Approval of Settlement of Contract Dispute with WCI Texas

Presented for:
Board action ☒ Report/Review Only ☐ Consent Agenda Item ☐ Date: May 26, 2005

Supporting documents:
None ☐ Attached ☐ Provided Later ☒

Contact Person:
Dr. Monte Geren

Background Information:
Will be provided at the board meeting.

Fiscal Implication:
Will be provided at the board meeting

Administrative Recommendation:
Will be determined at the board meeting.

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

CLOSED MEETING

A. Discussion Regarding Personnel Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, Dismissal, Complaint, or Charges (If Needed)

B. Confer with Employees of the School District to Receive Information or to Ask Questions (If Needed)

C. Discussion Regarding Student Discipline (If Needed)

D. Consultation with District's Attorney (If Needed)

Presented for:
Board action ☐ Report/Review Only ☒

Supporting documents:
None ☒ Attached ☐ Provided Later ☐

Contact Person:
Dr. Monte Geren

Background Information:
The Board may enter into a closed meeting after the following requirements have been met:

1. A quorum of the Board has first been convened in open meeting for which notice has been given.
2. The presiding officer has publicly announced in open meeting that a closed meeting will be held.
3. The presiding officer has identified the section or sections of the Open Meetings Act or other applicable statutes that authorize the holding of such closed meeting.

Fiscal Implication:
N/A

Administrative Recommendation:
N/A

A closed meeting was declared at _____.m. on _____, 2005 to

discuss: _____

_____

The closed meeting ended at _____.m. on _____, 2005.

ADJOURNMENT

Motion: _____

Second: _____

For: _____

Against: _____

Abstain: _____

Date and Time: _____