

Regular Meeting
Monday, June 24, 2024 5:30 PM

GISD Administrative Board Room
1615 St Lawrence St.
P O Box 157
Gonzales, Texas 78629

Agenda

1. Call to Order
Presenter: Board President
 - 1.A. Roll Call
Presenter: Board President
 - 1.B. Invocation:
Presenter: Ashley Molina
 - 1.C. Pledge:
Presenter: D'Anna Robinson
 - 1.D. Mission Statement:
Presenter: Justin Schwausch
2. Public Comments
Presenter: Board President
3. New Business/Action Items
 - 3.A. Consent Agenda

Discuss and Consider Action to approve the Consent Agenda
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.A.1. Minutes of Meetings:
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.A.2. Budget Amendments:
 - 3.B. Discuss and Consider Action to hire the Band Director
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.C. Discuss and Consider Action on Employee Health Insurance Benefit
Presenter: Amanda Smith, Chief Financial Officer; Brandi Bell, Executive Director of Recruitment, Leadership, and Professional Development; Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.D. Discuss and Consider Action to Approve the Guaranteed Maximum Price for Summer 2024 Flooring Work as part of the 2023 Bond Program
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
4. Reports
 - 4.A. Financial Report
 - 4.A.1. Financial and Quartely Investment Report
Presenter: Amanda Smith, Chief Financial Officer; Dr. Elmer Avellaneda, Superintendent of Schools
 - 4.B. Teacher Incentive Allotment for Gonzales ISD
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools; Brandi Bell, Executive Director of Recruitment, Leadership and Professional Development

4.C. 2023 Bond Program Monthly Update

Presenter: Dr. Elmer Avellaneda, Superintendent of Schools

4.D. Superintendent Reports

Presenter: Dr. Elmer Avellaneda, Superintendent of Schools

5. Board Business

5.A. Board Correspondence

5.B. Dates of Interest

6. Adjourn to Closed session: Under Texas Government Code Chapter 551, The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The board may conveniently meet in such a closed or executive session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas government code chapter 551:

Presenter: Board President

6.A. Personnel

7. Reconvene to Open Meeting: The Board will take appropriate action on items, if necessary, as discussed in Closed Session

Presenter: Board President

8. Adjourn



Board of Trustees

Ross Hendershot, III
President

Justin Schwausch
Vice President

Josie Smith-Wright
Secretary

Sandra Gorden

D'Anna Robinson

Ashley Molina

Gloria Torres

GISD School Board Agenda Information Sheet
June 24, 2024

SUBJECT: Public Comments

RATIONAL SUMMARY:

The next item on the agenda is public comment. Before we begin, I will remind our audience members of the Board's procedures for handling public comments. The public comment portion of our meeting is available to members of the public who wish to address a meeting item on tonight's agenda or other matter pertaining to Gonzales ISD.

Anyone who wants to speak during public comment must sign in before the start of the meeting and list the agenda item they want to discuss. Each public comment speaker will be allowed a maximum of 5 minutes to address the Board. If necessary for effective meeting management, or to accommodate large numbers of individuals wishing to address the Board, we may shorten the time for each individual wishing to present comments. The public comment portion of the meeting will allow all speakers who have signed up before the start of the meeting to address the Board regarding an item on tonight's agenda. Persons requiring a translator will be given additional time.

Please keep your comments or criticisms civil and courteous. Please also avoid using profanity during your opportunity to speak. Last, we ask that you not discuss students who are not your child.

If a speaker is seeking Board resolution of a specific complaint, that concern should be addressed through the District's grievance process. District policy DGBA has been established for addressing employee complaints, policy FNG is the avenue for filing parent complaints, and policy GF address community member complaints. Grievance forms can be obtained at any campus administration office, or in the central administration offices.


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GREATNESS**

 **ur Students.**  **ur Future.**



Board of Trustees

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President

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Sandra Gorden

D'Anna Robinson

Ashley Molina

Gloria Torres

GISD School Board Agenda Information Sheet
June 24, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Consent Agenda

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY:

A. Meeting Minutes: May 13, 2024-Regular Meeting
May 20, 2024- Special Meeting

B. Budget Amendments:

SUPERINTENDENT'S RECOMMENDATION: APPROVE

MOTION: *I move that the Board approve the consent agenda, as presented.*



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Minutes
Monday, May 13, 2024
Regular Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Ross Hendershot, III, President
Justin Schwausch, Vice President
Josie Smith-Wright, Secretary
D’Anna Robinson
Gloria Torres
Naomi Brown

Board Member Absent: Ashley Molina

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, May 13, 2024, at the Administrative Office Board Room, Gonzales, Texas. President, Ross Hendershot, III called the meeting to order at 5:30 P.M.

A quorum was declared with 6 members present.

Invocation, Pledge, Mission Statement

Josie Smith-Wright gave the Invocation, Gloria Torres led the Pledge to the Flag, and Sandra Gorden read the Mission Statement.

Item #2: Public Comments: We had one public comment. Caitlin McNeil spoke to the board about the possibility of homeschool participation in UIL activities.

Item#3: Recognitions:

Recognitions were presented by Veronica Johannsen, Chief of Communications and Safety, and Joey Rivera, Athletic Director.

Ms. Johannsen presented the Student Recognitions and Staff Recognitions. Coach Rivera recognized the AHSCA Academic All State Recipients. Jennifer Sampleton and Coach Harris presented the board with Apache Olympics t-shirts and invited the board members to cheer for the students.

Item #4: New Business/Action Items:

A. **Discuss and Consider Action to Canvass and Certify the Results of the General Election for Trustees in Single Member District 4 and District 7**

Dr. A, GISD Superintendent of Schools, and Maggie Holub, Administrative Assistant to the Superintendent, presented to the board the canvassing results from the May 4, 2024 General Election submitted by Gwen Schafer, The Gonzales County Elections Administrator. Under Texas Election Code, Section 67.003, the board is required to canvass and certify the official election results of the General Election no later than the eleventh day after the May 4, 2024, General Election. Ms. Holub made the board aware of the ballot by mail tally from 1 to 2 on the documents submitted through BoardBook.

D’Anna Robinson made a motion, with a second from Sandra Gorden to approve the canvass of returns and approve the Order Declaring Results of the Gonzales ISD Trustee Election on May 4, 2024, as presented.

The motion carried 6/0.

B. **Discuss and Consider Action to Administer the Certificate of Election and Statement of Elected Officer**

Dr. A presented the action to Administer the Certificate of Election and Statement of Elected Officer.

GISD School Board Policy BBB (legal) States: “A certificate of election shall be issued to each elected candidate”. “Newly elected and appointe43d Board members, before taking the oath or affirmation of office and entering upon

the duties of office, shall sign the required officer's statement. The statement shall be retained with the official record of the office.''

Based on this requirement, Maggie Holub presented Josie Smith-Wright, District 4 and Naomi A. Brown, District 7 elected officers with a Certificate of Election, and each signed the Statement of Officer form provided by the Secretary of State's Office.

Justin Schwausch made a motion, with a second from Sandra Gorden to approve the recommendation that the Certificate of Election be presented to Josie Smith-Wright, District 4 and Naomi A. Brown, District 7, and that they sign the Statement of Officer form.

The motion carried 6/0.

C. **Discuss and Consider Action to Administer the Oath of Office**

Dr. A presented to the board the action to Administer the Oath of Office.

GISD School Board Policy BBB (legal) states:

After the officer's statement has been signed and certificates of the election have been issued, but before entering upon the duties of the office, the Board member shall take the oath or affirmation of office and shall file it with the President of the Board.''

Maggie Holub, Notary public, administered the Oath of Office to serve as Gonzales ISD School Board Trustees to, Josie Smith-Wright, District 4 and Naomi A. Brown, District 7.

D'Anna Robinson made a motion, with a second from Justin Schwausch that the Oath of Office be administered to Josie Smith-Wright, District 4 and Naomi A. Brown, District 5 7 by a Notary Public as presented.

The motion carried 6/0.

** Mrs. Brown took her seat at the board member for District 7 at 6 p.m.**

D. **Discuss and Consider Action on the Reorganization of Elected Officers**

Dr. A presented to the board, Board Policy BDAA (legal) which states:

“At the first meeting after each election and qualification of Board members, the members of the Board shall organize by selecting:

1. A president, who shall be a member of the Board.
2. A secretary, who may or may not be a member of the Board.
3. Such other officers and committees as the Board may deem necessary.

Based on this policy, the Board may choose to elect officers.

Gloria Torres made a motion, with a second from D'Anna Robinson that the board accept the newly elected officers to serve as officers for the Gonzales ISD School Board.

Board President: Ross Hendershot III
Board Vice President: Justin Schwausch
Secretary: Josie Smith-Wright

The motion carried 6/0.

E. **Discuss and Consider Action to Approve the Consent Agenda**

1. Budget Amendments
2. Minutes: April 8, 2024, Regular Board Meeting and April 22, 2024, Special Board Meeting

Dr. A reviewed the budget amendments to the food service fund with the board. They were as follows:

- \$85,000 Local Foods for Schools Grant Funding to support purchases of Texas-sourced unprocessed or minimally processed foods.
- \$7,300 No Kid Hungry Grant Funding to support purchases for the “breakfast in the classroom” program at Gonzales Elementary.
- \$448 due to state funds being received in excess of budgeted amount.
- \$63,000 to cover the summer feeding food service program(s) (due to the program we’re operating this year, the financials are recorded in the primary food service account rather than a separate account as has been done in the prior years).

Justin Schwausch made a motion, with a second from Gloria Torres to approve the consent agenda, as presented.

The motion carried 6/0.

F. **Discuss and Consider Action to approve the Delegate/Delegate Alternate to the TASB Delegate Assembly**

Dr. A presented the action item to the board to name a Delegate/Delegate Alternate to the TASB Delegate Assembly.

The annual Texas Association of School Boards’ Delegate Assembly, held in conjunction with the TASB/TASA Convention to be held in San Antonio, Texas. The foundation of the Association’s governance structure provides critical direction as the Association represents members’ interests before state and national policymakers. Each member school district is asked to name a delegate and delegate alternate through school board action. The delegate(s) will represent the views of the school board at the delegate assembly.

Justin Schwausch made a motion, with a second from Gloria Torres to accept Josie Smith-Wright as the Delegate and D’Anna Robinson as the Delegate Alternate to the 2024-2025 TASB Delegate Assembly.

The motion carried 6/0.

G. **Discuss and Consider Action to Appoint Crystal Cedillo, Gonzales County Tax Assessor-Collector, as the individual to Calculate and Prepare the 2024 No-New Revenue and Voter-Approval Tax Rates for the Gonzales ISD**

Dr. A recommended to the board to appoint Crystal Cedillo, Gonzales County Tax Assessor-Collector, as the individual to calculate and prepare the rates for Gonzales ISD.

The law requires all taxing entities to specify the person responsible for calculating the no-new-revenue and voter-approval tax rates.

Josie Smith-Wright made a motion, with a second from Justin Schwausch to appoint Crystal Cedillo as the individual to calculate and prepare the 2024 No-New-Revenue and Voter-Approval tax rates for Gonzales, ISD as presented.

The motion carried 6/0

H. **Discuss and Consider Action to Approve an Order Authorizing the Issuance, Sale and Delivery of Gonzales Independent School District Unlimited Tax School Building Bonds, Series 2024; Levying a Tax and Providing for the Security and Payment of Such Bonds; and Enacting Other Provisions Relating Thereto**

Dr. A introduced Mr. John Robuck, the district’s financial advisor with BOK Financial Securities, to present & seek the board’s approval of the results of the bond sale associated with the November 2023 school building bond election.

Josie Smith-Wright made a motion, with a second from Gloria Torres to approve the Order Authorizing the Issuance, sale and delivery of Gonzales Independent School District Unlimited Tax School Building Bonds, Series 2024; levying a tax and providing for the security and payment of such bonds; and enacting other provisions relating thereto, as presented.

The motion carried 6/0.

I. **Discuss and Consider Action on an Amended Resolution Declaring Intention to Reimburse Project Expenditures and Associated Budget Amendment**

Mr. John Robuck came to the board seeking approval to amend the Reimbursement Resolution by \$2,000,000 before the district receives the bond proceeds on June 11, 2024.

At the December meeting, the Board approved a resolution that allowed administration to move forward with committing the district to up to \$5,000,000 of bond-related projects prior to receiving the proceeds from the bond sale.

The bond program management team has been successful in securing the ability to move forward with projects valued at more than \$5,000,000; however, additional authorization from the board is necessary to move forward with projects at the current pace.

Administration recommends that the board authorize an additional \$2,000,000 for a total of \$7,000,000. Doing so will allow the board to consider the roofing and paving agenda items on today's agenda in a legally compliant manner. Budget would be amended to cover the value of the projects, as needed, up to the maximum amount authorized by the board.

Bond proceeds are scheduled to be received on June 11, 2024 with payments going out to vendors after that date. Therefore, the district does not anticipate needing access to the associated general fund cash. This is strictly a paperwork item that covers the district in the event funds are not received on schedule.

Justin Schwausch made a motion, with a second from Josie Smith-Wright to approve the amendment to the resolution and associated budget amendment, as presented.

The motion carried 6/0.

J. **Discuss and Consider Action on an Interlocal Agreement with Education Service Center Region 10 to allow Gonzales ISD to Participate in ESC Region 10 Sponsored Purchasing Cooperatives**

Presleigh Zella, Financial Operation Specialist, presented to the board the Interlocal Agreement with Education Service Center Region 10 that would allow the district to utilize their associated purchasing cooperatives.

GISD is primarily interested in using Equalis which Region 10 works with. Later in the agenda, the board will be asked to consider approving two purchases utilizing this purchasing co-op, if approved.

Cooperatives allow governmental entities to procure goods and services in a more efficient manner.

Gloria Torres made a motion, with a second from D'Anna Robinson to approve the interlocal agreement, as presented.

The motion carried 6/0,

K. **Discuss and Consider Action to Approve roofing repairs and improvements for the 2023 Bond Program**

Casey Sledge with Sledge Engineering and the Region 13 Bond Program Management team, presented to the board the campus pricing and Scope for roof repairs per campus requested through RoofConnect.

Mr. Sledge explained that pricing was received for multiple campuses. Repair options were proposed and evaluated for each building considered. Staff further considered the future life-cycle plans of certain buildings to ensure the cost-effectiveness with this investment. All repair work considered includes manufacturer and workmanship warranties. Work can begin June 2024 and will be expected to continue into Fall 2024. Final completion of each campus will be scheduled prior to work beginning.

GHS, GJHS, GNA, EAC and GES are the campuses getting roof repairs.

Campus	Cost	Scope Summary
GHS	\$2,618,704	Re-roof w TPO; clean slate tiles
JHS	\$126,822	Replace ends metal panels; repairs
GNA	\$557,762	Re-roof with TPO; coating & repairs
EAC	\$1,757,687	New roof over old with TPO; repairs
GES	\$259,498	New coating & membrane; repairs
TOTAL:	\$5,320,473	

The total amount gives allowances for any bad decking replacement. Mr. Sledge anticipates that we will finish under the total amount listed. From the bond election we had \$28 million allocated for maintenance repairs on all campuses.

The TASB report listed roof repairs at GHS and GJHS, but not at GNA, EAC, or GES; however, staff feels the roof repairs at these campuses are warranted. GPA and OMT campus roofs do not need roof repairs to this level and will continue to be monitored by staff. This total pricing is approximately \$1M over the original budget items for Roofing but included the addition of GNA, EAC, and GES campuses. The 3 added campuses result in \$2.5M worth of roofing repairs for the \$1M. The bond program budget contained escalation and contingencies that more than cover the addition.

This item will be funded from 2023 Bond Program and will utilize the Region 10/Equalis Purchasing Cooperative if awarded.

Mr. Schwausch asked about warranty. The warranty for workmanship and materials generally 20 year or better(labor). Workmanship is a 1or 2 year warranty (labor itself).

Ms. Smith-Wright asked if high school would be first on the list. Mr. Sledge response was that they would get together and make a schedule.

Dr. A asked if we could prioritize high school to number 1.

Justin Schwausch made a motion, with a second from Josie Smith-Wright to approve the roof repairs and improvements in the amount of \$5,320,473 as presented and authorize the superintendent to negotiate the final terms of the agreement.

The motion carried 6/0

L. Consideration and Possible Action to Approve Paving Repairs and Improvements for the 2023 Bond Program

Paving evaluations and inspections were completed and pricing was requested from PaveConnect, a national paving service company. Repair options were proposed and evaluated for each campus considered. Work can begin June 2024 and will be completed by August 2024 if Awarded.

Paving work would be done on parking lots and drives and curbs on all campuses. The pricing was the higher and better more improved pricing for the best thing on campuses. The pricing from PaveConnect was good pricing. The recommendation is to do paving work as recommended by TASB and more for every campus including Maintenance and Operations.

- Re-striping included at all campuses listed
- 5% discount can be applied if all projects are Awarded due to mobilization and general condition savings
- Includes 5% Allowance for unforeseen repairs or quantity adjustments made in the field. ISD will control this expenditure.
- Schedule of Value pricing is presented with quantities for various pavement items. Final payment will be based on final quantities installed

Campus	Cost	Scope Summary
GHS	\$351,164	Full depth repairs; HMAC overlay; seal coat
JHS	\$24,856	HMAC level up; seal coat
GNA	\$135,029	HMAC overlay
EAC	\$204,113	New roof over old with TPO; repairs
GPA	\$15,445	Seal coat
OMT	\$141,435	HMAC level up; seal coat
GES	\$84,106	HMAC overlay
TOTAL:	\$956,149.10	

*Error under EAC no new roof over old with TPO it should say HMAC overlay with seal coat and a new curb**

GPA is not getting new pavement because that campus is in good shape compared to other campuses.

Justin Schwausch made a motion, with a second from Josie Smith-Wright to approve the paving repairs and improvements in the amount of \$956,149.10 as presented and authorize the Superintendent to negotiate the final terms of the agreement.

The motion carried 6/0

Item#5 Reports:

A. Superintendent Reports

Presented by Superintendent, Dr. Elmer Avellaneda

Staff member have reached out to Dr. A to thank the board members for being involved at events and in the community.

B. 2023 Bond Program Monthly Update

Casey Sledge, ESC 13/Sledge Engineering provided the Board with a monthly update for the 2023 approved Bond Program.

Item#6 Board Business:

Board Correspondence: Thank you letter from the Chamber Team.

Dates of Interest:

May 14, 2024	Athletic Banquet 6-8pm JB Wells 3 rd Grade Awards
May 15, 2024	4 th Grade Awards
May 16, 2024	1 st & 2 nd Grade In-House UIL Meet GJHS Field Day Apache Olympics 5 th Grade Awards
May 17, 2024	Staff Development/Student Holiday
May 18, 2024	National Speech Pathologist Day
May 20, 2024	Senior Walk Scholarship Night @GJHS 6-7:30 GE Awards (details to come soon)
May 21, 2024	Pre-K Grad 1:00-2:00pm Kinder Grad 9am GE Awards (details to come soon) 6 th Grade Awards 10-11am 7 th Grade Awards 1-2pm

	GHS Senior Olympics
May 22, 2024	Pre-K Grad 1:00-2:00pm Kinder Grad 9am Senior Awards Day
May 23, 2024	Early Release/Last Day of School
May 24, 2024	Graduation Day/Teacher Work Day
May 27, 2024	Memorial Day/District Closed
June 12-15, 2024	SLI

Item #7 Adjourn to Closed Session:

Under Texas Government Section [551.071](#) (Consultation with Attorney), Code Section [551.072](#) (Deliberation Regarding Real Property), [551.73](#) Deliberation Regarding Prospective Gift, Texas Government Code Section [551.074](#), (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section [551.076](#) (Deliberation regarding implementation of Security, personnel or devices) and Section [551.082](#): School Children; School District Employees; Disciplinary Matter or Complaint, Section [551.083](#): Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section [551.084](#): Investigation; Exclusion of witnesses from a hearing.

The board went into a closed session at 6:43 P.M.

Ashley Molina arrived at 7:03 p.m.

Item #8 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 7:42 P.M.

Item #9 Adjourn

There being no further business, President Hendershot adjourned the meeting at 7:43 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

Minutes
Monday, May 20, 2024
Special Board Meeting at 12:00 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Ross Hendershot, III, President
Justin Schwausch, Vice President
Josie Smith-Wright, Secretary
Ashley Molina
Naomi A. Brown

Board Member Absent: D'Anna Robinson
Gloria Torres

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, May 20, 2024, at the Administrative Office Board Room, Gonzales, Texas. President, Ross Hendershot, III called the meeting to order at 12:00 P.M.

A quorum was declared with 5 members present.

Invocation, Pledge, Mission Statement

Justin Schwausch gave the Invocation, Naomi A. Brown led the Pledge to the Flag, and Ashley Molina read the Mission Statement.

Item #2: Public Comments: There were no public comments.

Item #3: New Business/Action Items:

A. **Discuss and Consider Action to Approve the Apache Stadium Renovations and Associated Budget Amendment**

Mr. Gene Kridler, GISD Executive Director of Operations, presented the action to consider approval for field renovations and associated budget amendment for this action.

Field evaluations were completed and pricing was received from Texas Multi—Chem to improve the safety, maintenance, and playability of the natural grass at Apache Stadium. Work can begin June 2024 and is expected to be completed in August 2024 if awarded and approved.

The two options for sod were: Option 1 for \$498,400 and Option 2 \$348,000. The difference in the pricing is the amount of topsoil that would be put on the field. One option is to cover from the South fence to the North fence. Option 2 is to cover it 10 foot from the end line.

Dr. A asked what the time line would be to begin and end the work. Work can begin June 2024 and is expected to be completed in August 2024 if Awarded approval.

The grass will be in big rolls and rolled on the field. The sprinkler system will also be replaced in this process.

Josie Smith-Wright what type of grass and Mr. Kridler stated it will be a type of Bermuda that does well with the heat. The grass will be provided by the King Ranch.

Dr. A asked Mr. Kridler to explain the difference in the dirt amount and the importance.

- The large amount is for 3,000 tons
 - The smaller amount is for about 1,040 tons
- The difference is how far they will cover on the outside of the playing field.

Dr. A explained and emphasized that the funding will be provided by the general fund balance if approved and not bond money.

Dr. A stated that we have a healthy fund balance of \$17million.

The inquirer asked if he could ask a question and was turned down by Dr. A.

Josie Smith-Wright made a motion, with a second from Justin Schwausch to approve the stadium field renovations in the amount of \$498,400 as presented and authorize the Superintendent to negotiate the final terms of the agreement.

The motion carried 5/0.

B. Discuss and Consider Action to Approve the Purchase of Fencing to be Installed Districtwide

Erin Lindemann-LaBuhn, GISD Executive Director of State and Federal Programs, presented to the board a proposal for fencing options.

As a component of the TEA School Safety Compliance Requirements (19 TAC 61.1031), Gonzales ISD has procured a quote from Foster Fencing (through BuyBoard Purchasing Cooperative) in order to install TEA approved safety fencing on all campuses and around additional facilities such as Apache Field.

This purchase requires board action since the total cost exceeds \$75,000.

The cost of this purchase has been allocated in the Safety and Facilities Enhancement Grant (SAFE), Cycle 2, and the SAFE Grant, Cycle 1. If approved, the goal is for this project to begin this summer.

The total for all fencing would be \$876,260. We received grant money totaling \$956,741. \$137,644.18 of that grant money was used to purchase Cell Boosters. The remaining amount of Grant money is \$819,096.82. Leaving a difference of \$57,163.18 that administration recommends be funded with bond money.

Dr. A responded to a question from President Hendershot and confirmed that, if approved, this project will conclude all fencing needed at GISD.

Ashley Molina made a motion, with a second from Josie Smith-Wright to approve the purchase as presented.

The motion carried 5/0.

C. Discuss and Consider Action on Board Policy EHBG

Amanda Smith, GISD Chief Financial Officer, came to the board seeking approval of the revised local policy EHBG.

Board policy EHBG (Local) outlines the tuition-supported prekindergarten program. The reason for the action is to align paperwork with the district practice.

Naomi Brown made a motion, with a second from Josie Smith-Wright to approve policy EHBG, as presented.

The motion carried 5/0

D. Discuss and Consider Action on Purchase of Promethean Boards

Amanda Smith went to the board seeking approval of the purchase of Promethean boards.

The district has been working for a few years to phase in equipment replacement. The Jr. High campus is the only campus left to do this. If approved, the Jr. High campus will receive 40 Promethean Active panel. This would complete the district's equipment purchase and installation of Promethean Boards across all campuses.

The purchase utilized the TIPS purchasing cooperative.

Board Policy CH (Local) requires the board to approve all purchases in excess of \$75,000 before a purchase order can be issued to the vendor.

Josie Smith-Wright made a motion, with a second from Justin Schwausch to approve the purchase, as presented.

The motion carried 5/0

Item #4 Adjourn

There being no further business, President Hendershot adjourned the meeting at 12:16 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

**2023-24 Proposed Budget Revision
General Operating Fund
Regular Board Meeting - June 24, 2024**

	<u>Current Budget</u>	<u>Proposed Amendment</u>	<u>Proposed Revised Budget</u>
REVENUES			
5700 Local Property Taxes	20,030,181		20,030,181
5700 Other Local Sources	955,084	500	955,584
5800 State Revenues	8,069,636		8,069,636
5900 Federal Sources	896,139		896,139
TOTAL REVENUES	29,951,040	500	29,951,540
EXPENDITURES			
0011 Instruction	16,397,419	(69,145)	16,328,274
0012 Instructional Resources & Media Services	312,710	43,000	355,710
0013 Curriculum & Staff Development	575,394	69,145	644,539
0021 Instructional Leadership	524,292		524,292
0023 School Leadership	1,858,791	500	1,859,291
0031 Guidance, Counseling, & Evaluation	937,188		937,188
0032 Social Work Services	78,345		78,345
0033 Health Services	412,113		412,113
0034 Student Transportation	1,444,811		1,444,811
0035 Food Services	15,000		15,000
0036 Co-Curricular/Extra-Curricular Activities	1,308,420		1,308,420
0041 General Administration	2,003,953	(43,000)	1,960,953
0051 Plant Maintenance and Operations	4,594,521		4,594,521
0052 Security & Monitoring Services	968,344		968,344
0053 Data Processing Services	1,251,677		1,251,677
0061 Community Services	14,350		14,350
0071 Debt Services	751,496		751,496
0081 Facilities Acquisition & Construction	225,900		225,900
0091 Contracted Inst Services Btw Public Schools	314,527		314,527
0099 Other Intergovernmental Charges	514,828		514,828
TOTAL EXPENDITURES	34,504,079	500	34,504,579
8911 Operational Transfer Out	500		500
NET ACTIVITY	<u>(4,553,539)</u>	<u>0</u>	<u>(4,553,539)</u>

Notes:

-Increase "Other Local Sources" and Function 23 by \$500 each: Gift to GPA with H-E-B Excellence in Education Statewide Finalist Recognition

-Move \$43k from Function 41 to Function 12: Equipment for Communications Intern Program

-Move \$69,145 from Function 11 to Function 13: C&I Personnel (Exec. Dir of C&I, 2 Instructional Coordinators, & Admin Assistant)

**2023-24 Proposed Budget Revision
Debt Service Fund
Regular Board Meeting - June 24, 2024**

	Current Budget	Proposed Amendment	Proposed Revised Budget
REVENUES			
5700 Local Property Taxes	2,563,332		2,563,332
5700 Other Local Sources	50,040		50,040
5800 State Revenues	7,754		7,754
TOTAL REVENUES	2,621,126	0	2,621,126
EXPENDITURES			
0071 Debt Services	1,574,882	787,700	2,362,582
TOTAL EXPENDITURES	1,574,882	787,700	2,362,582
7911 Capital -Related Debt Issue			
7916 Prem. or Disc. on Issuance of Bonds	0	787,700	787,700
8949 Other Uses	1,046,244	0	1,046,244
NET ACTIVITY	0	0	0

Notes:

-Amend budget to account for the 2024 Bond Series Issue

**2023-24 Proposed Budget Revision
Construction Fund
Regular Board Meeting - June 24, 2024**

	Current Budget	Proposed Amendment	Proposed Revised Budget
REVENUES			
5700 Local Property Taxes	0		0
5700 Other Local Sources	0		0
5800 State Revenues	0		0
TOTAL REVENUES	0	0	0
EXPENDITURES			
0051 Plant Maintenance and Operations	0	504,010	504,010
0081 Facilities Acquisition & Construction	0	50,095,990	50,095,990
TOTAL EXPENDITURES	0	50,600,000	50,600,000
7911 Capital -Related Debt Issue	0	48,170,000	48,170,000
7916 Prem. or Disc. on Issuance of Bonds	0	2,430,000	2,430,000
8949 Other Uses	0		0
NET ACTIVITY	0	0	0

Notes:

-Amend budget to account for the 2024 Bond Series Issue & related projects (budget dated 5/7/2024)



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Ashley Molina

GISD School Board Agenda Information Sheet
June 24, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to hire the Band Director

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Administration is seeking the approval to name Richard Varela as the Band Director

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the Board of Trustees approve Richard Varela as the Band Director"*



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GISD School Board Agenda Information Sheet
June 24, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action on Employee Health Insurance Benefit

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Brandi Bell, Executive Director of Recruitment, Leadership, and Professional Development; Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: The TRS Health Insurance rates/premiums are increasing for the 2024-25 fiscal year.

Because the IRS rules currently allow a maximum out-of-pocket cost to an employee of \$105.29 per month, the TRS increases will cause the district to be out of compliance with the Affordable Care Act at its current contribution level of \$300 per month (first-tier, employee-only coverage is \$445/mth).

\$39.71 per month is the minimum amount the district must increase to remain compliant. Administration has prepared three options for consideration, as follows:

- Option A: Increase \$40 per month
- Option B: Increase \$50 per month
- Option C: Increase \$145 per month

ADMINISTRATION'S RECOMMENDATION: Approve Option B

SAMPLE MOTIONS:

- Option A: "I move that the board approve the increase to the employee health insurance contribution by \$40 per month for a total of \$340 per month, as presented."
- Option B: "I move that the board approve the increase to the employee health insurance contribution by \$50 per month for a total of \$350 per month, as presented."
- Option C: "I move that the board approve the increase to the employee health insurance contribution by \$145 per month for a total of \$445 per month, as presented."



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TRS-ActiveCare Health Insurance Plans Gonzales Independent School District

Region 13
Rate Comparison

Monthly Rates

TRS-ActiveCare Primary | In-Network Only | Employees must select a Primary Care Physician (PCP)

	2023 - 2024 Monthly		
	Medical Insurance	District Contribution	Employee Cost
Employee Only	\$399.00	\$300.00	\$99.00
Employee + Spouse	\$1,078.00	\$300.00	\$778.00
Employee + Child(ren)	\$679.00	\$300.00	\$379.00
Employee + Family	\$1,357.00	\$300.00	\$1,057.00

2024 -2025 Monthly			
Medical Insurance	District Contribution	Employee Cost	
\$445.00	\$300.00	\$145.00	12%
\$1,202.00	\$300.00	\$902.00	12%
\$757.00	\$300.00	\$457.00	11%
\$1,513.00	\$300.00	\$1,213.00	11%

TRS-ActiveCare HD (High Deductible Health Plan) | Nationwide Network | Deductible per Covered Individual

	2023 - 2024 Monthly		
	Medical Insurance	District Contribution	Employee Cost
Employee Only	\$410.00	\$300.00	\$110.00
Employee + Spouse	\$1,107.00	\$300.00	\$807.00
Employee + Child(ren)	\$697.00	\$300.00	\$397.00
Employee + Family	\$1,394.00	\$300.00	\$1,094.00

2024 -2025 Monthly			
Medical Insurance	District Contribution	Employee Cost	
\$460.00	\$300.00	\$160.00	12%
\$1,242.00	\$300.00	\$942.00	12%
\$782.00	\$300.00	\$482.00	12%
\$1,564.00	\$300.00	\$1,264.00	12%

TRS-ActiveCare Primary + | In-Network Only | Employees must select a Primary Care Physician (PCP)

	2023 - 2024 Monthly		
	Premium	District Contribution	Employee Cost
Employee Only	\$468.00	\$300.00	\$168.00
Employee + Spouse	\$1,217.00	\$300.00	\$917.00
Employee + Child(ren)	\$796.00	\$300.00	\$496.00
Employee + Family	\$1,545.00	\$300.00	\$1,245.00

2024 -2025 Monthly			
Premium	District Contribution	Employee Cost	
\$522.00	\$300.00	\$222.00	12%
\$1,358.00	\$300.00	\$1,058.00	12%
\$888.00	\$300.00	\$588.00	12%
\$1,723.00	\$300.00	\$1,423.00	12%

Budgetary Impact Analysis

	CURRENT 2023-24	Option A +\$40/mth	Option B +\$50/mth	Option C +\$145/mth
Monthly Employee Benefit	\$300	\$340	\$350	\$445
Total Monthly Cost to District	\$58,500	\$66,300	\$68,250	\$86,775
Total Annual Cost to District	\$702,000	\$795,600	\$819,000	\$1,041,300
Estimated Increase from 2023-24 / Total Budgetary Impact		\$93,600	\$117,000	\$339,300
<i>Based on Current Number of Participating Employees (195)</i>				
Estimated Annual Increase if Number of Participating Employees Increases to 300		\$522,000	\$558,000	\$900,000



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GISD School Board Agenda Information Sheet
June 24, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Guaranteed Maximum Price for Summer 2024 Flooring Work as part of the 2023 Bond Program

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY:

Weaver & Jacobs has provided a pricing proposal in the amount of \$352,358 for flooring replacements at Gonzales Elementary School, Gonzales North Avenue, Gonzales High School Library, and the Operations campus. Luxury vinyl tile and rubber base floor trim will replace older materials in select rooms at these campuses. The existing flooring has exceeded its useful life. Staff feels the flooring replacement as presented is a good value and will extend the life of each building for years to come.

The work is scheduled to begin the week of June 24; educational campuses will be completed prior to the first day of school in August 2024. The Operations campus work will follow.

This item is a planned expenditure to be funded from the 2023 Bond Program and is within budget. The GMP total includes \$20,000 in contingencies. All unused contingencies will be returned to GISD.

SUPERINTENDENT'S RECOMMENDATION: We recommend approval in the amount of \$352,358 as presented and authorize the Superintendent to negotiate the final terms of the agreement.

SAMPLE MOTION: *I move to approve the Guaranteed Maximum Price for Summer 2024 Flooring Work as part of the 2023 Bond Program in the amount of \$352,358 as presented and authorize the Superintendent to negotiate the final terms of the agreement.*



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Gonzales ISD Summer 2024 Flooring Work



Date: 5/31/24
 Duration: 4 Months
 Documents: NA
 Bid Date: May 31, 2024

Gonzales ISD Summer 2024 Flooring Work - GMP

Allowances

Owner Contingency Allowance	\$ 10,000.00
Construction Contingency Allowance	\$ 10,000.00

Gonzales ISD Summer 2024 Flooring Work

Area	Cost per Area
Summer 2024 Flooring Work	
GISD Elementary Campus	\$ 204,040
GISD Facilities Office	\$ 25,321
GISD High School Library	\$ 39,983
GISD North Avenue Campus	\$ 39,486
Subtotal	\$ 328,830

Bonds-Insurance-General Conditions

Performance and Payment Bonds	0.83%	\$	2,729
General Liability, Auto Liability, Umbrella Liability	0.35%	\$	1,151
Builder's Risk Insurance		\$	1,233
Pre-Construction Services Fee	0.05%	\$	164
Indirect Costs	3.30%	\$	10,851
CMaR Fee	2.25%	\$	7,399

Gonzales ISD Summer 2024 Flooring Work - GMP	\$ 352,358
---	-------------------



WEAVER & JACOBS
CONSTRUCTORS, INC.



VLK | ARCHITECTS

JOB: **Gonzales ISD Summer 2024 Flooring Work**
ADDENDUM *NA*
 LOCATION: Gonzales, Texas
 DATE: Friday, May 31, 2024



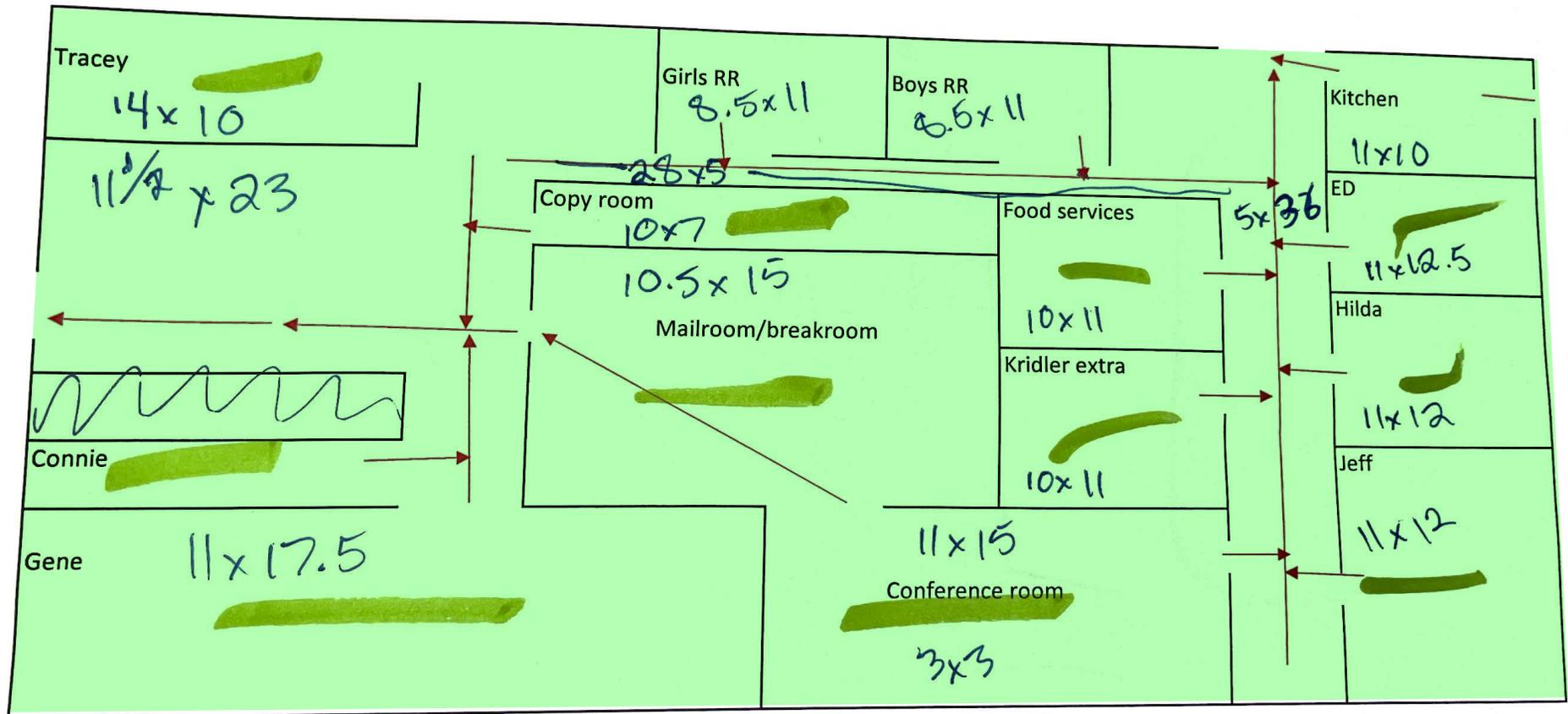
WEAVER & JACOBS
 CONSTRUCTORS, INC.

JOB LEVEL	DESCRIPTION	LABOR	MATERIAL	SUBCONTR	REMARKS
DIVISION 9	FINISHES				
	ELEMENTARY SCHOOL				
	ELEMENTARY SCHOOL FLOOR DEMO			W/ ELEMENTARY	
	ELEMENTARY CAMPUS (ROOMS 101, 102, 103, 104 X 2, 105, 106, 107, 109, 111, 112, 116, 118, 200, 201, 202, 203, 206, 207, 208, 210, 211, 212, 213, 214, PRINCIPAL, 301, 302, 307, 309, AND LIBRARY) - USE LVP - INTERFACE STEADY STRIDE "BARLEY" AND BASE - ROPPE 147 "LIGHT BROWN"			\$145,453	JUNG TILE
	ELEMENTARY CAMPUS (ROOMS 110, 204, 205, 209, 303, 304, 305, 306, AND 308) - USE LVP - INTERFACE STEADY STRIDE "BARLEY" AND BASE - ROPPE 147 "LIGHT BROWN"			\$40,697	JUNG TILE
	ELEMENTARY SCHOOL FLOOR PROTECTION	\$500	\$1,500		
	ELEMENTARY SCHOOL FINAL CLEAN UP			\$5,000	
	ELEMENTARY SCHOOL FLOOR PREP			\$8,500	100 BAGS
	ELEMENTARY SCHOOL DUMPSTERS			\$2,200	2 PULLS
	FACILITIES OFFICE				
	FACILITIES OFFICE FLOOR DEMO			W/ FACILITIES	
	FACILITIES OFFICE (ENTRY, TRACEY, GENE, CORRIDORS, WOMEN'S RR, MEN'S RR, KITCHEN, ED, HILDA, JEFF, FOOD SERVICES, KRIDLER EXTRA CONFERENCE ROOM, MAILROOM, AND COPY ROOM) - USE LVP - INTERFACE STEADY STRIDE "NICKLE" AND BASE - ROPPE 123 "CHARCOAL"			\$14,531	
	FACILITIES OFFICE FLOOR PROTECTION	\$500	\$1,000		
	FACILITIES OFFICE FINAL CLEAN UP			\$3,750	
	FACILITIES OFFICE FLOOR PREP			\$4,250	50 BAGS
	FACILITIES OFFICE DUMPSTERS			\$1,100	1 PULL
	HIGH SCHOOL LIBRARY				
	HIGH SCHOOL LIBRARY FLOOR DEMO			W/ HS LIBRARY	
	HIGH SCHOOL LIBRARY (LIBRARY AND 5 AREAS / OFFICES WITH CARPET) - USE LVP - INTERFACE STEADY STRIDE "BRISTLE" AND BASE - ROPPE 147 "LIGHT BROWN"			\$21,385	JUNG TILE
	HIGH SCHOOL LIBRARY (TWO ADJACENT ROOMS WITH VCT) - USE LVP - INTERFACE STEADY STRIDE "BRISTLE" AND BASE - ROPPE 147 "LIGHT BROWN"			\$9,933	JUNG TILE
	HIGH SCHOOL LIBRARY FLOOR PROTECTION	\$500	\$1,000		
	HIGH SCHOOL LIBRARY FINAL CLEAN			\$3,750	
	HIGH SCHOOL LIBRARY FLOOR PREP			\$2,125	25 BAGS
	HIGH SCHOOL LIBRARY DUMPSTERS			\$1,100	1 PULL

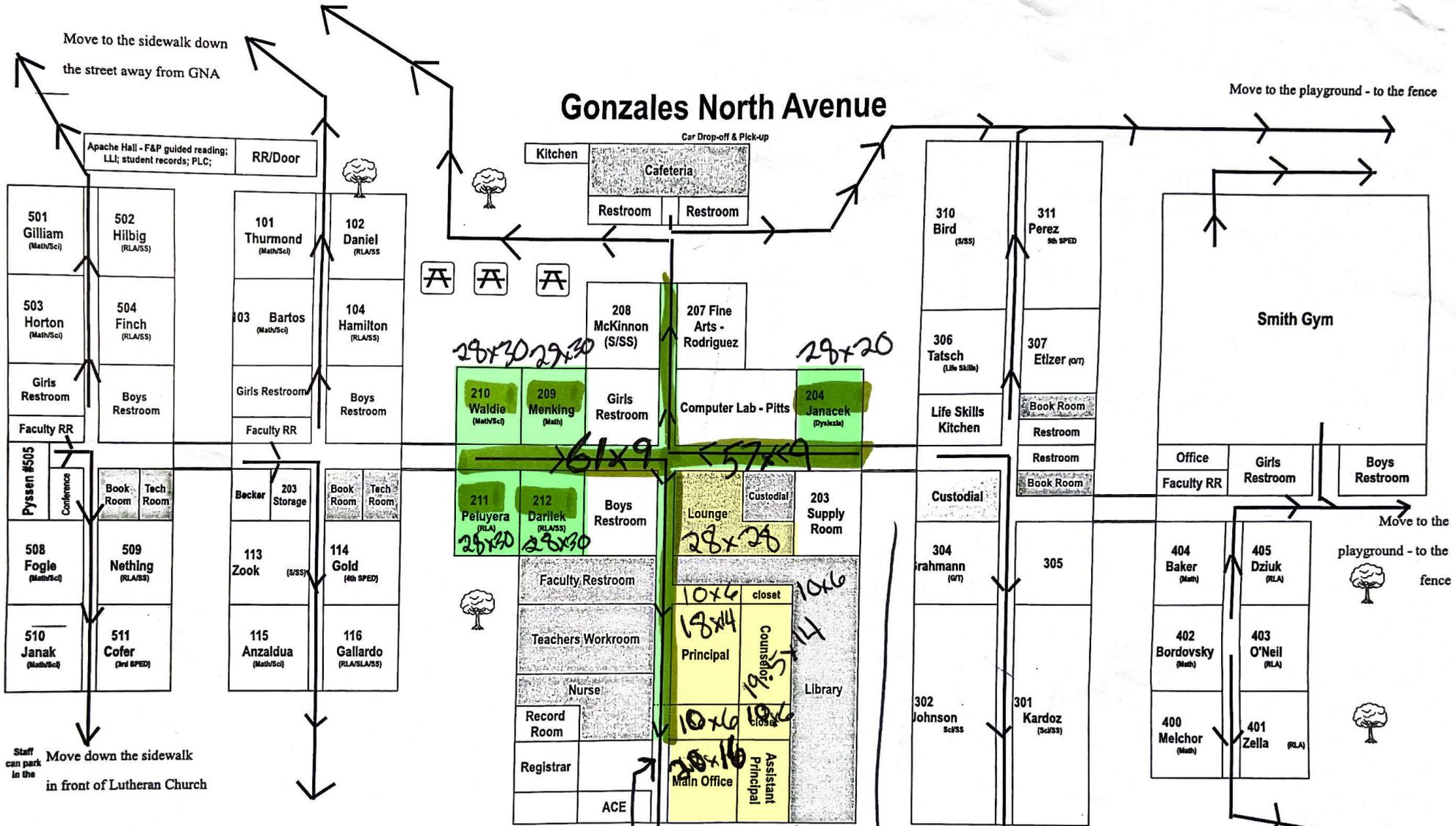
JOB LEVEL	DESCRIPTION	LABOR	MATERIAL	SUBCONTR	REMARKS
	NORTH AVENUE CAMPUS				
	NORTH AVENUE CAMPUS FLOOR DEMO			W/ NORTH AVE	
	NORTH AVE CAMPUS (MAIN CORRIDORS, 204, 209, 210, 211, AND 212) - USE LVP - INTERFACE STEADY STRIDE "NICKLE" AND BASE - ROPPE 123 "CHARCOAL"			\$17,311	JUNG TILE
	NORTH AVE CAMPUS (LOUNGE, 2 HALLS, 2 CLOSETS, PRINCIPAL, COUNSELOR MAIN OFFICE, AND ASSISTANT PRINCIPAL) - USE LVP - INTERFACE STEADY STRIDE "NICKLE" AND BASE - ROPPE 123 "CHARCOAL"			\$5,885	JUNG TILE
	NORTH AVE CAMPUS FLOOR PROTECTION	\$500	\$1,000		
	NORTH AVE CAMPUS FINAL CLEAN			\$5,000	
	NORTH AVENUE CAMPUS FLOOR PREP			\$8,500	100 BAGS
	NORTH AVENUE CAMPUS DUMPSTERS			\$1,100	1 PULL

Gonzales ISD Summer 2024 Flooring Work

LABOR RECAP	\$2,000		
MATERIAL RECAP	\$4,500		
SUBCONTRACTOR RECAP	\$301,570		
TAXES AND INSURANCE - LABOR	\$760	\$308,070	SUBTOTAL
		\$308,830	COST OF WORK



Gonzales North Avenue



Move to the sidewalk down the street away from GNA

Move to the playground - to the fence

Staff can park in the Move down the sidewalk in front of Lutheran Church

Move to the sidewalk in front of GNA

Move to the sidewalk in front of GNA

Move to the playground - to the fence

Approx. 4400 sq ft

Demo Carpet & Cove base
 install LVT in rooms 209, 210, 211, 212, 204
 Cove base
 Seal LVT

ACT
 CPT Tile
 replace



TRANSMITTAL - #1
2428 - Gonzales ISD - Summer Work

To: Gene Kridler

From: Wes Robinson

Gonzales ISD

301 Cooperative Way

926 St Lawrence

Cuero, Texas, 77954

Gonzales, Texas 78629

361-277-9300

TRANSMITTAL | FLOORING SAMPLES

QTY	TYPE	SUBJECT	DETAILS	ACTION REQUESTED
0	Digital		Flooring Samples	review

***Gonzales Summer Work Flooring Samples - Material has been released for distribution**



Commercial & Residential • Contracting & Sales

Gonzales ISD

This document is to confirm the location of materials to be installed.

Gonzales Elementary School:	Interface Steady Strides Woodgrains, 107 Barley LVT Floors Roppe 147 Light Brown Rubber Base
Facilities Offices:	Interface Steady Strides Woodgrains, 105 Nickel LVT Floors Roppe 123 Charcoal Rubber Base
High School Library:	Interface Steady Strides Woodgrains, 102 Bristle LVT Floors Roppe 146 Light Brown Rubber Base
North Avenue Campus:	Interface Steady Strides Woodgrains, 105 Nickel LVT Floors Roppe 123 Charcoal Rubber Base

Signature – Jung Tile  Date 6/13/2024

Signature – Weaver and Jacobs  Date 6-17-23

5208 NE LOOP 463 * P.O. BOX 3762, VICTORIA, TEXAS 77903
FAX: (361) 573-5101 • PH: (361) 573-7068 • joann@jungtile.com

From the Desk of

Geoffrey Jung * Commercial Administrative Assistant





ROPPE. 123 CHARCOAL

ROPPE. 147 LIGHT BROWN



Interface® *Elementary Classrooms*
Steady Stride™
Woodgrains | LVT

COLLECTION: Steady Stride
STYLE #: B001
COLOR: B00107 Barley
SIZE: 12.5cm x 1m

For more information
contact your local sales
representative, call
800.634.6032
or visit us online at
www.interface.com.



B00107090031001XX05



Interface® *Facilities Offices*
Steady Stride™
Woodgrains | LVT *North Ave*

COLLECTION: Steady Stride
STYLE #: B001
COLOR: B00105 Nickel
SIZE: 12.5cm x 1m

For more information
contact your local sales
representative, call
800.634.6032
or visit us online at
www.interface.com.



B00105087031001XX05



Interface® *High School Library*
Steady Stride™
Woodgrains | LVT

COLLECTION: Steady Stride
STYLE #: B001
COLOR: B00102 Bristle
SIZE: 12.5cm x 1m

For more information
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GISD School Board Agenda Information Sheet
June 24, 2024

REPORT ITEM

SUBJECT: Financial and Quarterly Investment Report

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Administration will present the monthly update on the district's finances to include the 2023-24 3rd quarter investment report.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



Financial Report

June 2024 Regular Meeting Board of Trustees

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3rd Quarter Investment Report	11
Historical Interest Rates	12

**Chief Financial Officer's Summary
Regular Board Meeting - June 24, 2024**

Use of the 2023 Bond-Related Reimbursement Resolution: \$6,732,599.35

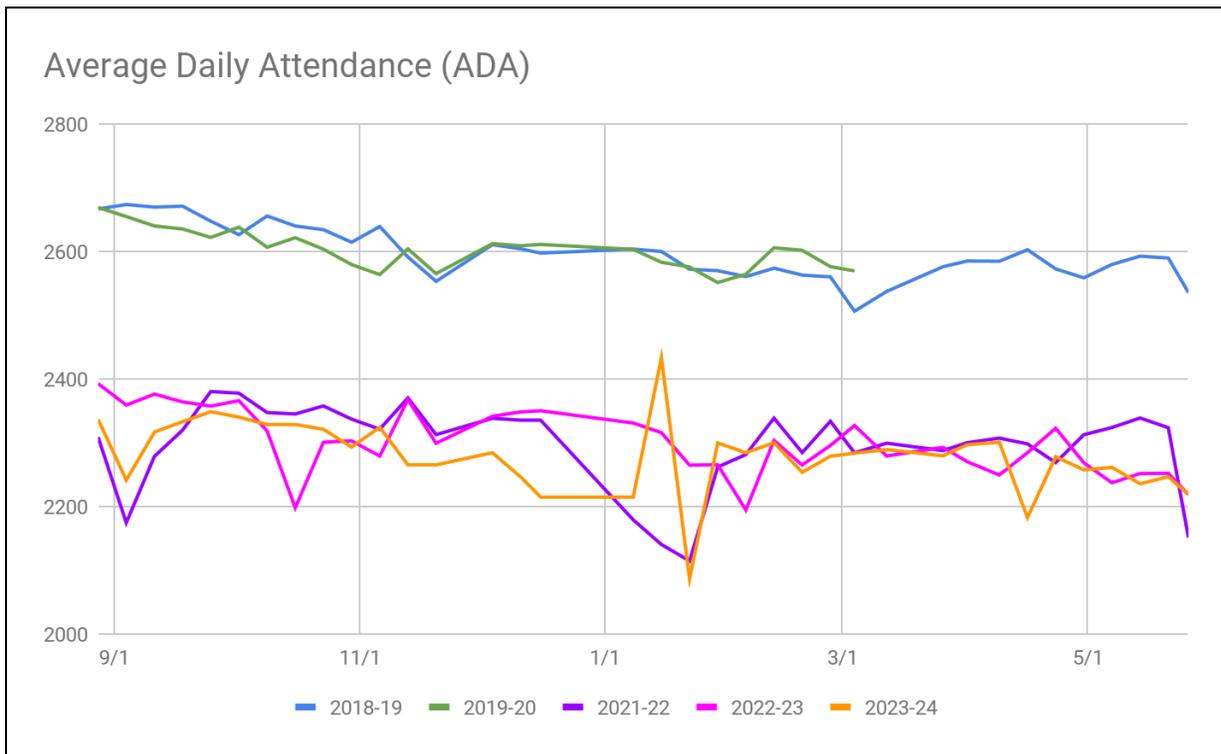
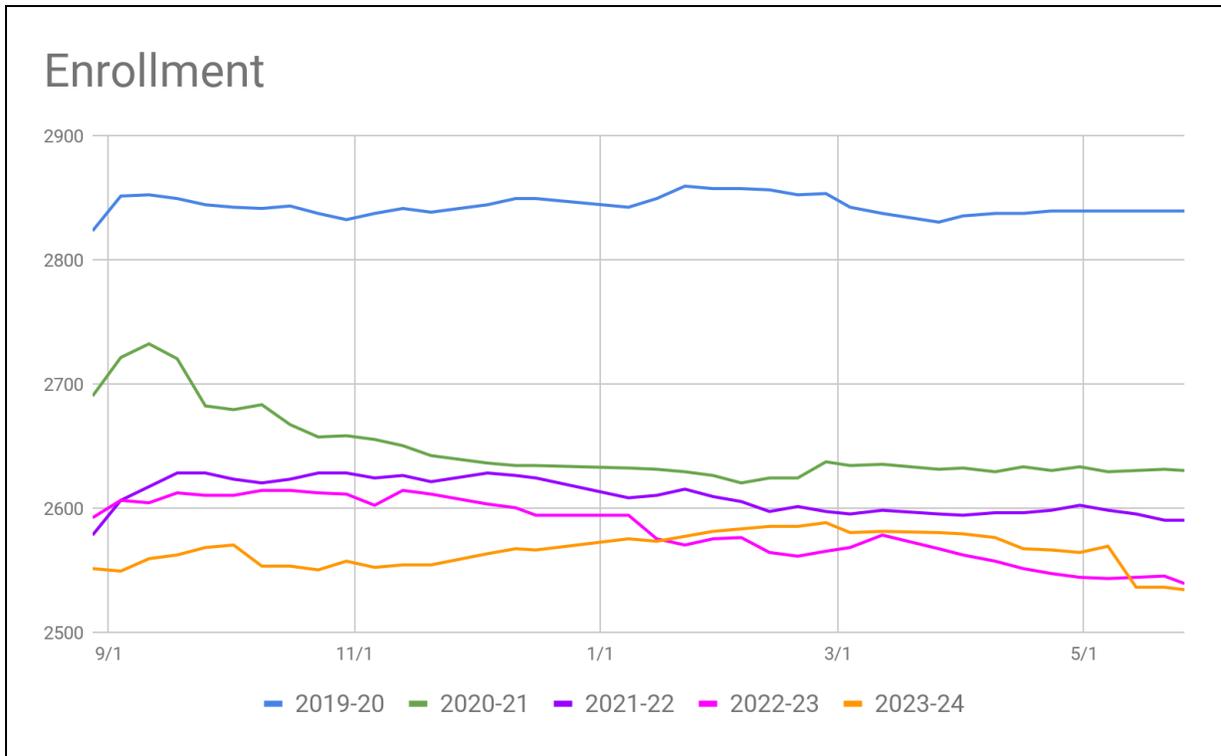
- Total To-Date: **\$305,670.52**
 - Region 13 Pre-Bond Planning: \$17,000
 - Region 13 Bond Program Management Fees: \$145,579.57
 - Land Surveying Services: \$40,000
 - VLK Architects: \$103,090.95
- Started with the resolution & will be paid with bond funds directly:
 - Roofing: \$5,320,473
 - Paving: \$956,149
 - Materials Testing for Paving Project: \$8,065
 - Fencing Project: \$57,163.18

GASB 101

Originally shared in July 2022... this change will be effective for 2024-25. GASB 101 is a change to standard accounting practices that requires the district show the value of employee accrued paid time off as a liability on our financial statements.

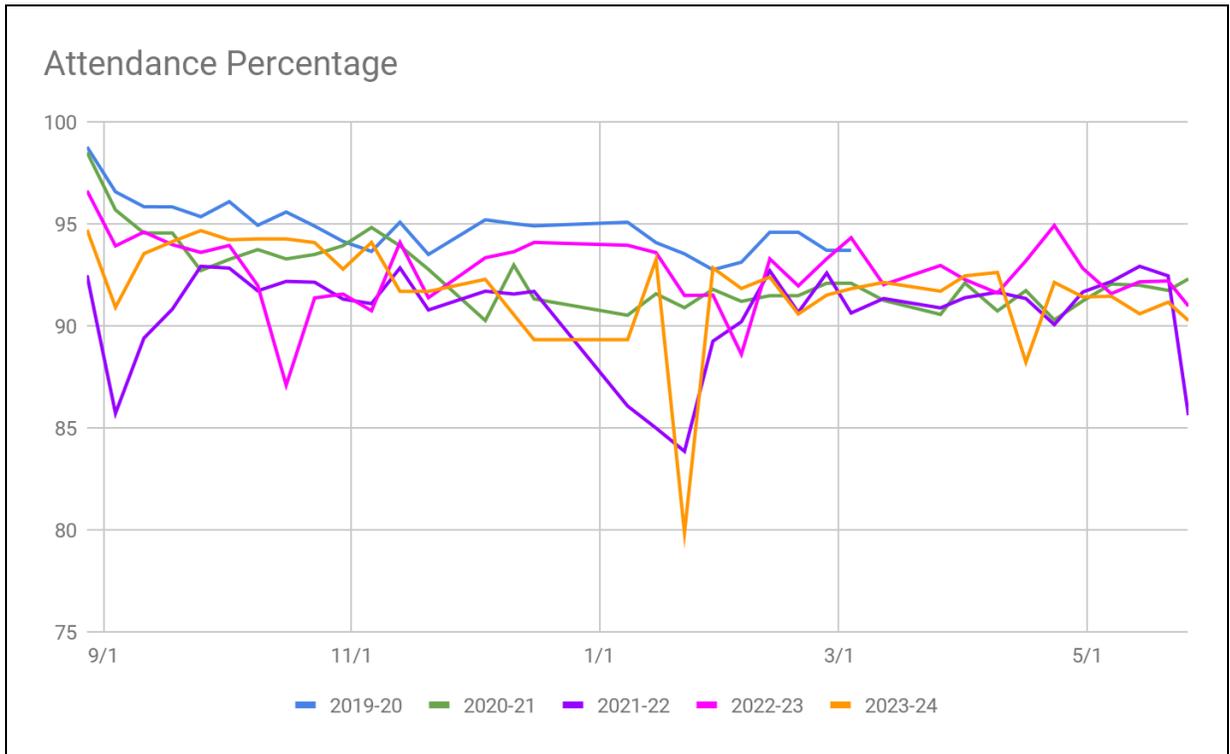
This shift in accounting practice is not anticipated to affect our expenditures or C-2 schedule in our annual financial report; however, we will know more next summer/fall when we work through implementation in detail. Two separate audit firms recently advised we pause on this for now and work closely with our auditing team next year to make the actual calculations and financial statement entries.

ADA & Enrollment



ADA used during budget development: 2,295

Average ADA through 5/23/24: 2,279 (down 16 from budget)



Average annual attendance percentage (through 5/23/24): 92.18%

Energy Savings Update

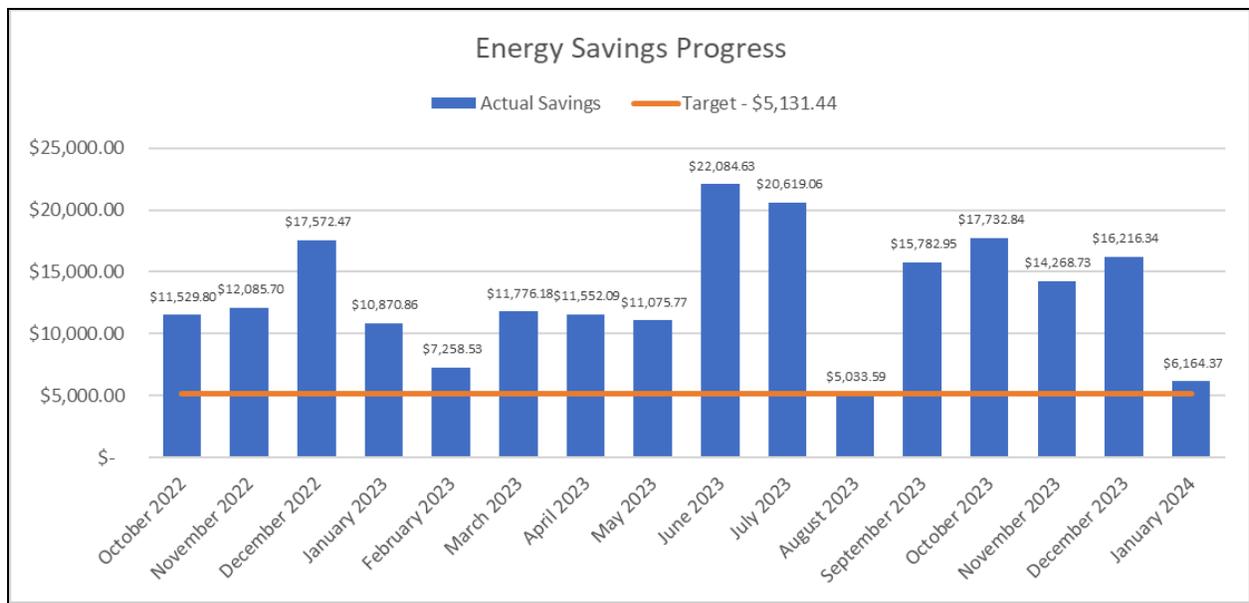
All Buildings	Total
Oct	\$11,529.80
Nov	\$12,085.70
Dec	\$17,572.47
Jan	\$10,870.86
Feb	\$7,368.59
Mar	\$11,776.18
Apr	\$11,552.09
May	\$11,075.77
Jun	\$22,084.63
Jul	\$20,619.06
Aug	\$5,033.59
Sep	\$15,782.95
Oct	\$17,732.83
Nov	\$14,268.73
Dec	\$16,216.34
Jan	\$6,164.37
Total	\$211,733.95

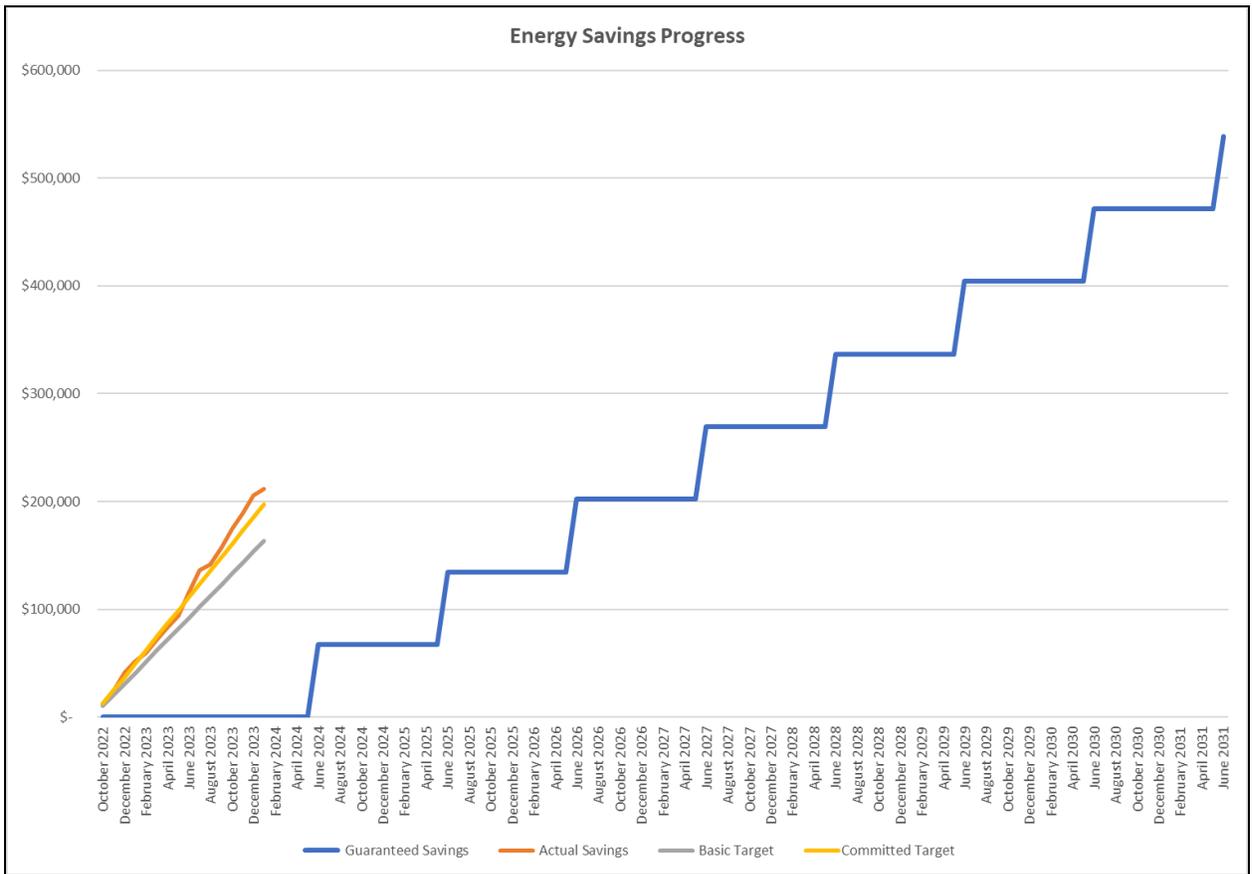
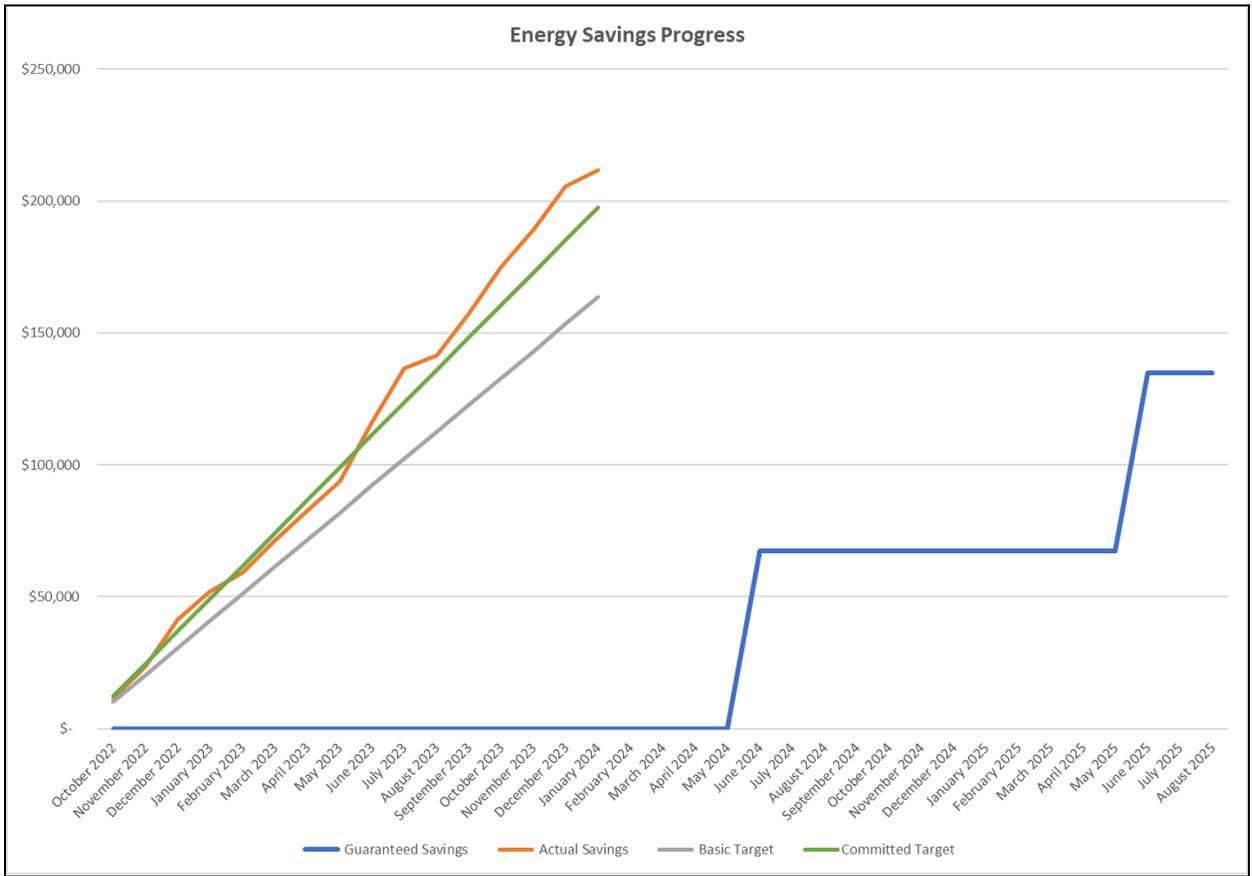
Cumulative Savings Guarantee	
21 Months	\$ 67,350.13
33 Months	\$ 134,700.25
45 Months	\$ 202,050.38
57 Months	\$ 269,400.50
69 Months	\$ 336,750.63
81 Months	\$ 404,100.75
93 Months	\$ 471,450.88
105 Months	\$ 538,801.00

Basic Target: \$10,224.25/month

Committed Target: \$12,354.33/month

Fee Target: \$5,131.44/month





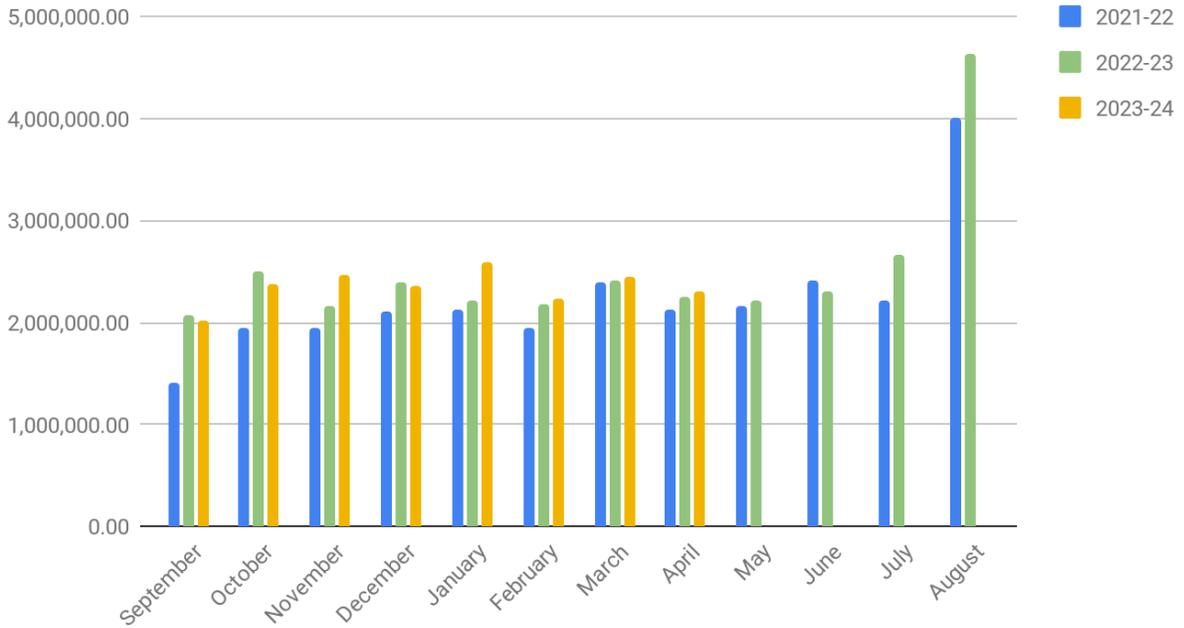
Gonzales ISD
Unaudited/Preliminary Statement of Revenues, Expenditures, and Changes in Fund Balance
As of April 30, 2024

Percent of Fiscal Year Completed 67%
 Percent of 2023-24 School Year Completed 90%

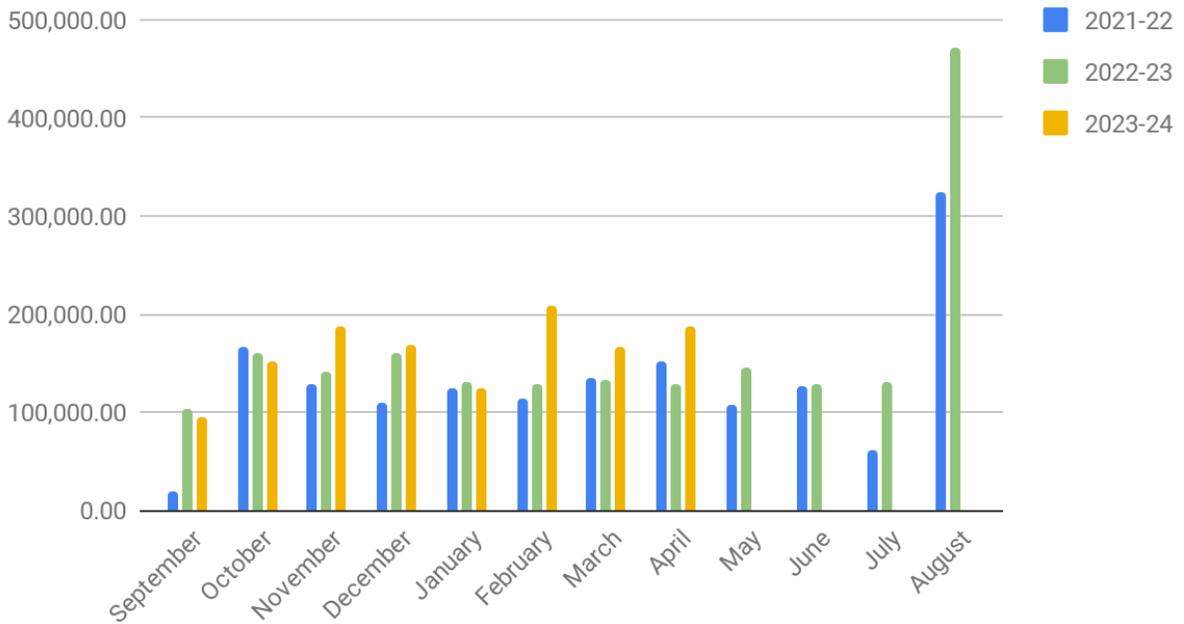
	GENERAL FUND			CHILD NUTRITION FUND			DEBT SERVICE FUND		
	Current Budget	Actual To-Date	% of Budget Recd/Exp	Current Budget	Actual To-Date	% of Budget Recd/Exp	Current Budget	Actual To-Date	% of Budget Recd/Exp
REVENUES									
5700 Local Property Taxes	20,030,181.00	18,812,653.28	93.92%				2,563,332.00	2,339,423.83	91.26%
5700 Other Local Sources	974,929.00	1,279,724.68	131.26%	123,863.00	90,378.83	72.97%	50,040.00	44,102.51	88.13%
5800 State Revenues	8,069,636.00	7,030,249.76	87.12%	7,000.00	8,574.03	122.49%	7,754.00	0.00	0.00%
5900 Federal Sources	896,139.00	252,787.61	28.21%	2,078,237.00	1,736,879.49	83.57%			
TOTAL REVENUES	29,970,885.00	27,375,415.33	91.34%	2,209,100.00	1,835,832.35	83.10%	2,621,126.00	2,383,526.34	90.94%
EXPENDITURES									
0011 Instruction	16,417,264	8,926,396.15	54.37%						
0012 Instructional Resources & Media Services	312,710	185,624.05	59.36%						
0013 Curriculum & Staff Development	575,394	244,416.36	42.48%						
0021 Instructional Leadership	524,292	339,458.86	64.75%						
0023 School Leadership	1,858,791	1,032,313.36	55.54%						
0031 Guidance, Counseling, & Evaluation	937,188	492,376.58	52.54%						
0032 Social Work Services	78,345	41,488.74	52.96%						
0033 Health Services	412,113	257,973.08	62.60%						
0034 Student Transportation	1,444,811	871,441.45	60.32%						
0035 Food Service	15,000	0.00	0.00%	2,209,600.00	1,291,301.02	58.44%			
0036 Co-Curricular/Extra-Curricular Activities	1,308,420	789,599.10	60.35%						
0041 General Administration	2,003,953	1,143,698.91	57.07%						
0051 Plant Maintenance and Operations	4,594,521	2,465,747.14	53.67%						
0052 Security & Monitoring Services	968,344	635,559.03	65.63%						
0053 Data Processing Services	1,251,677	628,509.62	50.21%						
0061 Community Services	14,350	10,505.64	73.21%						
0071 Debt Services	751,496	442,519.93	58.89%				1,574,882.00	880,178.63	55.89%
0081 Facilities Acquisition & Instruction	225,900	109,744.60	48.58%						
0091 Contracted Inst Services Btw Public Schools	314,527	0.00	0.00%						
0099 Other Intergovernmental Charges	514,828	372,750.14	72.40%						
TOTAL EXPENDITURES	34,523,924.00	18,990,122.74	55.01%	2,209,600.00	1,291,301.02	58.44%	1,574,882.00	880,178.63	55.89%
7911 Capital-Related Debt Issue									
7913 Capital Lease Proceeds									
7915 Operational Transfer In				500.00	0.00	0.00%			
8911 Operational Transfer Out	500.00	0.00	0.00%				1,046,244.00	1,046,243.49	100.00%
8949 Other Uses									
NET ACTIVITY	(4,553,539.00)	8,385,292.59		0.00	544,531.33		0.00	457,104.22	

*Blended accounting method: Cash & accrual basis.
 *These numbers are subject to change until the final AFR is prepared and accepted/approved.

Monthly Expenditure Level Comparison: General Fund



Monthly Expenditure Level Comparison: Food Service Fund



Crystal Cedillo, Tax Assessor-Collector

Monthly Statement of Ad Valorem Collections

April 2024

MONTHLY COLLECTIONS

CURRENT TAX	\$128,953.96	
PENALTY & INTEREST ON CURRENT	\$12,276.74	
PRIOR YEAR DELINQUENT TAXES	\$26,786.25	
PENALTY & INTEREST ON DELQ	\$12,221.96	
TOTAL COLLECTED	\$180,238.91	

FEES

5% RENDITION PENALTY TO APPRAISAL DISTRICT	\$1.10	
1% COMMISSION TO GONZALES COUNTY	\$ 1,802.39	

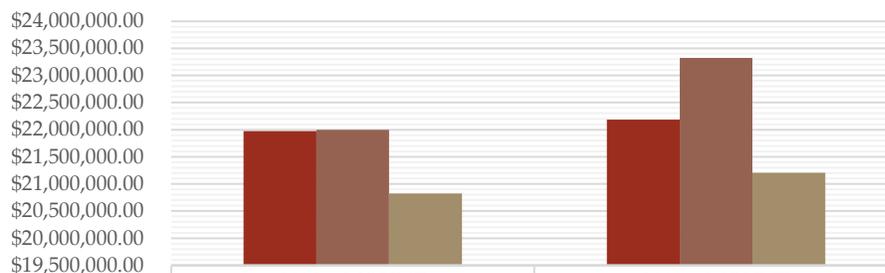
BALANCE DUE GONZALES ISD \$178,435.42

	M&O	I&S
8-Apr	\$79,344.52	\$9,352.37
30-Apr	\$80,513.86	\$9,224.67
TOTAL DISBURSEMENTS	\$159,858.38	\$18,577.04

LEVY SUMMARY	2023 AMOUNT	2022 AMOUNT
ORIGINAL LEVY	\$21,975,165.38	\$ 22,183,693.95
ADJUSTED LEVY	\$21,996,507.88	\$ 23,325,554.52
YEAR TO DATE COLLECTIONS	\$20,826,997.30	\$ 21,208,599.86
% OF CURRENT ROLL COLLECTED	94.68%	90.92%
YTD DELINQUENT COLLECTIONS	\$192,589.40	\$ 165,247.06

2 Year Collection Comparison

■ ORIGINAL LEVY ■ ADJUSTED LEVY ■ YEAR TO DATE COLLECTIONS



	2023 AMOUNT	2022 AMOUNT
■ ORIGINAL LEVY	\$21,975,165.38	\$22,183,693.95
■ ADJUSTED LEVY	\$21,996,507.88	\$23,325,554.52
■ YEAR TO DATE COLLECTIONS	\$20,826,997.30	\$21,208,599.86

**Gonzales ISD Investment Report
For Quarter Ended May 31, 2024**

						<i>Year to Date Information</i>	
Type of Account	Beginning Market Value	Accured/Paid Interest	Deposits & Withdrawals	Ending Market Value	Value at 9/1/2023	YTD Increase (Decrease)	
General Fund							
Lone Star	Investment Pool	\$ 25,911,013.04	\$ 330,086.49	\$ (5,154,410.10)	\$ 21,086,689.43	\$ 18,512,269.06	\$ 2,574,420.37
Sage Capital Bank	Checking	\$ 1,952,921.88	\$ 19,926.98	\$ (1,017,807.84)	\$ 955,041.02	\$ 3,066,418.44	\$ (2,111,377.42)
Sage Capital Bank	Checking	\$ 187,002.20	\$ 3,807.21	\$ 2,786.00	\$ 193,595.41	\$ 193,504.52	\$ 90.89
Total General Fund		\$ 28,050,937.12	\$ 353,820.68	\$ (6,169,431.94)	\$ 22,235,325.86	\$ 21,772,192.02	\$ 463,133.84
Debt Service Fund							
Lone Star	Investment Pool	\$ 1,245,276.71	\$ 18,284.75	\$ 102,845.70	\$ 1,366,407.16	\$ 891,946.83	\$ 474,460.33
Sage Capital Bank	Checking	\$ 1,331.11	\$ 16.66	\$ 0.00	\$ 1,347.77	\$ 1,359.90	\$ (12.13)
Total Debt Service Fund		\$ 1,246,607.82	\$ 18,301.41	\$ 102,845.70	\$ 1,367,754.93	\$ 893,306.73	\$ 474,448.20
Construction Fund							
Sage Capital Bank	Checking	\$ 85.13	\$ 1.07	\$ -	\$ 86.20	\$ 83.06	\$ 3.14
Total Construction Fund		\$ 85.13	\$ 1.07	\$ -	\$ 86.20	\$ 83.06	\$ 3.14
Activity Account - Campus							
Sage Capital Bank	Checking	\$ 148,580.25	\$ 2,027.69	\$ 31,982.77	\$ 182,590.71	\$ 172,271.67	\$ 10,319.04
Total Activity Account - Campus		\$ 148,580.25	\$ 2,027.69	\$ 31,982.77	\$ 182,590.71	\$ 172,271.67	\$ 10,319.04
Activity Account - Student							
Sage Capital Bank	Checking	\$ 84,196.88	\$ 1,022.93	\$ (5,327.34)	\$ 79,892.47	\$ 81,052.51	\$ (1,160.04)
Total Activity Account - Student		\$ 84,196.88	\$ 1,022.93	\$ (5,327.34)	\$ 79,892.47	\$ 81,052.51	\$ (1,160.04)
Total Investments		\$ 29,530,407.20	\$ 375,173.78	\$ (6,039,930.81)	\$ 23,865,650.17	\$ 22,918,905.99	\$ 946,744.18

We, the designated Investment Officers of Gonzales ISD, certify that the above Investment Report represents the investment position of the district in compliance with the Board approved investment policy and the Public Funds Investment Act (Government Code, Chapter 2256).

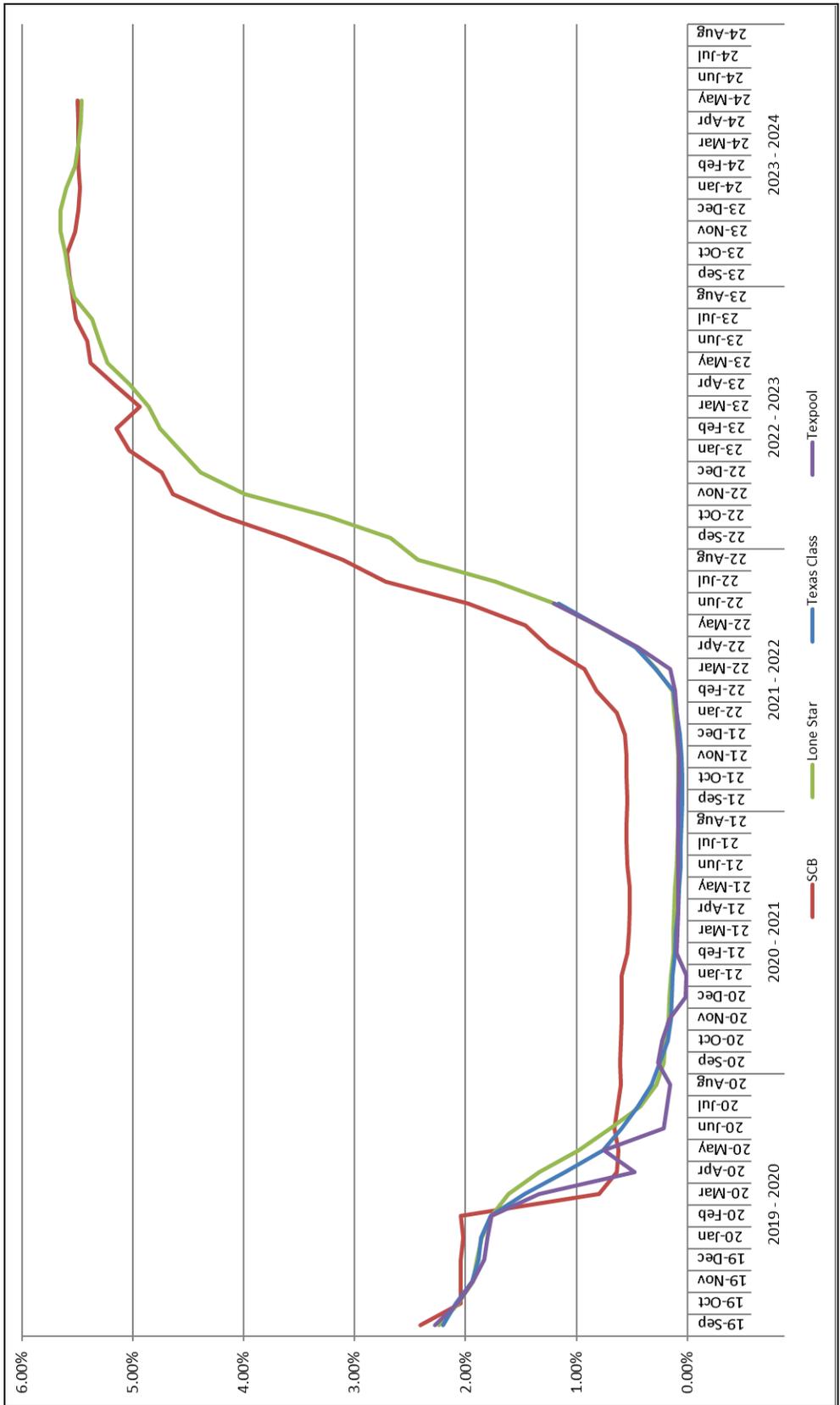


Dr. Elmer Avellaneda, Superintendent



Amanda Smith, Chief Financial Officer

Historical Interest Rates





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Ashley Molina

SUBJECT: Teacher Incentive Allotment for Gonzales ISD

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools and Brandi Bell, Executive Director of Recruitment, Leadership, and Professional Development.

RATIONAL SUMMARY: Gonzales ISD is in Cohort F for the Teacher Incentive Allotment. The Human Resources department would like to give a year in review of where the district is at with TEA requirements within the 1st submission of data collection at the end of July.

SUPERINTENDENT'S RECOMMENDATION: N/A

Motion: N/A

1711 N Sarah Dewitt Dr.
Post Office Box 157
Gonzales, TX 78629-0157
830-672-9551
830-672-7159 fax
www.gonzalesisd.net

GISD Objectives for Teacher Incentive Allotment



- To gain a deeper understanding for Gonzales ISD TIA
- To identify key milestones for the future



TEA and GISD Vision



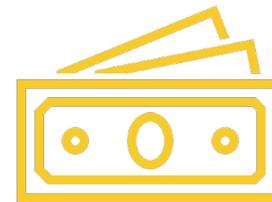
To support districts in independently **building and sustaining strategic compensation systems** that differentiate teacher effectiveness. These systems will **incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.**



Recruit



Retain



Reward

What qualifies a GISD teacher for TIA



- The teacher must be coded as 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50–99% of the day and compensated for that employment.

GISD District System Components



Teacher Observation

GISD Observation based on T-TESS). District application must show evidence of calibration and data analysis.



Student Growth

Student growth measures determined by district. District application must show evidence of validity & reliability of development, administration, and scoring.
GISD Pre K will use Circle & Kindergarten-12th will use NWEA MAP (Measures of Academic Progress)



Spending Plan

Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.

TEA MINIMUM Performance Standards for T-TESS



In order to be eligible for TIA designation, TEA has established minimum performance standards for T-TESS and student growth outcomes.

Teacher Observation Minimums

TIA establishes a priority emphasis on the **Instruction (Domain 2)** and **Learning Environment (Domain 3)** domains of the T-TESS evaluation. In order to be eligible for a TIA-designation, **teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3.** In addition, based on an analysis of statewide T-TESS observation data, **TEA has identified minimum score averages across Domains 2 and 3 of T-TESS:**

- Recognized designation > 3.7
- Exemplary designation > 3.9
- Master designation > 4.5

More information can be found in [TEA's Teacher Observation Performance Standards](#) document.

Dimension & Domain Scores



There are eight dimensions on the T-TESS instrument:

1. Instruction (Domain 2)

1. Achieving Expectations (Dimension 2.1)
2. Content Knowledge and Expertise (Dimension 2.2)
3. Communication (Dimension 2.3)
4. Differentiation (Dimension 2.4)
5. Monitor and Adjust (Dimension 2.5)

2. Learning Environment (Domain 3)

1. Classroom Environment, Routines, and Procedures (Dimension 3.1)
2. Managing Student Behavior (Dimension 3.2)
3. Classroom Culture (Dimension 3.3)

By Student Growth Data is one of the Components For GISD



Statewide Student Growth Performance Standards

The percentages below are the statewide performance standards for student growth in each of the three teacher designation levels, regardless of the student growth measure used.

Recognized Teacher	Exemplary Teacher	Master Teacher
55% of students meet or exceed expected growth	60% of students meet or exceed expected growth	70% of students meet or exceed expected growth

Calculating:

$$\text{Percentage of students} = \frac{\text{Number of students who met or exceeded growth expectation}}{\text{Total number of students with an expected growth score (who completed the final assessment)}}$$

GISD Cohort F System and Approval Timeline



Pre-Application 2021-2022

- System Development
- Stakeholder Engagement



Year 1 2022-2023

- System Application
- TIA Teacher Buy-In Survey



Year 2 2023-2024

- Capture Data



Year 3 2024-2025

- Data Submission
- Full System Approval
- Designate & Compensate
- Expansion & Modifications
- TIA Annual Evaluation Surveys
- Annual Program Submission



Post-Approval 2025-2030

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Surveys

*****Earning a designation takes a full two years with the same district. No matter where a district is in their development or implementation of their local designation system, there is first a full school year of data capture, then another year of data validation. Teachers whose performance data qualifies them for designation must remain within the district in a teaching position the following school year to be submitted for designation.***

The Big Three Critical Decisions for System Development



1

Who can earn a designation?

- All GISD campuses and eligible teaching who meet assignments in
 - Reading Language Arts and Math that meet the GISD/TEA criteria
- GISD is planning to extend their system in future years

2

GISD will designate on GISD/TEA guidelines for

- T-TESS Observations (45%)
- Student growth measures Performance standards in Math and RLA
 - Pre-K Circles (CPALS) (55%)
 - K-12 Measures of Academic Progress (MAP) (55%)

3

GISD Teacher Incentive Allotment Spending Plan

- Distribution of funds
- Timing and mode of compensation
- Approved by GISD School Board March 6, 2023

Gonzales ISD TIA Next Steps



- Submit first data verification of teachers meeting GUSD application requirements of T-TESS and Student Growth to Texas Tech by the end of July.
- Stakeholder communication of finalized data by April 2025 of teachers meeting the requirements for TIA funds.

GISD TIA Contact



Tessa Cain
tessa.cain@gonzalesisd.net
Gonzales ISD
830-672-9551 EXT. 1602

[GISD FAQ's](#)

[TIA website](#)



GISD School Board Agenda Information Sheet
June 24, 2024

Board of Trustees
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Ashley Molina

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REPORT ITEM

SUBJECT: 2023 Bond Program Monthly Update

ADMINISTRATOR RESPONSIBLE: Dr. Avellaneda

RATIONAL SUMMARY: Education Service Center Region 13/ Sledge Engineering will provide the Board a monthly update for the 2023 approved Bond Program.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a

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*Gonzales ISD
2023 Bond*



*Monthly Board
Update
06/24/24*

Acronyms (for reference)



AIA	American Institute of Architects	CD	Construction Documents
CMR	Construction Manager at Risk	DD	Design Development
GMP	Guaranteed Maximum Price	Env	Environmental
ES	Elementary School	ESA	Environmental Site Assessment
FEMA	Federal Emergency Management Agency	Geo	Geotechnical Investigation
HS	High School	OPC	Opinion of Probable Cost
IC	Impervious Cover	P&Z	Planning & Zoning
LOMR	Letter of Map Revision	RFP	Request for Proposal
ETJ	Extra Territorial Jurisdiction	CBO	Certified Building Official
MS	Middle School	AHJ	Authority Having Jurisdiction
CTE	Career and Technical Education	SD	Schematic Design
PM	Program Management	OAC	Owner/Architect/Contractor
SW	Stormwater	Surv	Survey (Boundary and Topographic)
TCEQ	Texas Commission on Environmental Quality	R13	Region 13 Education Service Center
WPAP	Water Pollution Abatement Plan	TIA	Traffic Impact Analysis

Transparency

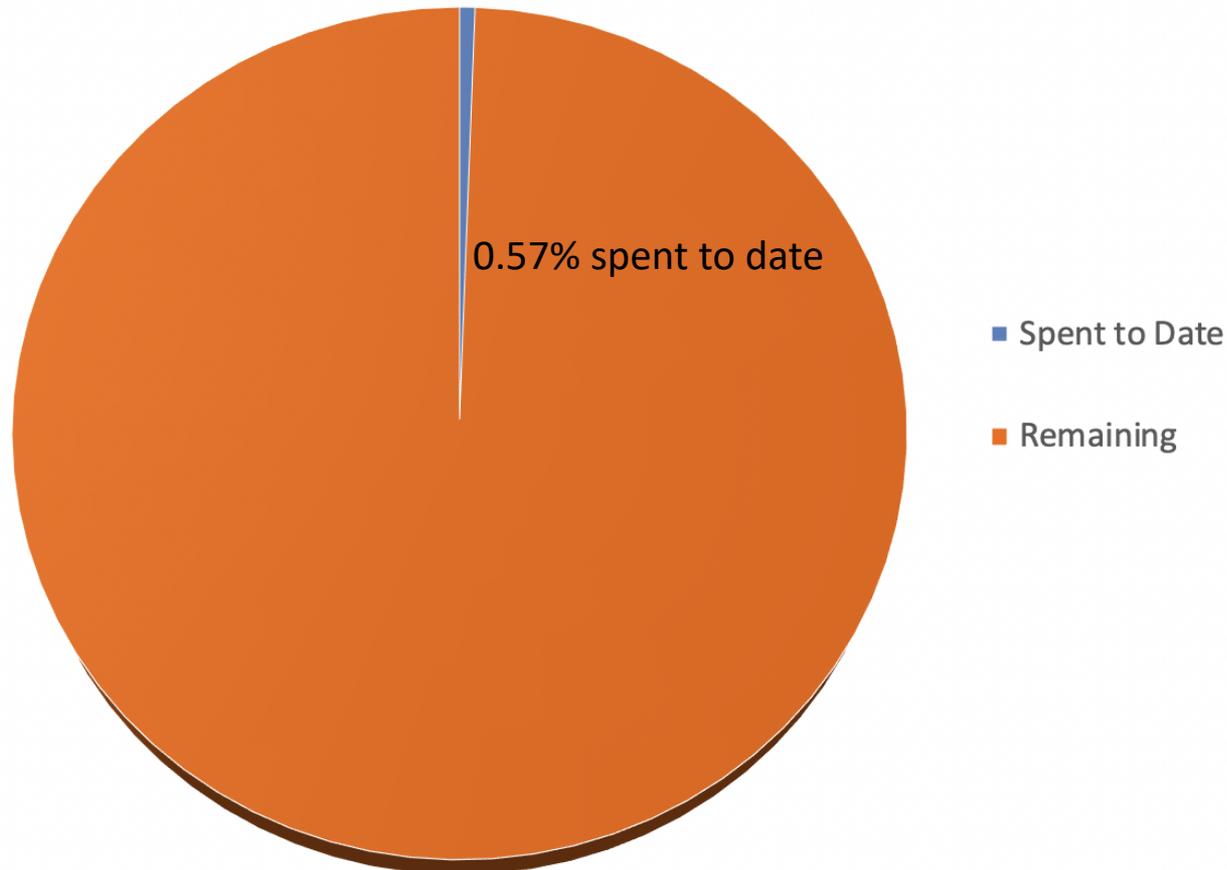


- Public Meetings to be held monthly prior to Board Meetings
- Public Dropbox Link
- Public Access to Program Management team for questions & discussion – contact on website

Program Accounting



Gonzales ISD
Bond Funds Spent to Date
Total Bond Budget = \$50,600,000



Bond Projects List



1. CTE/Ag Barn (New Site):

1. Infrastructure
2. New Career & Technology Education Campus (CTE)
3. Agricultural Barn

2. Maintenance Projects (campuses)

1. Gonzales Primary Academy (GPA)
2. Gonzales Elementary School (GES)
3. Gonzales Junior High School (JHS)
4. Gonzales North Avenue (GNA)
5. Gonzales High School (GHS)
6. East Avenue Campus/DAEP (EAC)
7. Operations, Maintenance, Transportation (OMT)

CTE / Ag Barn



1. Schematic Design (SD) plans nearing completion
 1. Tracking July Board approval
2. Once SD approved, will engage geotech borings
3. City Building Code update, ETJ, utilities
4. 3rd Party Code Review & Inspections
5. Topo survey complete
6. Tracking CDs:
 1. final plans November 2024
 2. bidding to follow

Maintenance Projects

Weaver & Jacobs



1. Camera scoping of sewer and drain lines complete; follow up work underway.
 1. Valuable infrastructure data
2. VLK Programming meetings continue with staff at all campuses to finalize scopes
3. Design tracking to be complete this Fall
 1. Bidding could track with CTE/Ag project for synergy, economies of scale

Maintenance Projects

Weaver & Jacobs



4. Flooring replacements at select rooms at GES, GNA, GHS, & OMT
 - GMP Award this agenda
 - Remove old carpet
 - Replace with luxury vinyl tile; does not require waxing

Maintenance Projects

ISD Direct



1. Roofing repairs:
 1. roof drain water testing complete; awaiting results
 2. RoofConnect completing City permitting
 3. Awaiting materials to arrive at GHS
2. Paving repairs:
 1. Work underway; started at GHS
 2. On schedule



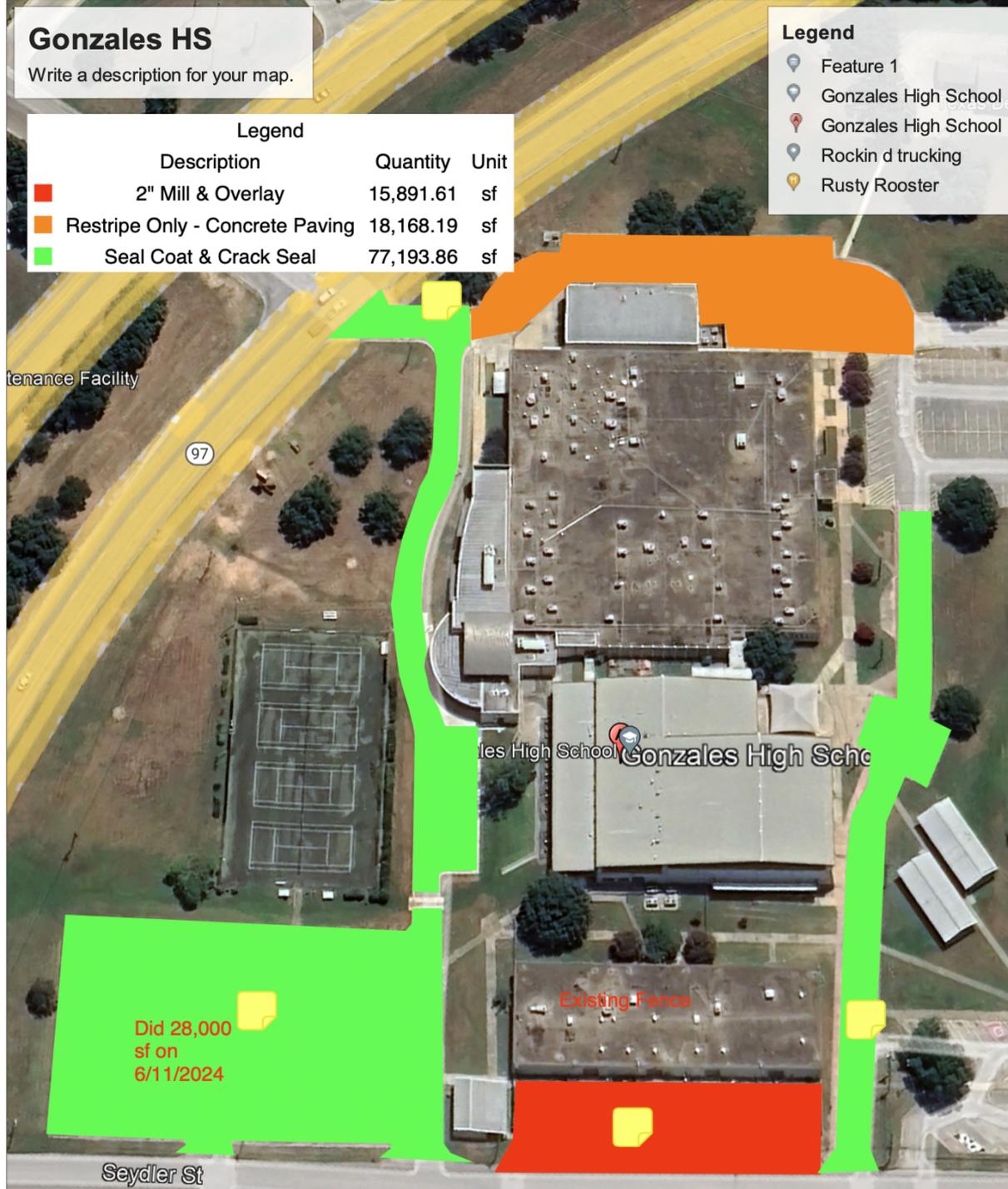
Gonzales HS

Write a description for your map.

Legend			
	Description	Quantity	Unit
■	2" Mill & Overlay	15,891.61	sf
■	Restripe Only - Concrete Paving	18,168.19	sf
■	Seal Coat & Crack Seal	77,193.86	sf

Legend

- Feature 1
- Gonzales High School
- Gonzales High School
- Rockin d trucking
- Rusty Rooster



Gonzales HS 2

Write a description for your map.

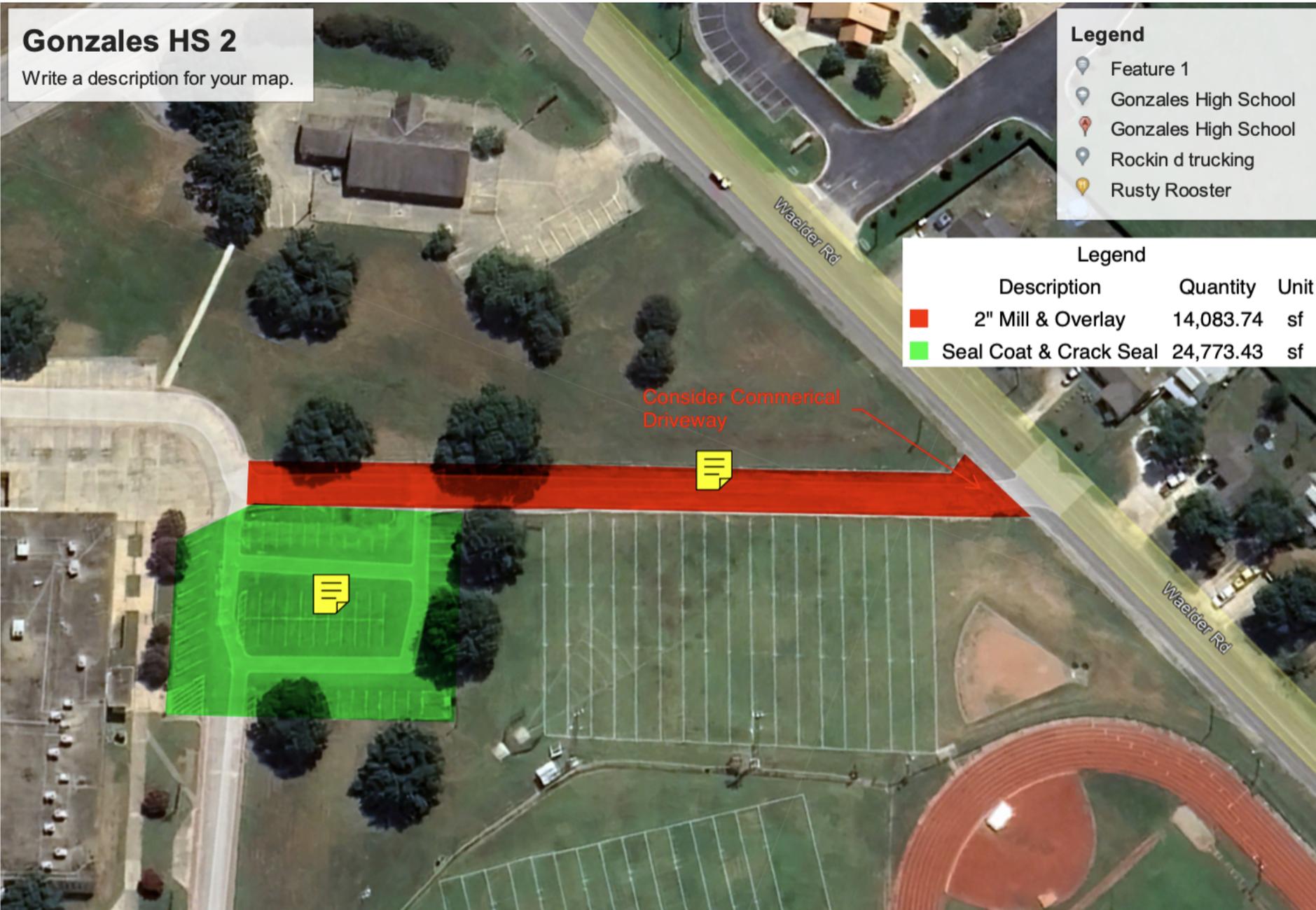
Legend

- Feature 1
- Gonzales High School
- Gonzales High School
- Rockin d trucking
- Rusty Rooster

Legend

Description	Quantity	Unit
2" Mill & Overlay	14,083.74	sf
Seal Coat & Crack Seal	24,773.43	sf

Consider Commerical Driveway



Gonzales HS - Football Field

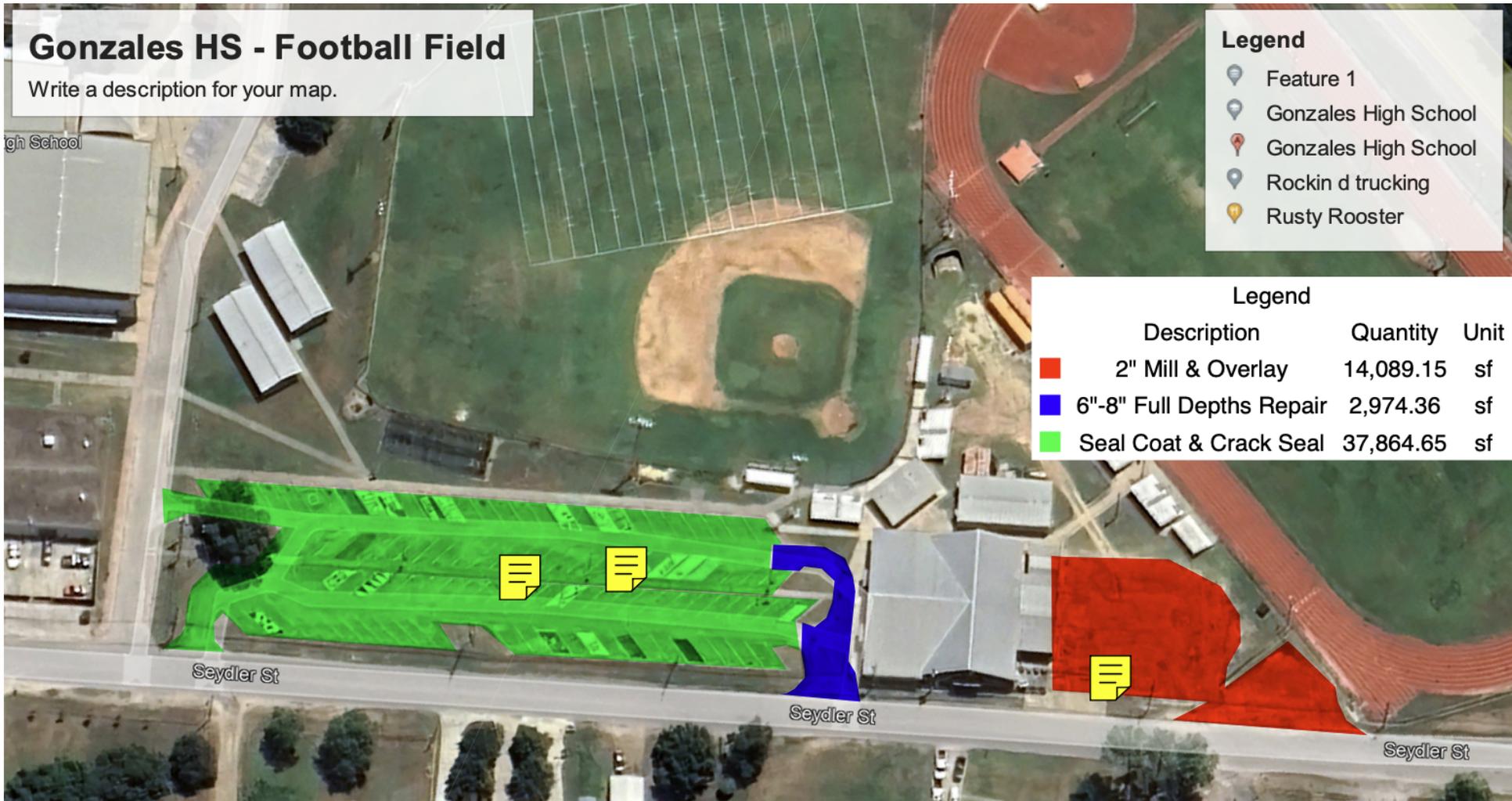
Write a description for your map.

Legend

- Feature 1
- Gonzales High School
- Gonzales High School
- Rockin d trucking
- Rusty Rooster

Legend

	Description	Quantity	Unit
■	2" Mill & Overlay	14,089.15	sf
■	6"-8" Full Depths Repair	2,974.36	sf
■	Seal Coat & Crack Seal	37,864.65	sf



Bond Program Budget



Info	 Gonzales ISD 2023 Bond Program BUDGET			Delivery Method										
				CTE/Ag Barn	Maintenance									
				CMR	Primary	Elementary	Jr High	North Ave	High School	East Ave/DAEP	Ops, Maint, Transpo			
			CTE/Ag Barn <small>Infrastructure, 26,000f CTE, Ag Barn w 10 int pens, 10 ext</small>	GPA <small>safety, security, accessibility, maintenance</small>	GES <small>safety, security, accessibility, maintenance</small>	JHS <small>safety, security, accessibility, maintenance</small>	GNA <small>safety, security, accessibility, maintenance</small>	GHS <small>safety, security, accessibility, maintenance</small>	EAC <small>safety, security, accessibility, maintenance</small>	OMT <small>safety, security, accessibility, maintenance</small>				
TOTAL BOND = \$ 50,600,000			5/7/24	CELLS UPDATED	\$ 20,287,932	\$ 686,223	\$ 1,334,492	\$ 3,700,064	\$ 3,628,634	\$ 9,038,758	\$ 5,000,411	\$ 4,129,064		
He	Nr	Uti	SC	Dll	ITEM	NOTES:	CURRENT BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
					Total ISD Direct Costs		\$ 174,000	\$ 160,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
					Total Soft Costs		\$ 4,527,945	\$ 1,907,932	\$ 78,778	\$ 145,552	\$ 400,051	\$ 330,508	\$ 855,555	\$ 430,276
					Total Util/Testing Costs		\$ 792,010	\$ 280,000	\$ -	\$ 63,335	\$ 91,335	\$ 83,335	\$ 101,335	\$ 86,335
					Total Hard Costs (Non Construction)		\$ 1,535,000	\$ 1,040,000	\$ 40,000	\$ 180,000	\$ 55,000	\$ 20,000	\$ 110,000	\$ 70,000
					Total Construction Cost:		\$ 40,776,622	\$ 16,900,000	\$ 565,445	\$ 943,604	\$ 3,151,678	\$ 3,192,791	\$ 7,969,868	\$ 4,411,800
					TOTAL COSTS:		\$ 47,805,578	\$ 20,287,932	\$ 686,223	\$ 1,334,492	\$ 3,700,064	\$ 3,628,634	\$ 9,038,758	\$ 5,000,411
					Total Project Costs		\$ 47,805,578	\$ 22,600,000	\$ 180,000	\$ 800,000	\$ 5,720,000	\$ 3,500,000	\$ 10,200,000	\$ 2,900,000
					PROJECT FUNDING:	2023 Bond:	\$ 50,600,000							
						Total Funding:	\$ 50,600,000							
					Balance:		\$ 2,794,422							

QUESTIONS?



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Our Students. Our Future.





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Ashley Molina

GISD School Board Agenda Information Sheet
June 24, 2024

REPORT ITEM

SUBJECT: Superintendent's Report

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent

RATIONAL SUMMARY:

SUPERINTENDENT'S RECOMMENDATION: N/A

SAMPLE MOTION: N/A



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GISD School Board Agenda Information Sheet
June 24, 2024

INFORMATION ITEM

SUBJECT: Board Business

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

AUTHORITY FOR THIS ACTION: GISD School Board Policy BF (Local)

RATIONAL SUMMARY: Information provided through the Board Business section of the agenda aimed at keeping trustees informed of routine correspondence.

***Added Items**

July 1-4, 2024	GISD Office Closed to the Public
July 8, 2024	Regular Board Meeting
August 5-6, 2024	New Teacher Orientation
August 7-13, 2024	Staff Development/Student Holiday
August 7, 2024	Convocation
August 12, 2024	Regular Board Meeting
August 14, 2024	First Day of School
August 19, 2024	Budget Workshop
August 26, 2024	Budget & Tax Rate Adoption



The GISD School Board Agenda Information Sheet
June 24, 2024

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Adjourn to Closed Session
Under Texas Government Code Chapter 551

The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The Board may conveniently meet in such closed or Executive Session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas Government Code chapter 551, including, but not limited to:

Section 551.071: Consultation with Attorney;

Section 551.072: Deliberation Regarding Real Property;

Section 551.073: Deliberation Regarding Prospective Gift;

Section 551.074: Personnel Matters; Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Closed Meeting.

Section 551.076: Deliberation Regarding Security Devices;

Section 551.082: School Children; School District Employees; Disciplinary Matter or Complaint

Section 551.083: Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group

Section 551.084: Investigation; Exclusion of witnesses from a hearing.

No voting will take place in the closed meeting. Any action the board wishes to take as a result of discussions in a closed session will take place after the board reconvenes in an open meeting. Today's date is _____ and it is _____ p.m./am

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Personnel Matters

Personnel matters are as follows:

A. Personnel



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