

**Minutes**  
**Monday, June 24, 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  
Ashley Molina  
Gloria Torres  
Naomi A. Brown

**Board Member Absent:**

**Item #1. Call to Order**

The Board of Trustees of the Gonzales Independent School District met Monday, June 24, 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 7 members present.

**Invocation, Pledge, Mission Statement**

Ashley Molina gave the Invocation, D'Anna Robinson led the Pledge to the Flag, and Justin Schwausch read the Mission Statement.

**Item #2: Public Comments:** There was one Public Comment.

Nicole Johnson spoke to the board about Paraprofessional pay at GISD. Ms. Johnson passed her phone around to the board members so they could see her payroll history. Ms. Johnson has been full-time with the district for 15 yrs. She went to the board seeking a higher pay. She stated that her roles at GHS are Paraprofessional, ISS and Secretary. She would like for the board to give all paraprofessionals raises.

**Item #3: New Business/Action Items:**

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

1. Budget Amendments
2. Minutes: May 13, 2024, Regular Board Meeting  
May 20, 2024 Special Board Meeting

Amanda Smith reviewed the budget amendments.

General Budget

- 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)

Debt Service Fund

- Amend budget to account for the 2024 Bond Series Issue

Construction Fund

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

Justin Schwausch made a motion, with a second from D'Anna Robinson, to approve the consent agenda, as presented.

The motion carried 7/0.

B. **Discuss and Consider Action to hire the Band Director**

Dr. A went before the board to recommend Mr. Richard Varela as the GHS band director.

Mrs. Perez was on the interview committee and spoke about Mr. Varela. Mr. Varela has 15 years of experience, 10yrs in Cuero. The thing that stood out in the interview was the way he exposed students to different areas in the state. They took trips to New York and Florida the committee thought that would be something that could benefit the students of GISD. Mr. Varela is big on community involvement, likes for students to find a purpose in band, willing to build the band program by allowing students who have dropped out to rejoin, he started the Mariachi band in Cuero by working with Seguin.

Dr. A asked Mr. Varela upon his approval by the board how long would it take to get the Mariachi band started at GISD. Mr. Varela's response was within a year.

Justin Schwausch made a motion, with a second from Josie Smith-Wright , to approve Richard Varela as the Band Director.

The motion carried 7/0.

\*\*Dr. A also introduced Shannon Leal as the new Gonzales Elementary campus principal. Mrs. Mills spoke about Mrs. Leal

C. **Discuss and Consider Action on Employee Health Insurance Benefit**

Amanda Smith presented to the board that TRS Health Insurance rates/premiums are increasing for the 2024-25 fiscal year. Mrs. Smith recommended that the board increase the monthly insurance benefit that GISD provides that contributes to the employee monthly benefit for TRS Active Care Insurance.

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

Option A would make us legally compliant, Option B would make us legally compliant and make our employees feel a positive effect. Option C would cover 100% of the lowest-tier health insurance and cover an additional \$145 per month which brings the total monthly premium contribution benefit to \$445/month.

195 employees participate through the district in TRS Active Care. The district currently contributes \$330/month per employee making our annual budget expenditures \$702,000. If the board votes on Option A that would cost the district \$93,600 with the current participation, Option B would cost the district \$117,000 with the current participation and Option C would cost the district \$339,300 with the current participation annually. Although we would like to go with Option C that would not be the wise choice with our future financial forecast.

Mrs. Smith participates in discussions with Regional CFOs and the districts that cover 100% of the health insurance benefits. These districts are not very pleased at the current moment because their deficits are significant and once you go 100% it's hard to go back from that.

Mrs. Smith's recommendation as the CFO as well as the benefits team would be to select' Option B.

If we go with Option C we will likely see the increase of participants.

Ms. Smith-Wright made a comment that it has always been their hope to cover 100% but we can not in the situation we are in now financially.

Josie Smith-Wright made a motion, with a second from Gloria Torres, to increase the employee health insurance contribution by \$50 per month for a total of \$350 per month, as presented.

The motion carried 7/0

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

Weaver and Jacobs have provided a pricing proposal for \$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 the 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.

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.

The flooring does not require waxing like many other VCT floors do.

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

Justin Schwausch made a motion, with a second from Ashley Molina 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.

The motion carried 6/0  
D'Anna Robinson abstained

**Item#4 Reports:**

A. **Financial and Quarterly Investment Report**

The Financial and Quarterly Investment Report was presented by Amanda Smith, CFO.

B. **Teacher Incentive Allotment for Gonzales ISD**

Tessa Cain presented a brief overview of TIA.

Gonzales ISD is in Cohort F for the Teacher Incentive Allotment.

C. **2023 Bond Program Monthly Update**

Region 13/Sledge Engineering provided a monthly update for the 2023 approved Bond Program.

E. **Superintendent Reports**

Presented by Superintendent, Dr. Elmer Avellaneda

Remember to enroll students for the 2023-2024 school year.

**Item#5 Board Business:**

**Board Correspondence:** No Correspondence

**Dates of Interest:**

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

**Item #6 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 6:33 P.M.

**Item #7 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 7:28 P.M.

**Item #8 Adjourn**

There being no further business, President Hendershot adjourned the meeting at 7:29 P.M.



Ross Hendershot, III, President  
Board of Trustees



Josie Smith-Wright, Secretary  
Board of Trustees