

Minutes
Monday, July 8, 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:

Justin Schwausch, Vice President
Josie Smith-Wright, Secretary
D'Anna Robinson
Ashley Molina
Gloria Torres
Sandra Gorden

Board Member Absent:

Ross Hendershot, III, President

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, July 8, 2024, at the Administrative Office Board Room, Gonzales, Texas. Vice President, Justin Schwausch called the meeting to order at 5:30 P.M.

A quorum was declared with 6 members present.

Invocation, Pledge, Mission Statement

Gloria Torres gave the Invocation, Naomi 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: Recognitions:

GEDC board members and Vince Ortiz, representative from Victoria College Gonzales Center, and Susan Sanky, Gonzales Economic Development Corporation Executive Director (GEDC), presented GISD with a District Recognition. Daisy Scheske Freeman and Ryan Lee were also in attendance representing the GEDC.

The recognition was the 2024 Texas Economic Development Council Workforce Excellence Award.

Item #4: New Business/Action Items:

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

1. Budget Amendments-No Budget Amendments
2. Minutes: June 3, 2024-Special Meeting
June 24, 2024-Regular Meeting

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

The motion carried 6/0.

B. **Discuss and Consider Action on the 2024-25 Compensation Plan**

TASB Consultant presented the 2024-25 Compensation Plan to the board. TASB conducted a pay study review for GISD. In alignment with the TASB Pay Study and Board Policy DEA (Local), Administration recommended the 2024-25 compensation plan to the board for approval.

Four recommendations were suggested by TASB:

- Implement pay structure adjustments to align with market
- Adopt a general pay increase (GPI) to maintain market position; GPI calculated as a percentage of employee's pay grade midpoint for all pay groups except teachers which was calculated as a percentage of market median salary
 - Model 1: 1% for all job groups
 - Model 2: 2% for all job groups
- Provide adjustments to address market differences and maintain equity
- Consider increasing stipends for hard-to-fill teaching assignments
 - Increase bilingual stipend by \$2,500 (from \$4,000 to \$6,500)

Josie Smith-Wright asked if model 2 would get staff to their correct pay grade. Some employees may get a bigger pay increase to get them to where they should be. Josie Smith-Wright asked the superintendent, Dr. A, if himself and the board were planning to ask the CFO if the recommendations were affordable; therefore, Dr. A asked the CFO to speak on how this could impact GISDs budget.

Amanda Smith, GISD Chief Financial Officer (CFO), stated that, as with all additions to the budget, other items would need to be cut in order to compensate for the addition. It's not a matter of "affordability". It's a matter of prioritization. She agreed that either of these plans could work for our district.

Dr. A stated that model 2 (2%) gave an increase across the board with an adjustment for hourly employees.

Ashley Molina, made a motion, with a second from Josie Smith-Wright to approve the compensation plan to support the district's goals for hiring and retaining highly qualified employees, as presented.

The motion carried 6/0

G. **Discuss and Consider Action on the Fuel, Lubricant, & Oil Contract**

Gene Kridler, GISD Executive Director of Operations, sought approval for the Fuel, Lubricant, and Oil Contract for the 2024-25 fiscal year. He explained that GISD had solicited proposals resulting in two proposals being received and evaluated and negotiated. Mr. Kridler recommended GISD approve the negotiated proposal and award the contract to Schmidt and Sons.

Josie Smith-Wright made a motion with a second from D'Anna Robinson to award the contract to Schmidt and Sons, as presented.

The motion carried 6/0.

H. **Discuss and Consider Action to select a vendor for Apache Field Press box project**

Mr. Kridler went before the board to select a vendor the Apache Field Press box project. The district is required to select a vendor for Apache Field press box and to authorize the superintendent to negotiate and possibly enter into an agreement with the most qualified press box vendor based upon the RFP selection criteria as well in the best interest of the District.

Mr. Kridler recommended Watermen Construction. The total number for the construction would be \$505,821

The board suggested we get a total to see what the cost would be to renovate the current press box prior to taking action on a replacement press box.

The board tabled this action item for another time.

I. **Discuss and Consider Action to Approve Schematic Design for CTE Building and Ag Barn as part of the 2023 Bond Program**

VLK and Mr. Casey Sledge, GISD's bond program manager, presented the Schematic Design for the CTE Building and Ag Barn.

Schematic Design approval of the Career & Technology Education Building and Ag Barn is required per VLK's Agreement with the District. Schematic Design includes building size, building floorplan, and preliminary site layout. After Schematic Design is approved, the next phase is Design Development where details of interior layout, door locations, window locations, and finishes will be developed. GISD staff and administration have been involved in the design to ensure the appropriate scope has been considered. The design currently included 30,057 square feet for CTE Building with an additional 4,446 square feet of Auto Tech if included and 4,392 square feet for Ag Barn.

While the CTE Building was originally planned to be 26,000 square feet, the Programming phase requests by staff and public members brought the desired design to 30,057 square feet. The additional 4,000 square feet will provide more programs but is estimated to cost approximately \$2M more. According to the construction cost estimates provided by Weaver & Jacobs and our 2023 Bond Program Budget, the 30,057 square foot building will push us near our budget limits. Note the cost estimates are a planning tool and not bids; the actual bids will not be known until design is complete and could be higher or lower.

If the Board desires to have a Building that is closer to the original square footage, one option is to consider the removal of the Cosmetology program from the new building. This option would lower the cost approximately \$1.5M.

If we proceed with the full 30,057 square foot building, we cannot afford the Auto Tech addition within the Bond Budget. Approximately \$2M from Operational Funds will need to be committed. If Cosmetology is removed from the Building, we may be able to afford the Auto Tech space within the Bond Budget, though it will be close to our budget limits. We could proceed with the design including Auto Tech as an Alternate Bid.

The board tabled this action item for further discussion.

J. **Discuss and Consider Action to approve and sign the Gonzales ISD TEKS Certification Form**

Dr. Rachele Ysquierdo, GISD Executive Director of Curriculum and Instruction, presented to the board the GISD TEKS Certification Form from TEA.

Dr. Ysquierdo explained that, in accordance with Texas Education Code, §31.004, local education agencies (LEAs) are required to certify annually to the State Board of Education (SBOE) and the Commissioner that students have access to instructional materials covering all Texas Essential Knowledge and Skills (TEKS) for all required subjects, except physical education.

Additionally, in accordance with 19 Texas Administrative Code (TAC) §66.105, LEAs are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C). The TEKS Certification 2024-25 Survey includes a section to allow LEAs to certify they meet this requirement.

In response to feedback from last year's process, the agency refined the TEKS Certification Process and will utilize the TEKS Certification 2024-2025 Form to be completed offline and presented to the board of trustees for signature. The form will then be submitted through a Qualtrics survey.

Gonzales ISD will continue to use what was put in place for the upcoming school year. Changes might be made to the supplemental resources to the Tier 2 and 3 students getting intervention.

Josie Smith-Wright made a motion, with a second from Gloria Torres to approve the Gonzales ISD TEKS Certification from for the 2024-2025 school year as presented.

The motion carried 6/0.

K. **Discuss and Consider Action to approve the Gonzales ISD Science Proclamation 2024-2025**

Dr. Ysquierdo presented the Science Proclamation for the 2024-2025 school year that was the decision of the committee that was created for this adoption. Along with this action item was the purchase of those materials (Stemsscopes).

D' Anna Robinson made a motion, with a second from Josie Smith-Wright, to approve the 2024-2025 Science Proclamation resources for GISD.

The motion carried 6/0.

Item#5 Reports:

A. **TASB Check In**

Orin Moore from TASB briefly spoke to the board about Lonestar Governance. The board asked that the superintendent gather more information about what the next steps for participation would be and bring it back for further discussion.

B. **Financial Report**

The Financial Report was presented by Amanda Smith, CFO.

C. **Bond Program Monthly Update**

Casey Sledge presented the monthly bond program update to the board.

D. **Superintendent Reports**

Presented by Superintendent, Dr. Elmer Avellaneda

Item#6 Board Business:

Board Correspondence: No Correspondence

Dates of Interest:

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
September 9, 2024	Regular Board Meeting
September 12-13, 2024	MASBA National Conference

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 7:40 P.M.

Item #8 Reconvene to Open Meeting:

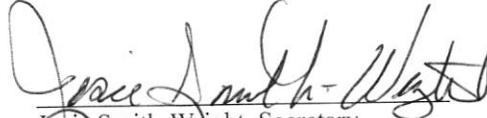
The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 8:14 P.M.

Item #9 Adjourn

There being no further business, Vice President Schwausch adjourned the meeting at 8:15 P.M.



Ross Hendershot III, President
Board of Trustees


Josie Smith-Wright, Secretary
Board of Trustees