

**SCHOOL DISTRICT REGULAR BOARD MEETING
BOARD OF TRUSTEES
HUGHES SPRINGS INDEPENDENT SCHOOL DISTRICT**

August 28, 2023
6:00 P.M.

Van J. Hall, Presiding

Members Present

Billy Willis
Robert Johnson
Phillip Chapman
Scott Nelson

DeAnna Putman
Van Hall

Members Absent

Matt Golden

School Personnel Present

Sarah Dildine, Superintendent

Guests

(See attached list)

1. OPENING ACTIVITIES:

1.1 CALL to Order/Declaration of Quorum by President Van Hall *{Gov't Code 551.001 (6), 311.013}*

1.2 INVOCATION given by Phillip Chapman; Pledge of Allegiance lead by Robert Johnson

1.3 PUBLIC COMMENT *{HSISD Policy BE}*

There was no public comment.

2. PRESENTATIONS:

2.1 HSISD Employee Handbook for 2023-2024 *{HSISD Policy BE}*

Superintendent Sarah Dildine advised the board that the employee handbook for the 2023-2024 school year is basically the same as for the 2022-2023 year, with a few minor changes in verbiage, and with the inclusion of a new policy for retiring personnel to buy back unused state leave days, a new policy regarding longevity pay, and the deletion of the policy to earn local leave days based on unused state leave days. The new policies and deletion will be in effect immediately on board approval and available in the handbooks as soon as the handbook is edited to include them.

3. PUBLIC COMMENT/HEARING Regarding 2023-2024 Budget for HSISD *{HSISD Policy BE}*

There were no public comments.

4. PUBLIC COMMENT/HEARING Regarding 2023 Tax Rate for HSISD *{HSISD Policy BE}*

There were no public comments.

5. AGENDA ITEMS: *{HSISD Policy BE; BEC; BED}*

5.1 CONSIDERATION to Approve 2023-2024 Budget for HSISD
{Education Code 44.004(f)-(g); 19 TAC 109.1(a); HSISD Policy CE}

On motion by Phillip Chapman, seconded by Robert Johnson, it was moved to approve the budget

for HSISD for 2023-2024 in the amount of \$14,378,736, an increase of 2.3 percent over last year's budget. Motion carried on a 6 to 0 vote. The budget is available on the District's webpage - www.hsisd.net.

5.2 CONSIDERATION to Approve 2023-2024 Food Budget (Fund 240)

{Education Code 44.004(f)-(g); 19 TAC 109.1(a);HSISD Policy CE}

On motion by DeAnna Putman, seconded by Billy Willis, it was moved to approve the Food Budget for 2023-2024 school year in the amount of \$641,300. Motion carried on a 6 to 0 vote. The food service budget is available on the District's webpage - www.hsisd.net.

5.3 CONSIDERATION to Approve 2023-2024 Debt Service Budget (Fund 599)

{Education Code 44.004(f)-(g); 19 TAC 109.1(a);HSISD Policy CE}

On motion by Billy Willis, seconded by Scott Nelson, it was moved to approve the Debt Service Budget for 2023-2024 school year in the amount of \$204,855. Motion carried on a 6 to 0 vote. The debt service budget is available on the District's webpage - www.hsisd.net.

5.4 CONSIDERATION to Approve 2023 Tax Rate

{Education Code 44.002; Code 44.002(a); Education Code 44.004(a)(f); Education Code 44.005; Education Code 44.0011; Gov't Code 551.041, 551.043; 19 TAC 109.1(a), 19 TAC 109.41}

On motion by Billy Willis, seconded by DeAnna Putman, it was moved to approve the 2023 Tax Rate at \$0.868371. This rate includes the Maintenance and Operation tax rate (M&O) of \$0.7887 and the Interest and Sinking tax rate (I&S) of \$0.079671. Motion carried on a 6 to 0 vote. The Tax Rate Resolution is a part of these minutes.

5.5 CONSIDERATION to Approve 2023-2024 Attendance Committees

{HSISD Policy FEC, Education Code 25.092}

Students in any grade level must attend class 90 percent of the days class is offered, regardless of whether the student's absences are excused or unexcused. to receive credit or a grade for the class. The campus attendance committee will hear appeals from the student regarding the loss of the grade or credit. On motion by Robert Johnson, seconded by Phillip Chapman, it was moved to approve the attendance committees as presented. Motion carried on a 6 to 0 vote. The list of Attendance Committees is a part of these minutes.

5.6 CONSIDERATION to Approve Procurement of Design Services for Field House/Weight Room Project

{HSISD Policy CV Series CVA-CVF}

Two architect firms submitted qualifications for the field house/weight room project. On motion by Robert Johnson, seconded by Phillip Chapman, it was moved to table this Agenda Item (5.6) and the next Agenda Item (5.7) until the September 11, 2023, regular board meeting so as to actually interview both architects. Motion carried on a 6 to 0 vote.

5.7 CONSIDERATION to Approve Procurement of Construction Services for Field House/Weight Room Project

SD Policy CV Series CVA-CVF}

Two architect firms submitted qualifications for the field house/weight room project. On motion by Robert Johnson, seconded by Phillip Chapman, it was moved to table the above Agenda Item (5.6) and this Agenda Item (5.7) until the September 11, 2023, regular board meeting so as to actually interview both architects. Motion carried on a 6 to 0 vote.

5.8 CONSIDERATION to Approve New Policy Regarding Payment for Accumulated Unused State Leave Upon Retirement*{HSISD Policy DEAA}*

On motion Phillip Chapman, seconded by Robert Johnson, it was moved to approve a new plan for school employees planning to retire to have an opportunity to purchase accumulated unused State leave days at the end of their employment. Eligible employees can receive \$100 to \$150 per unused State leave day, up to a maximum of 40 days, if all the conditions and guidelines within the policy are met. Motion carried on a 6 to 0 vote. A copy of the policy is a part of these minutes.

5.9 CONSIDERATION to Approve Longevity Pay Program/Stipend*{HSISD Policy DEAA}*

On motion Robert Johnson, seconded by Billy Willis, it was moved to approve a plan to encourage personnel to remain with the District, increase the compensation package for staff and reward their continuous years of service. Effective with this school year, an eligible employee who has completed six to ten years of continuous service will be rewarded with a check in May for \$500. The amount will increase in five-year steps up to sixteen-plus years with a \$1000 check. The check will be paid every year that the employee is eligible and meets the guidelines and eligibility requirements. This plan will be considered on a yearly basis and may be discontinued at any time. Motion carried on a 6 to 0 vote. A copy of the plan is a part of these minutes.

5.10 CONSIDERATION to Approve Nominee for MCAD Board of Directors*{HSISD Policy CCH}; Tx Prop Law, Sec 6:03(f)*

This agenda item was originally tabled for lack of a nominee with a motion by Billy Willis, seconded by Scott Nelson. To table it passed with a 6 to 0 vote. Later, Scott Nelson made a motion to reopen the item, which was seconded by Billy Willis. Then on another motion by Scott Nelson, it was moved to nominate Rick Nelson, who now lives in Morris County. This motion was seconded by Billy Willis and passed with a 6 to 0 vote. The resolution to nominate is a part of these minutes.

5.11 CONSIDERATION to Approve HSISD Policy EIC(Local)*{HSISD Policy BF, BP; Education Code 11.201 (d)}*

On motion by Robert Johnson, seconded by Scott Nelson, it was moved to approve deleting outdated language from HSISD Policy EIC(Local). The policy also addresses and clarifies how the ranking of high school students, including valedictorian and salutatorian, is determined. Motion carried on a 6 to 0 vote. The policy is available on the District's policy webpage.

5.12 CONSIDERATION to Approve Resolution Claiming Good Cause Exception*{TEC Section 37.0814}*

On motion by Robert Johnson, seconded by DeAnna Putman, it was moved to approve a resolution in compliance with House Bill 3 and Texas Education Code Section 37.0814 that indicates the District must have armed security officers on each . HSISD is working with qualified retired security personnel to be substitutes in the event one of the regularly employed officers has to be off duty for the day. Motion passed on a 6 to 0 vote. The resolution is a part of these minutes.

5.13 CONSIDERATION to Approve Teacher Incentive Allotment (TIA) Spending Plan for New Staff with TIA Designations from Previous School District *{Ed Code 21, Sub O; HSISD Policy DEAA}*

The Teacher Incentive Allotment (TIA) Program available in Texas under House Bill 3 is to provide a way for good teachers to earn monetary rewards and to help attract and retain highly effective teachers. When a district chooses to participate in the program or hires a teacher from another district who has qualified, the district is required to have a spending plan. On motion by Robert Johnson, seconded by Scott Nelson, it was moved to approve the plan prepared by Hughes Springs School District. Motion carried on a 6 to 0 vote.

5.14 CONSIDERATION to Approve Insurance Proposal from Texas Political Subdivisions Joint Self-Insurance Fund for 2023-2024 *{HSISD Policy CH, Education Code 44.031}*

On motion by Scott Nelson seconded by Billy Willis, it was moved to approve the insurance proposal from the Texas Political Subdivisions Joint Self-insurance Fund for the 2023-2024 school year in the amount of \$196,800. Motion carried on a 6 to 0 vote. The policy summary is a part of these minutes.

5.15 CONSIDERATION to Approve Professional Development Plan *{HSISD Policy DMA}*

The Board of Trustees must annually review the professional development plan and approve it. The plan must include SBEC recommendations and include a schedule of the required professional development for all District employees. Curriculum Director Kristina Gardner prepared and gave a brief explanation of the plan presented to the board. On motion by Robert Johnson, seconded by DeAnna Putman, it was approved on a 6 to 0 vote. The plan is available at the HSISD Administration Building.

5.16 CONSIDERATION to Approve Resolution Designating Non-business Days for PIA Requests *{Gov't Code 552.0031; 662.003}*

On motion by DeAnna Putman, seconded by Billy Willis, the Board approved a resolution declaring ten additional non-business days that the District can count in response to a public information request in compliance with the Public Information Act. Motion carried on a 6 to 0 vote. The resolution is a part of these minutes,

5.17 CONSIDERATION to Approve Out-of-State Travel for Boys Basketball Team *{HSISD Policy FMG}*

On motion by Scott Nelson, seconded by Robert Johnson, it was moved to approve the boys basketball team playing a game in Fouke, Arkansas, on November 21, 2023. Motion carried on a 6 to 0 vote.

- 6. CLOSED SESSION, as authorized by Texas Government Code Chapter 551.001 through 551.146, shall be declared by the Board of Trustees when necessary, during the course of the meeting at the time, date and place of this notice. The Board may close this meeting to consult with its attorney on any item posted on this agenda in order to receive legal advice or to maintain the attorney-client privilege. The Board may also close the meeting to consult with its attorney on any other matter when the attorney's professional and ethical duty to the Board requires a confidential communication.**

6.1 PERSONNEL: *{HSISD Policy DC}*
 Consider Employment, Resignations, Reassignments, Transfers, Substitute Teacher List,
 Extended Leaves, Additional Positions, and Other Personnel Matters.

6.2 CONSULTATION with Attorney {when necessary} *Gov't Code §551.071*

7. RECONVENE - Open Meeting to vote on matters considered in executive/closed session in accordance with the Texas Open Meetings Act. Texas Government Code, Chapter 551, to take necessary action.

7.1 PERSONNEL: *{HSISD Policy DC}*
 Consider Employment, Resignations, Reassignments, Transfers, Substitute Teacher List,
 Extended Leaves, Additional Positions, and Other Personnel Matters. ***No action taken.***

7.2 CONSULTATION with Attorney {when necessary} ***There was no consultation.*** *Gov't Code §551.071*

THERE WAS NO CLOSED SESSION

8. INFORMATION ITEMS *{HSISD Policy BE and BJA}*

8.1 Superintendent's Report

Superintendent Sarah Dildine reported to the Board on up-coming athletic events - volleyball, junior high football, cross county and the high school football game in Mineola on Friday, and enrollment is currently 1134. She also briefed the trustees on a new resolution and policy addition they will need to consider regarding chaplain volunteer or employees to be in compliance with SB 763, 88th Texas Legislature. The CCAD will have a public budget hearing on August 31, 2023. At each trustee's place is a 2022-2023 annual and fan sport shirts and caps from the District and athletics.

8.2 Business Manager's Report

Business Manager Jalyn Setser had nothing more to report for the special board meeting.

9. CLOSING ACTIVITIES

9.1 Questions asked of and by Board Members *{HSISD Policy BE}*

Billy Willis asked about the work planned for the parking lot. The decision has been made to not do anything until after construction in the area has been completed. Van Hall asked for an update on the new fencing. It is nearly completed.

9.2 Adjournment

On motion by Billy Willis, seconded by Scott Nelson, it was moved to adjourn the meeting. Motion passed 6 to 0. Meeting adjourned at 7:11 p.m.

 Van Hall, President

 Phillip Chapman, Secretary

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Regular Meeting
August 28, 2023
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