

SABINAL ISD
School Board Meeting
January 9, 2023

Board Members Present: Mike Hawkes, Bernardo Garcia Jr., Raquel Esquivel, Andres Guevara, and Nancy Ortiz-Rodriguez.
Board Members Absent: Karen Davis and Danny Gonzales.
Administration Present: Richard W. Grill, Superintendent; Steve Alvarado, Secondary Principal; Beth Brady, Elementary Principal; Adriana Beza, Assistant Principal; Jeff Kowalski, Athletic Director; Patricia Gonzales, Business Manager; and Maggie Lopez, Secretary to the Board.
Guests Present: Amanda Tyk & PK students, Amber Sanchez, and Kandace Floyd.

A regular meeting of the Board of Trustees of Sabinal Independent School District was held January 9, 2023, beginning at 6:30 PM in the High School Library building.

1. Called. President Bernardo Garcia called the meeting to order at 6:30 PM and determined that a quorum was present.
2. Recognitions. In honor of school board recognition month Mrs. Brady introduced PK Teacher Mrs. Amanda Tyk and her students who sang and preformed "You Are My Sunshine". Mr. Alvarado thanked the Members of the Board for their continued support and introduced Mrs. Amber Sanchez, Student Council sponsor who presented gift bags. Mrs. Kandace Floyd, One Act Play Director thanked the Members of the Board for supporting the One Act Play program once again and presented thank you cards. Coach Kowalski also thanked the Members of the Board for their support and for the facilities improvements of the new track and the Event Center project.

Mr. Grill once again thanked the Members of the Board for their continue support for the past 15 years in the district and presented them a gift bag with a certificate of appreciation.

3. Public comments. None.
4. Consent agenda items.
 - A. Approved minutes of the November 14, 2022 Board Meeting
 - B. Reviewed monthly financial Investment reports
 - C. Reviewed monthly technology report
 - D. Information on the distribution of the Superintendent evaluation
 - E. Information on the 2023 Budget Development Calendar
 - F. Information on TASB Policy Update 120
 - G. Approved Cluster V Budget Amendments as presented

Mike Hawkes made the motion and seconded by Raquel Esquivel to approve the consent agenda items as presented. Motion passed unanimously.

5. Superintendent Richard W. Grill reported on the following:
 - January 9, 2023 ground breaking of the event center. Provided listing of facility improvement project from 2009 to the present. Reported the cafeteria roof had been completed.

- District score 100% on the State mandated, unscheduled intruder detention audit on November 17, 2022. Next week a meeting is scheduled with a representative on artificial intelligence program.
- Staffing update/vacancies update. We have three professional vacancies, school librarian, junior high science teacher, elementary counselor, plus two instructional aide vacancies for the elementary.
- Monthly items.
- Reminder of upcoming school board training opportunities.

6. District Improvement Plan / TAPR update. Rescheduled for the February board meeting.

7. 2023-2024 Proposed employee compensation and staffing plan. Mr. Grill presented and reviewed the 2023-2024 proposed employee compensation and staffing plan and made the following recommendations:

Compensation, Benefits & Staffing Recommendations:

- ❖ Continue using current teacher pay scale.
- ❖ Revise stipend schedule as presented.
- ❖ Bring all professional “singleton positions” including all administrators and At-Will employees, to “market”
- ❖ Continue with the current employee benefits plan, including paid employee health insurance, to better retain staff and to recruit new employees.
- ❖ Continue with the teacher incentive pay systems, which include minor language and qualification changes, to reward teachers with exemplary student achievement and/or to improve academic out comes for our students.
- ❖ Discontinue with the current paid bonuses.
- ❖ Continue with the current substitute pay.

Staffing Recommendations:

- ❖ Continue with the part-time employment of Adjunct Instructors: Elementary & JH Math; Elem. Math & Science; Elem. Reading.
- ❖ Continue paying teachers \$35/session for tutoring.
- ❖ Continue to pursue, if/when available, CTE Adjunct Instructors in TEA approved Industry-based certification programs. Paid at \$35/hour, max 20 hours/week rate.
- ❖ Continue to use District of Innovation Plan (DOIP) to fill campus-based professional vacancies when no certified applicants are available. Per the DOI, the candidate must be SBEC certified in at least one professional area.
- ❖ Continue 2nd nurse’s position (as paid by grant only)

8. TASB Additional Expenses for Change Order of Hail Damages. Mike Hawkes made the motion and seconded by Andres Guevara to approve the additional expenses of \$26,428.20 payable to the Gerloff Company, Inc. for a total of \$414,380.64 and to record the official amendment as presented. Motion passed unanimously.

9. Adjournment. Andres Guevara made the motion and seconded by Mike Hawkes to adjourn. Motion passed unanimously.

President

Date

Secretary

Date