

SABINAL ISD
Regular School Board Meeting
April 12, 2021

Board Members Present: Raquel Esquivel, Bernardo Garcia Jr., Mike Hawkes, Bob Nunley Jr., Andres Guevara and Danny Gonzales.

Board Members Absent: Karen Davis.

Administration Present: Richard W. Grill, Superintendent; Steve Alvarado, High School Principal; Beth Brady, Elementary Principal; Adriana Beza, Assistant Principal; Nikki Joslin, Curriculum & Instruction; Patricia Gonzales, Business Manager; Jeff Kowalski, Athletic Director and Maggie Lopez, Secretary to the Board.

Guests Present: Reed Seaton and Mike Shultz with Hellas Construction and Tish Grill.

President Bob Nunley called the meeting to order and determined that a quorum was present.

No public comments.

A motion was made by Mr. Gonzales and seconded by Mr. Guevara to approve the consent agenda items as presented and as follows:

- A. Approved the minutes of March 8, 2021
- B. Reviewed the Investment Reports
- C. Reviewed the Technology Reports
- D. Information on the 2020-2021 Instructional Materials Allotment & TEKS Certification
- E. Approved to grant temporary hiring authority to the Superintendent until September 13, 2021
- F. Approved the extension of the Depository Contract with First State Bank of Uvalde
- G. Approved the request by the Sabinal Little League for the use of facilities
- H. Approved TASB Policy Update #116 affecting local policies: CQB, DCD, DCE, FFAC, GKA
- I. Approved the 2021-2022 proposed Employee Compensation, Benefit and Staffing Plan
2021-2022 Compensation Plan:
 1. Revise stipend schedule as presented.
 2. Bring all professional "singleton positions" including administrators and At-Will employee, to "market", in addition the % raised as recommended by the superintendent.
 3. Continue with the current employee benefits plans, including paid employee health insurance, to better retain staff and to recruit new employees.
 4. Continue with the teacher incentive pay system, which include minor language and qualification changes, to reward teachers with exemplary student achievement and/or to improve academic outcomes of our students.
 5. Continue with the current "Grow Our Own" programs to internally promote teaching and to develop future teachers to work in Sabinal ISD.
 6. Continue with the current paid bonuses designed to improve quality of applicants and quantity of candidate pools; and to promote relocation to Sabinal ISD.
 7. Continue with the current substitute pay rates for certified-teacher subs to provide better instruction when our teacher are out.

2021-2022 Staffing:

1. Continue offering PK enrollment for "eligible" 3-year old students.

2. Continue with the part-time employment of Adjunct Instructors for 2020-2021 of Glenda Haynes and David Sprott.
3. Continue paying teacher \$35/session for after school tutoring.
4. If/when available, employ part-time Adjunct Instructors in TEA approved Industry-based (vocational) certification programs to support the new P-TECH Grant.

The motion carried 6 for 0 opposed.

Mr. Grill reported in his Superintendent's Report the following:

1. The need of an appointment to fill the vacancy on the board of trustees after canvassing the May election.
2. Receipt of Safety & Security grant (aka COPS) for \$213,785; Receipt of Blended Learning-Math Innovation Zones for \$125,000; P-TECH grant for \$150,000 and School Improvement grant (carryover from 19-20 funds) of \$100,983.
3. Security enhancements funded by the COPS grant are Panic Buttons. When the panic button is activated it sounds an alarm and sends a prerecorded message to Uvalde County dispatch, which alerts first responder agencies. Also, installed are alarm buttons in undisclosed locations for personnel to activate. Other features include enhance video surveillance equipment, exterior door access system and visitor instant background check system.
4. May 1, 2021 Bond Election update. Early voting begins April 19th and ends April 27th at Sabina ISD. Polling places on May 1st will be at the Sabinal Library and the Concan School House (community center) from 7:00 am to 7:00 pm.
5. A Town Hall meeting was held regarding the bond election and pending track facility on April 7th. Another Town Hall meeting is scheduled for April 21st.
6. Provided COVID update and a look ahead to the 2021-2022.
7. Presented the 2021-2022 Vacancy Report.
8. Presented upcoming board training opportunities.
9. Provided calendar of events, newsletters and enrollment updates.

Mr. Grill welcomed and introduced Mrs. Tish Grill, who has more than 30 years' experience in selling/marketing school bonds. Mrs. Grill addressed the board on suggestions for the pending procedures and events that will occur if the bond election passes. She addressed Players in a School District Bond Issuance; Steps; Historical Comptroller Values; Moody's Rating Call, State Comptroller Values for Singles and Multi-Families; Local Certified Property Values; Bond Sale; Debt Management and Settlement Date deposited into Sabinal ISD bank account.

The Board thanked Mrs. Tish Grill for her presentation and knowledge on School District Bonds.

Nikki Joslin reported the Textbook Committee review curriculums and selected Frog Street Pre-K, 8 year adoption for two Pre-K classrooms for \$11,983.98.

Mr. Grill reported to have received two proposal for the new track and field project. The lowest bid is over budget \$150,000.

	<u>BASE BID</u>	<u>ALTERNATE BID:</u>	<u>TOTAL:</u>
Hellas Construction:	\$ 1,035,500	\$ 21,159	\$ 1,056,659
Paragon Sports Construction:	\$ 1,655,181	\$ 6,124	\$ 1,661,305

Mr. Grill seeks approval to amend the budget by \$150,000.

