

Minutes of the Special Meeting

The Board of Trustees
Commerce ISD

A special meeting of the Board of Trustees of the Commerce Independent School District was held on July 26, 2019, at 7:00 a.m. at the Commerce ISD Administration Building, 3315 Washington St., Commerce, Texas. President Kathleen Hooten called the meeting to order, extended a warm welcome and announced that a quorum was present. The meeting had been posted for the time and manner required by law.

Board members present were Mrs. Hooten, Dr. Ray Green, Dr. LaVelle Hendricks and Ms. Etta Herring. Dr. Mark Reid, Mr. Randy Starks and Mr. Gabe Wittkopf were absent.

Executive Session...

Mrs. Hooten announced that the Board would convene in executive session at 7:03 a.m. to discuss personnel (§551.074) and hold a private consultation with the Board's attorney, if necessary (§551.071).

Reconvene from Executive Session...

Mrs. Hooten announced that the Board ended its closed session 7:11 a.m. on July 26, 2019.

Action on Items Discussed in Executive Session

Ms. Herring made a motion to employ Glenn Keefer-McGee, ACW teacher, Landon Williams, CES teacher; Jill Nichols, CMS teacher; Ed Palazzetti, CHS teacher/coach and Tim Johnson, teacher/coach. Dr. Reid seconded the motion. The motion carried unanimously.

Dr. Hendricks made a motion to employ Jeanie Putman as an assistant principal. Dr. Green seconded the motion. The motion carried unanimously.

Dr. Hendricks made a motion to table action on the superintendent's compensation. Ms. Herring seconded the motion. The motion carried unanimously.

Consider Approval of Compensation for Teachers, Support Staff and Administrators

Ms. Herring made a motion to approve the compensation plan for teachers, support staff and administrators as follows: 15 percent of mid-point for nonexempt employees. Teacher salary scale is below and administrators 2 percent plus \$5000 stipend. Dr. Green seconded the motion. The motion carried unanimously.

Commerce ISD 2019-2020

Salary Scale for Teachers, Librarians and Nurses

Year	Commerce ISD Old Scale	CISD Salary Scale 19-20	+ \$5000 Stipend	% Increase	w/Master's	w/Doctorate
0	39,000	41,200	\$ 46,200.00	18.5%	\$ 47,200.00	\$ 47,700.00
1	39,200	41,400	\$ 46,400.00	18.4%	\$ 47,400.00	\$ 47,900.00
2	39,400	41,600	\$ 46,600.00	18.3%	\$ 47,600.00	\$ 48,100.00
3	40,411	42,700	\$ 47,700.00	18.0%	\$ 48,700.00	\$ 49,200.00
4	40,817	43,100	\$ 48,100.00	17.8%	\$ 49,100.00	\$ 49,600.00
5	41,545	43,800	\$ 48,800.00	17.5%	\$ 49,800.00	\$ 50,300.00
6	42,169	44,400	\$ 49,400.00	17.1%	\$ 50,400.00	\$ 50,900.00
7	42,377	44,600	\$ 49,600.00	17.0%	\$ 50,600.00	\$ 51,100.00
8	42,585	45,400	\$ 50,400.00	18.4%	\$ 51,400.00	\$ 51,900.00
9	42,897	46,700	\$ 51,700.00	20.5%	\$ 52,700.00	\$ 53,200.00
10	43,209	47,900	\$ 52,900.00	22.4%	\$ 53,900.00	\$ 54,400.00
11	43,425	49,000	\$ 54,000.00	24.4%	\$ 55,000.00	\$ 55,500.00
12	43,641	50,100	\$ 55,100.00	26.3%	\$ 56,100.00	\$ 56,600.00
13	43,877	51,100	\$ 56,100.00	27.9%	\$ 57,100.00	\$ 57,600.00
14	44,621	52,100	\$ 57,100.00	28.0%	\$ 58,100.00	\$ 58,600.00
15	45,453	53,000	\$ 58,000.00	27.6%	\$ 59,000.00	\$ 59,500.00
16	46,285	53,800	\$ 58,800.00	27.0%	\$ 59,800.00	\$ 60,300.00
17	46,117	54,600	\$ 59,600.00	29.2%	\$ 60,600.00	\$ 61,100.00
18	47,949	55,400	\$ 60,400.00	26.0%	\$ 61,400.00	\$ 61,900.00
19	48,781	56,100	\$ 61,100.00	25.3%	\$ 62,100.00	\$ 62,600.00
20	49,530	56,800	\$ 61,800.00	24.8%	\$ 62,800.00	\$ 63,300.00
21		57,500	\$ 62,500.00		\$ 63,500.00	\$ 64,000.00

Dr. Hendricks said that he appreciated the leadership of Superintendent Charlie Alderman and Director of Finance John Walker in setting up the new compensation plans. Mr. Alderman thanked the Board members for their commitment to providing the maximum amount to all employees.

Executive Session...

Mrs. Hooten announced that the Board would convene in executive session at 7:18 a.m. to discuss personnel (§551.074) and hold a private consultation with the Board's attorney, if necessary (§551.071).

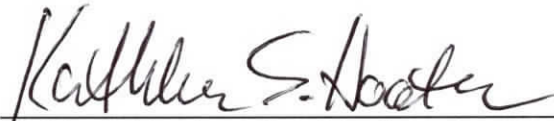
Reconvene from Executive Session...

Mrs. Hooten announced that the Board ended its closed session 7:24 a.m. on July 26, 2019.

No action resulted from closed session.

Adjournment...

Dr. Hendricks made a motion to adjourn. Mrs. Hooten stated that the meeting was adjourned.



Kathleen Hooten, President
CISD Board of Trustees



Etta Herring, Secretary
CISD Board of Trustees