

# Hitchcock Independent School District

Public Hearing to Discuss the District's  
2008-2009  
Annual Performance Report  
and  
Regular Meeting

Tuesday, January 19, 2010

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The Hitchcock Independent School District Board of Trustees met at a Public Hearing to discuss the District's 2008-2009 Annual Performance Report and Regular meeting on Tuesday, January 19, 2010, held at the Hitchcock ISD Boardroom/Conference Facility located at 8004 North Railroad, Hitchcock, Texas. President Dianne James called the meeting to order at 6:34 PM.

Present                      Dianne James, President; Monica Cantrell, Vice President; Pat Turner, Member; Tom Ivey, Member; Shirley Price, Member

Late arrivals                Estelle Holmes, Secretary, arrived at 6:40 PM

Absent                        Ted Robinson, Jr., Member

Others                        Mike Bergman, Superintendent; Susan Thompson, Assistant Superintendent of Curriculum and Instruction; Nina Conway, Business Manager; Larry Allen, Hitchcock High School Principal; Blanca Ochoa, Crosby Middle School Principal; Phyliss Coleman, Hitchcock Primary School Principal; Ethel Gaines, Kids First Head Start Interim Director; Randy Dowdy, Director of Student Support Services

Call to Order                Dianne James, President, called the meeting to order at 6:34 PM; announced the presence of a quorum and stated that the meeting had been duly called and the notice had been posted in the manner prescribed by law.

Pledge of Allegiance        Ms. Cantrell led the members of the Board and patrons in the Pledge of Allegiance to the U. S. flag and Mr. Ivey led the members of the Board and patrons in the Pledge to the Texas flag.

Public Hearing to discuss the District's  
2008-2009 Annual Performance Report

Presentation of report

Ms. Thompson presented the 2008-2009 Annual Performance Report to the Board and to members of the audience outlining positive and negative findings. The 2008-2009 AEIS report can be found on-line through the TEA website or the Hitchcock ISD website and a complete copy of the report is available on each campus and at the administrative office.

Audience with patrons

None

Adjourn Public Hearing

The Public Hearing was adjourned.

Recognitions/Programs

Certificates of Recognition were presented:

1. Feature twirler award—Sunnie Alvarado—introduced by Dianne James
  - a. 110% Award Ribbon and Plaque
  - b. MA Honor Roll Medal
  - c. All American—All Star Award
  - d. Rising Star Ribbon
  - e. Excellent Ribbon
  - f. Superior Trophy
  - g. Spirit Stick Award
  
2. Daughters of the American Revolution Essay Contest winners—Hitchcock High School—introduced by Dianne James
  - 1<sup>st</sup> place—12<sup>th</sup> grade—Devyn Sims
  - 2<sup>nd</sup> place—12<sup>th</sup> grade—Ashlynn Hallee
  - 1<sup>st</sup> place—11<sup>th</sup> grade—Ernest Stephenson—essay was selected to be sent to the state level representing Galveston County
  - 2<sup>nd</sup> place—11<sup>th</sup> grade—Janeth RodriguezCrosby Middle School—introduced by Denise Charlston
  - 1<sup>st</sup> place—6<sup>th</sup> grade—Drager Landry
  - 2<sup>nd</sup> place—6<sup>th</sup> grade—Emily Desormeaux
  - 1<sup>st</sup> place—7<sup>th</sup> grade—Tajinderpal Walia
  - 2<sup>nd</sup> place—7<sup>th</sup> grade—Nathan Quintanilla
  - 1<sup>st</sup> place—8<sup>th</sup> grade—Brittney Johnson
  - 2<sup>nd</sup> place—8<sup>th</sup> grade—Venessa Galaviz

3. Greater Gulf Coast Cooperative Sixth Annual Art Contest winners—introduced by Dianne James

EE-K 2<sup>nd</sup> place—Elroy Hensley—Kindergarten

1<sup>st</sup> & 2<sup>nd</sup> Grade 3<sup>rd</sup> place—Jonathan Silver—1<sup>st</sup> grade

3<sup>rd</sup> – 5<sup>th</sup> Grade 2<sup>nd</sup> place—Mya Evans—3<sup>rd</sup> grade  
3<sup>rd</sup> place—Markeith Cahee—4<sup>th</sup> grade

Honorable Mention: Rodney Mason—4<sup>th</sup> grade

4. Above and Beyond Citizen Award—January 2010, will be presented at the February 16, 2010, board meeting
5. School Board Appreciation

The administration, principals, directors, teachers, and staff express their appreciation to the members of the Board of Trustees for their thankless hours of time and commitment to the district:

Dianne James, President  
Monica Cantrell, Vice President  
Estelle Holmes, Secretary  
Pat Turner, Member  
Ted Robinson, Member  
Tom Ivey, Member  
Shirley Price, Member

Dr. Bergman presented a proclamation declaring his appreciation to the members of the Hitchcock ISD and proclaimed the month of January 2010, as School Board Recognition Month. [See attached]

Each member received a plaque from TASB “Hats Off to Texas Trustees—School Board Recognition Month, January 2010”.

Kids First Head Start—Ethel Gaines presented an appreciation poster to the Board and a gift of appreciation.

Hitchcock Primary School—Phyliss Coleman  
Tricia Messina passed out gifts of appreciation and also presented a video prepared for the occasion.

Crosby Middle School—Blanca Ochoa

Gifts of appreciation were presented to the Board and a special PowerPoint presentation by Hunter Zavion entitled “School is Important” was presented by Mr. Zavion.

Hitchcock High School—Charlotte Grieneisen, Hitchcock High School Life Skills and Hitchcock High School Student Council members presented gifts of appreciation to the Board

Greater Gulf Coast Cooperative—Brenda Kemmerling presented a gift of appreciation to the Board

Ms. James, on behalf of the Hitchcock ISD Board of Trustees thanked everyone.

#### Public Participation

1. Joanna Mora addressed the Board in support of Dr. Bergman and renewal of his contract.
2. Michael Stephenson addressed the Board in support of Dr. Bergman and renewal of his contract.
3. Meisha Williams addressed the Board concerning a board member addressing female students at Crosby Middle School on an inappropriate subject matter without the principal being present and without giving the parents the opportunity to opt-out their child from the program. Ms. Williams requested that this be placed on the agenda for the next board meeting for the Board to address.
4. Harry Robinson addressed the Board in support of converting Mooney Gym to an auditorium.
5. Rona Smith addressed the Board in support of Dr. Bergman and asked the Board to vote to renew his contract.
6. Stephanie Gutierrez addressed the Board concerning a board member addressing female students at Crosby Middle School stating that the program was supposed to be a motivational program for TAKS testing and it turned out to be on an inappropriate subject matter. She asked that something be done.
7. Cathy Brooks addressed the Board in support of a district auditorium and to remodel Mooney Gym to an auditorium.

8. Liz Bilek invited the Board to a “A Slice of the Pie” workshop and social on Thursday, February 4, 2010, 5:30 PM. Invitations were given to the Board members and each member received a piece of homemade pie.
9. Alicia Tholen addressed the Board concerning the school phones at Hitchcock Primary School.

010-001  
Consent Agenda

A motion was made by Estelle Holmes and seconded by Monica Cantrell to approve the consent agenda as presented and as recommended by the administration.

1. Minutes of the Special Called meeting of December 3, 2009, and the Regular Meeting of December 15, 2009
2. Monthly Financial Report, Check Register, and Investment Report for month ending December 31, 2009
3. Monthly Tax Collection Report for month ending December 31, 2009
4. Monthly Kids First Head Start Financial Report and Monthly Check Register for month ending December 31, 2009
5. Monthly Greater Gulf Coast Cooperative/SHARS Financial Report and Monthly Check Register for month ending December 31, 2009
6. Response to the Texas Education Agency to express the opinion that the proposed new campus by the YES Prep Public Schools poses a potential for financial difficulty because of loss of enrollment

Motion carried with all in favor.

Reports/Information from the Superintendent

Board Liaison Report

Kids First Head Start (KFHS) Policy Council

Ms. James reported that the KFHS Policy Council met on January 12, 2010, at 5:34 PM. The following information was presented:

1. Financial report
2. Director’s report
3. Triennial review

4. New member appointment—Henrietta Ramirez

Budget Calendar  
2010-2011

The 2010-2011 Budget Calendar was presented to the Board for their review and information. [See attached]

Action

010-002

2010-2011 School Calendar

A motion was made by Estelle Holmes and seconded by Shirley Price to approve the 2010-2011 school calendar, as presented and as recommended by the administration. [See attached]

Motion carried with all in favor.

010-103

Establishment of the 45<sup>th</sup>  
calendar day prior to the last  
day of instruction

A motion was made by Estelle Holmes and seconded by Tom Ivey to reaffirm that the last formal day of instruction is June 4, 2010, and to approve Tuesday, April 20, 2010, as the deadline for giving notice of proposed non-renewal of a teacher's contract.

Motion carried with all in favor.

010-104

Date for administrators' and  
teachers' contract review

A motion was made by Estelle Holmes and seconded by Monica Cantrell to approve March 23, 2010, for the review and approval of contracts for administrators, directors, teachers, and other contract personnel.

Motion carried with all in favor.

010-105

Set date and time for Open House—  
Hitchcock Primary School

A motion was made by Estelle Holmes and seconded by Monica Cantrell to set Thursday, February 11, 2010, 5:00 PM, as the date for the Open House—Hitchcock Primary School.

Motion carried with all in favor.

010-106

Budget Amendment—SFISD—  
CATE classes

A motion was made by Estelle Holmes and seconded by Monica Cantrell to approve the budget amendment recognizing the revenue from Santa Fe ISD students attending classes in Auto Tech and Building Trades as reflected on the attached spreadsheet, as presented and as recommended by the administration.

Motion carried with all in favor.

010-107

District auditorium

Ms. Cantrell opened the item up for discussion and possible action on a future agenda by stating that she had received several inquiries from the community regarding renovating Mooney Gym into a district/community auditorium once the middle school moves from the current Crosby Middle School building.

Ms. James requested that a committee be formed to see what cost would be involved.

010-108

Additional Parking at  
Hitchcock Primary School

Ms. Cantrell led the discussion about not having enough parking spaces at Hitchcock Primary School. Dr. Bergman said that he had contacted Joiner Partnership and he should receive quotes in the next few days and report to the Board his findings.

Harry Robinson addressed the Board and suggested building a road, from the back of the primary school, connecting with Delaney Road. He asked the Board to check out the necessary permits and easements to build the road. He also said that a bridge would be needed over the drainage ditch. With a road connecting to Delaney Road; it would help with traffic congestion on FM 2004.

Ms. James directed Dr. Bergman to get with Scott Brady, Joiner Partnership, to check out and to report back to the Board.

010-109  
Grade Levels at Stewart  
Elementary School and  
Crosby Middle School

A motion was made by Monica Cantrell and seconded by Estelle Holmes to hold a workshop on February 18, 2009, 6:30 PM, to discuss the grade levels at Stewart Elementary School and Crosby Middle School.

Motion carried with all in favor.

010-110  
At-will hiring

A motion was made by Estelle Holmes and seconded by Tom Ivey that the hiring and termination of at-will employees will be done by the Board in lieu of the superintendent.

After discussion, Estelle Holmes and Tom Ivey retracted their motion.

A motion was made by Estelle Holmes and seconded by Tom Ivey to have all at-will employees be presented to the Board for approval, the same as professional employees.

Members in favor: Dianne James, Monica Cantrell, Estelle Holmes,  
Tom Ivey, Shirley Price

Members not seated  
for the vote: Pat Turner

Motion carried with all in favor.

010-011  
Drug testing of employees

Ms. Cantrell led the discussion stating that she had received information concerning some staff using recreational drugs and wanted to bring it to the Board's attention.

Ms. James directed the superintendent to check out the cost associated with random drug testing for all employees and to check board policies of other districts on how they handle drug testing.

Ms. Holmes asked that a memo be sent out to employees asking them to come forward to receive the help needed to overcome their problem and



to place the employee on 30-day leave with pay, to enable them to receive help.

Dr. Bergman said that he would consult with the District's attorney.

#### Closed Session

Dianne James, President, called the members of the Board of Trustees into Closed Session at 8:40 PM for the purposes permitted as authorized by the Texas Open Meeting Act, Texas Government Code:

551.071 Consultation with District's Attorney Stephen Dubner of the Law Office of Stephen Dubner on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings specifically including the legal issues related to the Level III Grievance—Rona Smith and the Level III Grievance—Rachel Stephenson.

551.074 Personnel: Discuss Superintendent's Summative Evaluation and Contract Review

551.074, 551.082

- Level III Grievance—Rona Smith
- Level III Grievance—Rachel Stephenson

Michael Smith, Ms. Smith's representative, requested that both grievances be heard together since they are related, and to hold the grievances in open session.

Ms. James, respondent to the grievances, asked that the grievance be held in closed session. The Board adjourned into closed session.

#### Reconvene from Closed Session

The members of the Board of Trustees reconvened from Closed Session at 11:55 PM for action, if any.

#### Motion 1

A motion was made by Estelle Holmes and seconded by Shirley Price to extend the Superintendent's contract to 2012.

Members in favor: Estelle Holmes, Pat Turner, Shirley Price

Members opposed: Dianne James, Monica Cantrell, Tom Ivey

Motion failed for lack of a majority.

Motion 2 A motion was made by Estelle Holmes and seconded by Shirley Price, with respect to the Level III grievance of Rona Smith, that the Board of Trustees grant the grievance and request Ms. James to grant the requested remedy of an apology and that Monica Cantrell, Vice President, issue an apology to Rona Smith on behalf of the Board of Trustees.

Members in favor: Estelle Holmes, Pat Turner, Shirley Price

Members opposed: Monica Cantrell

Members abstained: Dianne James, Tom Ivey

Motion carried with the majority in favor.

Motion 3 A motion was made by Estelle Holmes and seconded by Shirley Price, with respect to the Level III grievance of Rachael Stephenson, that the Board of Trustees grant the grievance and request Ms. James to grant the requested remedy of an apology and that Monica Cantrell, Vice President, issue an apology to Rachael Stephenson on behalf of the Board of Trustees.

Members in favor: Estelle Holmes, Pat Turner, Shirley Price

Members opposed: Monica Cantrell

Members abstained: Dianne James, Tom Ivey

Motion carried with the majority in favor.

Ms. Cantrell issued an apology to Rona Smith and Rachael Stephenson on behalf of the Board of Trustees.

Motion 4 A motion was made by Estelle Holmes and seconded by Tom Ivey to rescind its previous action on action item #010-010 regarding at-will employees and to place the item on a future agenda.

Motion carried with all in favor.

Future Agenda Items

1. Recognition of the 2009 football team, include academic and athletic awards
2. Optional School Year Program
3. Cheerleading
4. Ms. Holmes, TASB representative, will report on her trip to Washington, DC

Announcements

1. Galilee Baptist Church is accepting donations for Haiti.
2. The Black History program at Hitchcock High School will be held on Friday, February 12, 2010, approximately 2:30 PM.

Adjournment

A motion was made by Pat Turner and seconded by Shirley Price to adjourn the meeting. Motion carried with all in favor. The meeting was adjourned at 12:03 AM, January 20, 2010.

Respectfully submitted,

Brenda J. Taylor  
Recording Secretary

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Dianne James, President

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Estelle Holmes, Secretary