

**NOTICE OF REGULAR BOARD MEETING
BOARD OF TRUSTEES OF SANTA ANNA ISD**

DATE: Monday, March 18, 2024
TIME: 5:30 PM
PLACE: Santa Anna Library, 701 Bowie, Santa Anna, TX

AGENDA

1. Opening by the President and Invocation
2. Open Forum
3. Action and Discussion Items
 - 3.1 Action Student Recognitions
 - 3.2 Action Approval of Minutes
 - 3.3 Action Payment of Bills and Review of Financial Reports
 - 3.4 Action Approve Budget Amendments, If Any
 - 3.5 Action Discuss and/or Approve Pay Raises and Retention Bonuses
 - 3.6 Discussion Region 15 2024 Board Elections
 - 3.7 Discussion Superintendent Reports
 - Enrollment Report (see attached)
 - 3.8 Action Personnel: Closed Meeting (TGC 551.074)
 - A. Personnel Review
 - Resignations
 - Teacher Contracts
 - Non-Certified Contracts



Todd White 3-8-24 Date

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- Agenda items do not have to be taken in the same order as shown on this meeting notice.
 - During the course of the meeting, should a discussion of any item on the agenda be held in executive session, the board may convene in such executive or closed session by law, "Government Code, Chapter 552 and 552".

HEARING FROM PATRONS

Under the first order of business the board president will allow members of the audience to address the Board when in compliance with the following regulations.

1. Individuals wishing to speak should complete and present the attached card to the board president prior to the meeting being called to order.
2. Each presentation will be limited to five minutes.
3. Delegations must be represented by not more than three spokespersons with a five-minute limitation for each.
4. The Speaker should rise, identify himself/herself by name and address and, if he/she represents an organization, identify the group. Remarks should be addressed to the Board.
5. The Board, in open meetings as this is considered a personnel action and subject to executive session will not hear complaints and/or discussion about individual school employees. Charges or complaints about specific personnel shall be presented in writing to the school administration or board president and signed by the individual filing the complaint. Administrative remedy must be sought prior to becoming an agenda item as required by board policy.
6. It is the policy of the present board to provide an opportunity for patron comments as time permits.
7. Action may be taken *only* on those items listed on the Agenda.

The Board is pleased to have you visit all meetings and become better informed about school affairs. Individuals wishing to speak to the Board should become familiar with the appropriate procedures as listed above. The Board is interested in your constructive comments and has provided this opportunity for improved communications with patrons attending the meetings.

CLOSED MEETING GUIDELINES

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meeting Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:
Texas Government Code Section:

- 551.071 Private consultation with the board's attorney.
- 551.072 Discussing purchase, exchange, lease or value of real property.
- 551.073 Discussing negotiated contracts for prospective gifts or donations.
- 551.074 Discussing personnel or to hear complaints against personnel.
- 551.075 To confer with employees of the school district to receive information or to ask questions.
- 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
- 551.082 Considering discipline of a public school child, or complaint or charge against personnel.
- 551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
- 551.084 Excluding witnesses from a hearing.
Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting or session, then the final action, final decision, or final vote shall be either: (a) in the open meeting covered by the Notice upon the reconvening of the public meeting, or (b) at a subsequent meeting of the School Board upon notice thereof; as the School Board shall determine.
- 552.0821 Permits school boards to hear in closed meeting non-disciplinary, student-related matters if "personally identifiable information about the student will necessarily be revealed by the deliberation."

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number: 3.1

Topic of Agenda Item: Student Recognitions

Status:

Recommendation:

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number: 3.2

Topic of Agenda Item: Approval of Minutes

Status: Attached

Recommendation: That the minutes be approved as written.

SANTA ANNA INDEPENDENT SCHOOL DISTRICT
REGULAR MONTHLY MEETING
FEBRUARY 26, 2024

The regular monthly meeting of the Santa Anna I.S.D. Board of Trustees was held Monday February 26, 2024, at 5:30 P.M. in the Santa Anna I.S.D. Library.

President Janice Fellers called the meeting to order and announced that a quorum was present.

MEMBERS PRESENT

Janice Fellers, Denise Montgomery,
David Herrod, Roger Guerrero, Jr.,
Glen Donham, Josh Daniel, Billy Perry

MEMBERS ABSENT

None

SCHOOL OFFICIALS PRESENT

Todd White, Katrina Tomlinson,
Frediena Emerson, Edward Morales, Steffany
Fitzpatrick, Darla Perry,

David Herrod gave the invocation.

APPROVAL OF MINUTES. The minutes were provided for the board members in their monthly packets. The motion to accept the minutes as they are written was made by Josh Daniel, seconded by Glen Donham. The motion carried 7-0.

PAYMENT OF THE BILLS AND APPROVAL OF THE FINANCIAL STATEMENTS.

Copies of the financial statements and a list of the monthly bills were provided for the board to view. The motion to pay the bills and accept the financial statements was made by Glen Donham, seconded by David Herrod. The motion carried 7-0. (Attachment 1)

APPROVE SCHOOL CALENDAR FOR 2024-2025. The board was provided with the calendar for the 2024-2025 school year. David Herrod made the motion to approve the calendar, Josh Daniel seconded the motion. Motion carried 7-0. (Attachment 2)

APPROVE CANCELLATION OF SCHOOL BOARD ELECTION. The board approved the cancellation of the election for two trustee seats. The candidates who have been unopposed are hereby certified. Josh Daniel made the motion to approve. Billy Perry seconded the motion. Motion carried 7-0. (Attachment 3)

APPROVE SUPERTINDENT TO BE ABLE TO HIRE STAFF MARCH THROUGH AUGUST WITHOUT BOARD APPROVAL. Glen Donham made the motion to approve, and Josh Daniel seconded the motion. Motion carried 7-0.

APPROVE MEMBERSHIP WITH WEST CENTRAL TEXAS COUNCIL OF

GOVERNMENTS. Glen Donham made a motion to approve. David Herrod seconded the motion to approve. Motion carried 7-0 (Attachment 4)

APPROVE RESOLUTION REGARDING SENATE BILL 763. The Board approved Option A. Glen Donham made a motion to approve, and Denise Montgomery seconded the motion. Motion carried 7-0. (Attachment 5)

DISCUSSION ITEM. Summary of findings from Intruder Detection Audit was presented by Mr. White. The report and next steps were discussed.

DISCUSSION ITEM. Staff Compensation options reviewed and discussed by Mr. White.

SUPERINTENDENT'S REPORT. Enrollment numbers reviewed and are as follows:

Pre-K	20
Elementary	122
Secondary	107
Total	249

The Board recognized students with certificates of achievement.

Mr. White discussed the student of the week and the employee of the week.

Mr. White discussed and presented student performance data.

Mr. White announced delivery of track sign and revealing.

PERSONNEL The board convened into closed session at 6:24 and returned from closed session at 7:53 pm. The following actions were taken. David Herrod made the motion to approve to extend a one-year contract to Edward Morales, Secondary Principal and Darla Perry, Elementary Principal. Billy Perry seconded the motion. Motion carried.

Josh Daniel made the motion to extend a one-year contract to Terrance Wadley, Athletic Director.

Glen Donham seconded the motion. Motion carried.

Glen Donham made the motion to extend a one-year contract to Superintendent, Todd White, Josh Danie seconded the motion. Motion carried.

The next board meeting will be March 18, 2024, at 5:30pm.

We affirm that these minutes are complete and correct.

Board President

Board Secretary

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number:

3.3

Topic of Agenda Item:

Approve Payment of Bills

Status:

Attached

Recommendation:

That the payment of bills be Approved

SUPPLEMENT TO AGENDA

DATED

3-18 -2024

Agenda Item Number: 3.4

Topic of Agenda Item: Approve Budget Amendments, if Any

Status:

Recommendation: That Budget Amendments be Approved

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number: 3.5

Topic of Agenda: Discuss and/or Approve Pay Raises and Retention Bonuses

Status:

Recommendation: That the Pay Raises and Retention Bonuses be Approved

Staff Compensation Discussion

Options:

1. The Insurance Gap is approximately \$200/month
 - a. If everyone received insurance = $2,400 \times 50 = \$120k$
 - b. Currently with 34 using insurance = $2,400 \times 34 = \$81.6k$
2. If we look at adding \$100/month towards insurance
 - a. Currently with 34 using insurance = $1,200 \times 34 = \$40.8k$
3. If we put \$1000 annually towards insurance
 - a. Currently with 34 using insurance = $1,000 \times 34 = \$34k$
4. Retention / Recruitment Stipend of \$500/250 per employee = \$26k
5. 3% increase for Administration, Kitchen, Custodial, & technology
 - a. Teachers and Paras get annual step raise (around 1,200 – 1,900 for teachers)
 - b. 3% would be similar to a step raise for all non-teachers/Paras
 - c. Cost = between 10 - 15k
6. Potential Stipend for Math / Science

A combination of 3, 4, & 5 would be less than 75K and would be doable

- Locked in for 50k annually
- Everyone gets something

SUPPLEMENT TO AGENDA

DATED

3-18 -2024

Agenda Item Number: 3.6

Topic of Agenda: Region 15 2024 Board Elections

Status: Attached

Recommendation:



February 27, 2024

TO: Superintendent Addressed
FROM: Casey Callahan Ed.D., Executive Director
SUBJECT: 2024 Board Elections

In accordance with the Texas Administration Code regarding **uncontested** races, the Region 15 Board of Directors on Wednesday, February 21, 2024, declared the following:

Teri Trull

PLACE 1 — Area III Counties to represent Brown County, Coleman County, San Saba County, and McCulloch County.

Walter Holik, Jr.

PLACE 4 — Area II Counties: to represent Concho County, Coke County, Crane County, Irion County, Runnels County, Tom Green County, and Sterling County.

Dean Munn

PLACE 7 — Area II Counties: to represent Concho County, Coke County, Crane County, Irion County, Runnels County, Tom Green County, and Sterling County.

are duly elected to the Board of Directors of ESC Region 15. The term for the above places will be effective June 1, 2024.

In view of this action, **there are no requirements for the dissemination of ballots and voting by trustees at the local district level.** If you have any questions regarding these procedures, feel free to contact the ESC at any time.

Sincerely,

Casey Callahan, Ed.D.
Executive Director

CC:pg

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number: 3.7

Topic of Agenda Item: Superintendent Report
• Enrollment Report

SANTA ANNA ISD WEEKLY ENROLLMENT

March 4th – Mach 8th, 2024

Pre-K	(3 yr. old)	<u>11</u>		
	(4 yr. old)	<u>10</u>	TOTAL PK	<u>21</u>
<hr/>				
Kindergarten		<u>16</u>		
First		<u>16</u>		
Second		<u>15</u>		
Third		<u>16</u>		
			Total	<u>122</u>
Fourth		<u>21</u>		
Fifth		<u>16</u>	Total Elem.	<u>143</u>
Sixth		<u>22</u>	Incl. PK	
<hr/>				
Seventh		<u>22</u>		
			<u>36</u> TOTAL JR. HIGH	
Eighth		<u>14</u>		
Ninth		<u>14</u>		
Tenth		<u>15</u>		
Eleventh		<u>24</u>		
			<u>70</u> TOTAL H. S.	
Twelfth		<u>17</u>		
Bangs AEP		_____	Total Second.	<u>106</u>

For Office Use Only

Pre-K	Eligible $21 \div 2 = 10.5$		249
		TOTAL	
Elem/Secondary	$122 + 106 + 10.5 =$	Paid On	
Early SE _____		TOTAL	238.5

RADA (96% of Attendance) 228.96

SUPPLEMENT TO AGENDA

DATED

3-18-2024

Agenda Item Number: 3.8

Topic of Agenda Item: Personnel: Closed Meeting (TGC551.074)

A. Personnel Review

- **Resignations**
- **Teacher Contracts**
- **Non-Certified Contracts**

2024-2025 RECOMMENDATIONS

ONE YEAR PROBATIONARY CONTRACT

Mariah Sikes Third Grade Teacher

ONE YEAR DUAL ASSIGNMENT TERM CONTRACT

Calvin Brown Secondary Teacher/Coach

Kenneth Craig Secondary Teacher/Coach

Philip Devanney Secondary Teacher/Coach

Jose Lunda Secondary Teacher/Coach

ONE YEAR TERM CONTRACT

Leslie Brush Elementary Teacher

Terrie Bryans Elementary Teacher

Jennifer James Elementary Teacher

Madilyn Kuykendall-Ellerbe Elementary Teacher

Oliva Perry Elementary Teacher

Amanda Sikes Elementary Teacher

Glenda Vasquez Elementary Teacher

Micah Anderson Secondary Teacher

Debra Hagood Secondary Teacher

Nathan Hindman Secondary Teacher

Raeann Kouterick Secondary Teacher

Tony Martinez Secondary Teacher

Shawn Newell Secondary Teacher

Yvonne Perez Secondary Teacher

Kay Sheilds Secondary Teacher

Steffany Fitzpatrick Dean of Students

NON-CERTIFIED CONTRACT

Katrina Tomlinson Business Manager

Kim White ARC Director

NON-CERTIFIED PART-TIME CONTRACT

Larry Bostick Technology Director

PART-TIME EMPLOYMENT AGREEMENT

Jerry Barker Band Director

Kristi Herro Counselor