

**Nazareth ISD BOE  
Regular Meeting  
April 10, 2024**

The meeting was called to order by President Jenny Schulte at 7:31 p.m. Other members present were, Mitchell Brockman, Marty Gerber, Keith Hoelting, and Allison Kleman. Also present was Principal Robert O'Connor and Superintendent Dr. Kara Sue Garlitz. The prayer, pledge and mission statement were led by Marty. Vice President Alan Birkenfeld entered the meeting at 7:40 p.m.

Under the Principal's Reports, Mr. O'Connor included enrollment/attendance information, a calendar of upcoming events, and an academic update.

Dr. Garlitz presented the Superintendent Report, which included the regular reports of District's current bills, financial reports, cash flow and investment report, Pledged Securities, Castro CAD monthly tax collection, facilities and operations, transportation, and personnel. It also included the 2024-2025 Salary Schedules, the 2024-2025 Transfer Students, the Instructional Material Allotment & TEKS Certifications for 2024-2025, and upcoming training opportunities.

Approval of the check lists and financial reports will be considered under the Consent Agenda. Cash flow and investments were presented. The pledged securities with Peoples Bank were reported and presented. Castro County Appraisal District reported that 96.56% of current M&O taxes and 97.54% of current I&S taxes have been collected.

Dr. Garlitz gave an update on facilities and operation, transportation, and personnel. The Trustee Election calendar for May 4 election was reviewed. The list of current transfer applications for 2024-2025 were presented. Under the Consent Agenda the board will consider approval of the Instructional Material Allotment & TEKS Certification for 2024-2025.

A motion to approve the Consent Agenda including the March 13, 2024 regular meeting minutes, financial reports, current check payment lists, approving the 2024-2025 salary schedules, and approving the Instructional Material Allotment and TEKS Certification for 2024-2025 was made by Keith. The motion was seconded by Marty, and the motion carried 6-0.

The board entered into closed session at 8:42 p.m. under section(s) 551.074 in accordance with the Texas Open Meeting Act. The board exited closed session at 9:26 p.m.

Jenny made a motion to approve the resolution for an extra-duty stipend for all current staff members. The motion was seconded by Marty, and the motion carried 6-0.

Alan made a motion to approve Dr. Garlitz's recommendation to extend Nathan Branum a two-year professional Certified Administrator's contract as assistant principal for 2024-2025 and 2025-2026. The motion was seconded by Keith, and the motion carried 6-0.

Mitchell made a motion to approve Dr. Garlitz's recommendation to approve Amanda Branum for a probationary professional contract for 2024-2025. The motion was seconded by Alan, and the motion carried 6-0.

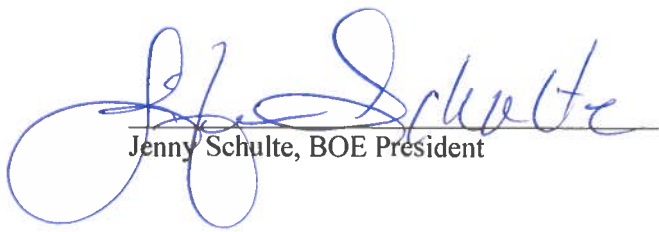
Marty made a motion to approve Dr. Garlitz's recommendation to approve Kirk Mitchel Parsley for a probationary dual assignment contract for 2024-2025. The motion was seconded by Jenny, and the motion carried 6-0.

Mitchell made a motion to approve Dr. Garlitz's recommendation to renew the contracts of the teachers and counselor as presented. The motion was seconded by Alan, and the motion carried 6-0.

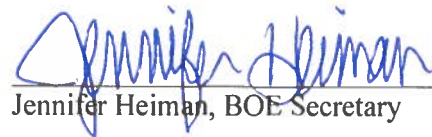
Jenny made a motion to accept the resignation of Benancio Loya. The motion was seconded by Marty, and the motion carried 6-0.

After discussion, Mitchell made a motion to approve the quote from Bluum for the purchase of Chromebooks and the quote from AVI-SPL for the purchase of smart boards. The motion was seconded by Keith, and the motion carried 6-0.

Time was provided for closing comments or further questions. Allison made a motion and Alan seconded it to adjourn. The motion passed unanimously. The meeting adjourned at 9:45 p.m.



Jenny Schulte, BOE President



Jennifer Heiman, BOE Secretary

**RESOLUTION OF THE  
NAZARETH INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES AUTHORIZING AN  
EMPLOYEE STIPEND FOR SUPPLEMENTAL TRAINING**

At a lawfully called meeting on April 10, 2023, the Board of Trustees ("Board") of Dalhart Independent School District (the "District") does hereby make the following resolutions regarding expenditure of public funds for supplemental employee training;

WHEREAS, the Board of the District is authorized under Texas Education Code Section 45.105 to expend District funds for purposes necessary in the conduct of the public schools, as determined by the Board; and

WHEREAS, the Board is committed to providing high-quality professional development opportunities for its employees to enhance their knowledge and skills; and

WHEREAS, professional development is vital for employee growth, productivity, and overall effectiveness in the employee's respective role within the District; and

WHEREAS, the Board desires that all District employees complete a supplemental training that includes reflections on the 2023-2024 school year and prepares District employees for the 2024-2025 school year ("Supplemental Training Program") to enhance employee effectiveness within the District; and

WHEREAS, District employees are not required to attend this Supplemental Training Program as part of their regular job duties; and

WHEREAS, the Board has considered the implementation of a Supplemental Training Program for the 2023-2024 school year and finds there is a legitimate need to foster employee professional growth, and further finds a Supplemental Training Program will improve employee effectiveness, will enhance the instruction of students, and serves a substantial public purpose.

NOW BE IT THEREFORE RESOLVED BY THE BOARD OF TRUSTEES, in furtherance of the public purpose so stated in this Resolution, that:

1. The recitals set forth above are found by the Board to be true and correct and adopted as official findings of the Board and operative provisions hereof; and
2. A public purpose exists to pay District employees who complete the Supplemental Training Program, through a one-time payment for the 2024-2025 school year (the "Supplemental Training Stipend"); and
3. The expenditure of public funds for providing the Supplemental Training Stipend is necessary for the conduct of the public schools; and
4. The District will retain sufficient control over the distribution and use of the Supplemental Training Stipend to ensure that the public purpose is accomplished; and
5. The District will receive the significant benefit of improving overall employee

effectiveness and enhancing the instruction of students; and

6. Each person who is currently employed by the District for the 2023-2024 school year and attends and completes the Supplemental Training Program to be held in the month of April, 2024 will receive a one-time Supplemental Training Stipend equal to \$3,000 of the employee's salary, subject to all applicable state and federal withholdings, in exchange for the employee's completion of the Supplemental Training Program; and
7. Should an employee resign, be terminated, or otherwise be separated from employment prior to the date of payment of the Supplemental Training Stipend, the District shall not be obligated to pay employee such stipend; and
8. The Board authorizes the administration to take any and all action necessary to carry out the wishes of the Board as expressed in this Resolution.

This resolution shall be in full force and effect from and after its passage, and it is so resolved.

PASSED AND APPROVED ON THIS 10<sup>th</sup> DAY OF April, 2024.

  
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President, Board of Trustees  
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Secretary, Board of Trustees