

**Nazareth ISD BOE  
Regular Meeting  
October 13, 2021**

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

Under Principal's Reports, Mr. O'Connor discussed enrollment, presented important dates on upcoming calendar, and gave an academic update which included beginning of year data on our student growth in reading and math in PK-6<sup>th</sup>.

Dr. Garlitz presented the Superintendent's Report, which included the regular reports of District's current bills, financial reports, bank reconciliations, Castro CAD monthly tax collection, transportation report, facilities and operations report. Approval of the check lists, financial reports, and quarterly report 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 collections were reset in preparation for the new tax collection year.

Dr. Garlitz updated on facilities and operations with a report from Pro Track and Tennis on when they will begin repairing and resurfacing the tennis courts..

As part of the COVID-19 update, Dr. Garlitz shared that we had received 40 rapid antigen tests from DSHS as part of TEA's testing program.

The District Improvement Plan was presented. It will be considered for approval under the Consent Agenda.

Our yearly Team of 8 teambuilding training will be held on Wednesday, November 4 at 6:00 pm. This year's topic will be Teacher Incentive Allotment. The Fall School Board Conference will be November 9<sup>th</sup>. There will be a PAASB session/training on January 13. The Cybersecurity annual training link was emailed to all staff and board members.

A motion to approve the Consent Agenda including the September 8 regular meeting minutes, September 13 special meeting minutes, financial reports, current check payments lists, and to approve the District Improvement Plan as presented was made by Alan. The motion was seconded by Jennifer and the motion carried 6-0.

A motion to approve the FFA Concrete Slab Project and to approve the Ramirez quote was made by Jenny and seconded by Mitchell. The motion carried 6-0.

Keith made a motion to reappoint Justin Wethington to the Castro County Appraisal District Board for 2022-2023. It was seconded by Jennifer, and the motion carried 6-0.

Mitchell made the motion to adopt the resolution as presented to authorize the expenditure of public funds to compensate District employees who successfully complete additional training as

assigned and directed by the Superintendent and authorize the Superintendent to execute a supplemental duty agreement with each employee for such training and that Superintendent be authorized to take such other action as necessary to fulfill the action contemplated by this Resolution. Jennifer seconded the motion, and it was passed 6-0.

Dr. Garlitz led a discussion regarding Nazareth ISD's property values. This is a FIRST requirement.

Alan made a motion and Jenny seconded it to adjourn. The motion passed unanimously. The meeting adjourned at 8:34 p.m.

  
Marty Gerber, BOE President

  
Jenny Schulte, BOE Secretary

**A RESOLUTION OF THE NAZARETH INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES  
RELATING TO A MID-YEAR COMPENSATION STIPEND  
FOR ADDITIONAL DUTIES OF DISTRICT EMPLOYEES**

STATE OF TEXAS

§

COUNTY OF CASRTO

§

§

At a lawfully called meeting on October 13, 2021, the Nazareth Independent School District ("District") Board of Trustees does hereby make the following Resolution regarding assignment of supplemental duties and related compensation;

WHEREAS, due to other training that employees are required to attend and complete throughout the entire year, District personnel have not been able to complete Self Care During the COVID-19 Pandemic Training ("Training");

WHEREAS, the administration desires that District employees utilize Training to help further educate the staff and enhance job performance;

WHEREAS, the primary purpose of the Training is to benefit the school community and provide for a better qualified and educated workforce;

WHEREAS, in order to properly complete such Training, District employees will be required to take on additional responsibilities outside and in addition to their regular assigned duties;

WHEREAS, each employee who participates in the Training will enter into a supplemental duty agreement, in which each employee will agree to complete the Training, as assigned by the Superintendent, in addition to each employee's regular work related duties; and

WHEREAS, in consideration for completing the Training, the Board of Trustees wishes to compensate participating employees with a single additional payment in the amount of \$500.00, subject to all applicable federal and state taxes and withholdings (the "Payment");

NOW BE IT THEREFORE RESOLVED that the statements contained in the preamble of this Resolution are true and correct and adopted as findings of fact and operative provisions hereof;

NOW BE IT THEREFORE FURTHER RESOLVED that the Nazareth ISD Board of Trustees finds that there is a public purpose to providing a Payment to Nazareth ISD employees to compensate those employees for completing the Training in addition to their regular assigned duties;

NOW BE IT THEREFORE FURTHER RESOLVED that the Nazareth ISD Board of Trustees makes the following finding regarding the expenditure of public funds to compensate those employees who agree to complete the Training:

FINDING: Expending public funds to compensate employees for additional work undertaken to complete the Training is reasonable because of the following:


- (1) The predominant purpose of providing the Payments is to compensate Nazareth ISD employees for additional duties undertaken to complete the Training for the benefit of the school community, not to benefit unaffected private parties;
- (2) The District will retain sufficient control over the distribution and use of the Payments to ensure that the public purpose is accomplished; and
- (3) The District will receive the significant benefit of having its employees complete the Training.

BE IT THEREFORE FURTHER RESOLVED that the Superintendent is directed to make a Payment of \$500, subject to all applicable federal and state taxes and withholdings, to each participating District employee pursuant to a supplemental duty agreement who completes the Training as assigned by the Superintendent; and

BE IT THEREFORE FURTHER RESOLVED that the Nazareth ISD Board of Trustees 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 13<sup>TH</sup> DAY OF OCTOBER, 2021.

  
\_\_\_\_\_  
President, Board of Trustees

  
\_\_\_\_\_  
Secretary, Board of Trustees