

Minutes
Monday, April 22, 2024
Special Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Ross Hendershot, III, President
Justin Schwausch, Vice President
Josie Smith-Wright, Secretary
D'Anna Robinson
Ashley Molina
Gloria Torres
Sandra Gorden

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, April 22, 2024, at the Administrative Office Board Room, Gonzales, Texas. President, Ross Hendershot, III called the meeting to order at 5:30 P.M.

A quorum was declared with 7 members present.

Invocation, Pledge, Mission Statement

Justin Schwausch gave the Invocation, Ashley Molina led the Pledge to the Flag, and Gloria Torres read the Mission Statement.

Item #2: Public Comments: There were no public comments.

Item #3: New Business/Action Items:

A. **Discuss and Consider Action to Approve a Memorandum of Understanding with Victoria College**

Wendy Cox, GISD Director of CCMR, presented to the board the MOU. Victoria College will offer a New Program of Study in Diagnostic and Therapeutic Services in the Health Science Career Cluster affording students the ability to secure Industry-based Certifications as either Pharmacy Technician or Certified Clinical Medical Assistant based on local interest.

These certifications would be a four-year pathway, from Freshman year to Senior Year. Students would need to complete four level courses. Students would need to pass the industry-based certification to receive an accountability point from the state. Mrs. Cox recommended that the teacher, teaching these new pathways be a very experienced teacher, specifically a nurse. GISD would cover levels 1-3 and Victoria College would come in to cover level 4. Students would receive their specialized skills in the first semester of their senior year for each of the certifications they are pursuing. The second semester would allow intervening or offering remediation or support before a student goes back to retest. This Certification includes medical billing, coding, and records and will help someone who is interested in working at the front office of a medical office or hospital.

Pharmacy Technician is the second Certification. Our local pharmacies are looking for support. Students would take the same levels as the CCMA but when they reach level four they would take courses needed for Pharmacy Technician. We hope to be able to have our students work in local pharmacies to get the experience needed as they are taking this course to receive real life experience.

The goal is for students to have their certification before they graduate. Victoria College would proctor the certification exam or VC could train someone at GHS to proctor. If the student fails they could retake the exam in 30 days.

Pharmacy Tech certification exam cannot be given at VC Gonzales Center. The test has to administered through the Pharmacy Tech Board. VC is not allowed to give it at the Gonzales Center but can be given at the main VC Center in Victoria. However, VC is working on being able to administer the exam in Gonzales.

Justin Schwausch, made a motion, with a second from Josie Smith-Wright to approve the New Program in Diagnostic as presented.

The motion carried 7/0.

B. Discuss and Consider Action on Compensation

On behalf of the administrative team, Amanda Smith, GISD Chief Financial Officer, presented to the board recommendations for base pay changes for food service and bus drivers to be effective for the 2024-25 school year as well as recommended that the extra duty pay rate for the newly added ACE transportation program be added to the 2023-24 compensation plan at \$20.25 per hour. Because transportation for ACE was not offered at the beginning of the year, that pay rate was excluded from the compensation plan.

Ms. Smith stated that administration had been informed that the TASB pay study that is currently being conducted should be ready in time to bring the comprehensive 2024-25 compensation plan to the board for consideration in June making these 2024-25 recommendations considered today the first phase of the 2024-25 pay changes. Due to the market analysis being outsourced to TASB this year, the data was not ready in time to present the comprehensive compensation plan to the board in the usual timeline of April.

Changes for 2024-25 will very likely include a mandatory increase to the health insurance benefit to remain in compliance with the Affordable Care Act law. Based on estimates received from the Teacher Retirement System (TRS) insurance, administration is planning for at least a \$25 per month increase being necessary. The human resources department will attend the informational session when TRS releases the rates and make the final recommendation to the board of trustees at a later date.

Ross Hendershot made a motion, with a second from Ashley Molina to approve the compensation changes to the food service pay and bus driver pay as reflected on the pay analysis detail reports effective immediately through the end of this school year and the 2023-24 ACE bus driver extra duty pay rate and any necessary budget amendments.

The motion carried 7/0.

Item #4 Adjourn to Closed Session:

Under Texas Government Section [551.071](#) (Consultation with Attorney), Code Section [551.072](#) (Deliberation Regarding Real Property), [551.73](#) Deliberation Regarding Prospective Gift, Texas Government Code Section [551.074](#), (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section [551.076](#) (Deliberation regarding implementation of Security, personnel or devices) and Section [551.082](#): School Children; School District Employees; Disciplinary Matter or Complaint, Section [551.083](#): Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section [551.084](#): Investigation; Exclusion of witnesses from a hearing.

The board went into a closed session at 6:21 P.M.

Item #5 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 7:06 P.M.

Item #6 Adjourn

There being no further business, President Hendershot adjourned the meeting at 7:08 P.M.



Ross Hendershot, III, President
Board of Trustees



Josie Smith-Wright, Secretary
Board of Trustees