

Regular Meeting
Monday, September 9, 2024 5:30 PM

GISD Administrative Board Room
1615 St Lawrence St.
P O Box 157
Gonzales, Texas 78629

Agenda

1. Call to Order
Presenter: Board President
 - 1.A. Roll Call
Presenter: Board President
 - 1.B. Invocation:
Presenter: Gloria Torres
 - 1.C. Pledge:
Presenter: D'Anna Robinson
 - 1.D. Mission Statement:
Presenter: Ashley Molina
2. Public Comments
Presenter: Board President
3. New Business/Action Items
 - 3.A. Consent Agenda

Discuss and Consider Action to approve the Consent Agenda
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.A.1. Minutes of Meetings:
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.A.2. Budget Amendments:
Presenter: Amanda Smith, Chief Financial Officer; Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.B. Discuss and Consider Action to Approve the Members of the 2024-2025 School Health Advisory Council (SHAC)
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools; Erin Lindemann-LaBuhn, Executive Director, State and Federal Programs
 - 3.C. Discuss and Consider Action to change the October Regular scheduled Board Meeting to October 21, 2024
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 3.D. Discuss and Consider Action on Transportation Substitute and Extra Duty Pay Rate(s) for the 2024-25 school year
Presenter: Gene Kridler, Executive Director of Operations; Dr. Elmer Avellaneda, Superintendent of Schools
4. Reports
 - 4.A. Updates on state accountability
Presenter: Dr. Rachelle Ysquierdo, Executive Director of Curriculum and Instruction; Dr. Elmer Avellaneda, Superintendent of Schools

- 4.B. 2023 Bond Program Monthly Update
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
- 4.C. Financial Report
Presenter: Amanda Smith, Chief Financial Officer; Dr. Elmer Avellaneda, Superintendent of Schools
- 4.D. Superintendent Reports
Presenter: Dr. Elmer Avellaneda, Superintendent of Schools
 - 4.D.1. Enrollment-Attendance
 - 4.D.2. Campus Reports
- 5. Board Business
 - 5.A. Board Correspondence
 - 5.B. Dates of Interest
- 6. Adjourn to Closed session: Under Texas Government Code Chapter 551, The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The board may conveniently meet in such a closed or executive session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas government code chapter 551:
Presenter: Board President
 - 6.A. Personnel
- 7. Reconvene to Open Meeting: The Board will take appropriate action on items, if necessary, as discussed in Closed Session
Presenter: Board President
 - 7.A. Consideration and possible action to propose mid-contract termination of Ms. Wanda Fryer's term contract
Presenter: Ross Hendershot, Board President
- 8. Adjourn



Board of Trustees

Ross Hendershot, III
President

Justin Schwausch
Vice President

Josie Smith-Wright
Secretary

Naomi Brown

D'Anna Robinson

Ashley Molina

Gloria Torres

GISD School Board Agenda Information Sheet
September 9, 2024

SUBJECT: Public Comments

RATIONAL SUMMARY:

The next item on the agenda is public comment. Before we begin, I will remind our audience members of the Board's procedures for handling public comments. The public comment portion of our meeting is available to members of the public who wish to address a meeting item on tonight's agenda or other matter pertaining to Gonzales ISD.

Anyone who wants to speak during public comment must sign in before the start of the meeting and list the agenda item they want to discuss. Each public comment speaker will be allowed a maximum of 5 minutes to address the Board. If necessary for effective meeting management, or to accommodate large numbers of individuals wishing to address the Board, we may shorten the time for each individual wishing to present comments. The public comment portion of the meeting will allow all speakers who have signed up before the start of the meeting to address the Board regarding an item on tonight's agenda. Persons requiring a translator will be given additional time.

Please keep your comments or criticisms civil and courteous. Please also avoid using profanity during your opportunity to speak. Last, we ask that you not discuss students who are not your child.

If a speaker is seeking Board resolution of a specific complaint, that concern should be addressed through the District's grievance process. District policy DGBA has been established for addressing employee complaints, policy FNG is the avenue for filing parent complaints, and policy GF address community member complaints. Grievance forms can be obtained at any campus administration office, or in the central administration offices.



LEARNING TODAY,
LEADING TOMORROW



Board of Trustees

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President

Justin Schwausch
Vice President

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Secretary

Naomi Brown

D'Anna Robinson

Ashley Molina

Gloria Torres

GISD School Board Agenda Information Sheet
September 9, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Consent Agenda

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY:

A. Meeting Minutes: August 5, 2024-Special Meeting
August 19, 2024-Budget Workshop
August 26, 2024-Budget & Tax Adoption

B. Budget Amendments:

SUPERINTENDENT'S RECOMMENDATION: APPROVE

MOTION: *I move that the Board approve the consent agenda, as presented.*



LEARNING TODAY,
LEADING TOMORROW

Minutes
Monday, August 5, 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
Naomi Brown

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, August 5, 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

Gloria Torres gave the Invocation, Naomi Brown led the Pledge to the Flag, and D'Anna Robinson read the Mission Statement.

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

Item #3: Reports

A. Apache Stadium Renovation Project

Mr. Kridler presented to the board updates to Apache Stadium

- Find an auditor to audit Apache Field to make sure all is ADA compliant.
- Projected completion date for ramps is 8/30/24
 - New ramps and sidewalks on the south end on both home and visitors side.
- In 2 weeks grass will be top dressed with sand to level it out.
 - The grass project was 63,500 underbudget including goal post
- A mower is needed only for Apache Field to not cross contaminate.
- Press box
 - Painting, replace air conditioners, new carpet, fix back walls, new door
- Parking lot
 - Engage legal to initiate preparation of an interlocal agreement for the Apache Stadium parking lot project

Item #4: New Business/Action Items:

A. **Discuss and Consider Action to Adopt Davis-Bacon Prevailing Wage Rates**

Amanda Smith presented to the board the adoption of Davis-Bacon Prevailing Wage Rates. Due to the amount of time that has passed since the district last adopted prevailing rates, the district's legal council advised the adoption of the rates once again to ensure compliance with Davis Bacon for all Construction projects, including the Apache Stadium ramps and sidewalk ADA compliance project.

****The Texas Government Code 2258.022 requires the Board of Trustees to adopt the prevailing wage rates****

The board determines prevailing wages by 2 options

1. Conduct a survey
2. Use the US DOL rates in accordance with the Davis-Bacon Act

D'Anna Robinson made a motion, with a second from Josie Smith-Wright to adopt the most current prevailing wage rates for Gonzales County published by the US Department of Labor in accordance with the Davis-Bacon Act and its subsequent amendments, as presented.

The motion carried 7/0

B. Discuss and Consider Action to Select the Delivery Method for Construction Services for the Apache Stadium Ramps and Sidewalk Renovation Project

Amanda Smith presented to the board the delivery methods for the ramps and sidewalk upgrades at Apache Stadium before work can commence. To avoid any project delays, the administration recommends delegating authority to the superintendent.

Delivery Procurement Methods

- Low Bid
- Competitive Sealed Proposals
- Design Build
- Construction Manager Agents
- Construction Manager at Risk(CMAR)
- Job Order Contracting (JOC)

Josie Smith-Wright made a motion, with a second from Gloria Torres to delegate authority to the Superintendent to select the delivery method for construction services at Apache Stadium, as presented.

The motion carried 7/0

Item #5 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 closed session at 6:03 P.M.

Item #6 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 6:51 P.M.

Item #6 Adjourn

There being no further business, President Hendershot adjourned the meeting at 6:52 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

Minutes
Monday, August 19, 2024
Budget Workshop
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
Naomi Brown

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, August 19, 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

Josie Smith-Wright gave the Invocation, Naomi Brown led the Pledge to the Flag, and D'Anna Robinson 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 the Consent Agenda**

Dr. A presented to the board the August 12, 2024 board minutes for approval.

Justin Schwausch made a motion, with a second from Gloria Torres, to approve the consent agenda, as presented.

The motion carried 7/0

B. **Discuss and Consider Action on Renaming a portion of the GHS Competition Gym**

Dr. A spoke to the board and called Curt Metzler to speak about the renaming a portion of the GHS Competition Gym in honor of Vic Salazar.

- Mr. Metzler and his group would be willing to provide up to \$10,000 to have the Competition Gym floor in honor of Vic Salazar.

Ms. Smith-Wright asked Mr. Metzler if it was only going to be the gym floor and Mr. Metzler replied that it would be up to the board. The flooring would be good or signage outside. He is open to any discussion to how we get Mr. Salazar's name on the facility.

Mr. Schwausch stated that he isn't opposed to any of it. He stated "Mr. Salazar's legacy is at the old gym so why renaming the floor of the competition gym, is it because of the traffic at the new gym?" Mr. Metzler asked "Where do people play today" for him Mr. Salazar has left more than just a legacy in the gym its throughout the whole district. It makes sense to do it wherever the foot traffic is located and wherever people are at.

Josie Smith-Wright made a motion, with a second from Gloria Torres, approved renaming a portion of the GHS Competition Gym as presented.

The motion carried 7/0

Item #4 Budget Workshop

Amanda Smith presented the 2024-25 budget update to the board.

Item #5 Adjourn

There being no further business, President Hendershot adjourned the meeting at 6:32 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

Minutes
Monday, August 26, 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
Naomi Brown

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, August 26, 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

Josie Smith-Wright gave the Invocation, D'Anna Robinson 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 Budget Amendments**

Amanda Smith Proposed 2023-2024 Budget Revisions from the General Operating Fund (Year end function-balancing budget amendment).

Justin Schwausch made a motion, with a second from Ashley Molina, to Approve the Budget Amendments as presented.

The motion carried 7/0

B. **Discuss and Consider Action on the Creation of a Special Finance Committee**

Dr. A presented to the board the need for a Special Finance Committee.

Following Board Policy BDA, administration recommends the board create a special advisory committee to assist in balancing the general fund balance.

Board policy state: "The President shall appoint members to special committees created by the Board to fulfill specific assignments, unless otherwise provided by Board action. These committees may include District personnel and citizens. The function of committees shall be fact-finding, deliberative, and advisory, but not administrative. Special committees shall report their findings to the Board and shall be dissolved upon completion of the assigned task or vote of the Board.

The President of the Board and the Superintendent shall be ex officio members of all Board committees, unless otherwise provided by Board action.''

“A committee that includes less than a quorum of board members is not subject to the Open Meetings Act if it serves a purely advisory function, with no power to supervise or control public business.”

Ashley Molina made a motion, with a second from Josie Smith-Wright, to create a special committee, as presented.

The motion carried 7/0

C. **Discuss and Consider Action to Adopt the 2024-2025 Budget**

Amanda Smith presented the 2024-2025 Budget.

No later than August 31st, the Board must legally adopt the annual budgets for the General Fund (Fund 199), the Food Service Fund (Fund 240), and the Debt Service Fund (Fund 599). Each of the three budgets must be adopted separately.

During the 86th Legislative Session, the Texas Legislature passed House Bill (HB) 1495. This bill requires school districts to reflect in their proposed budget a line item specifically for expenditures for “directly or indirectly influencing or attempting to influence the outcome of legislature or administrative action.” The estimated amount budgeted in the 2024-25 is \$1,018 compared to \$1,018 estimated to have been expended in 2023-24.

*Budget for statutorily required public notices is included in function code 41. This information is for reference only. During the 85th Legislative Session, the Texas Legislature passed Senate Bill (SB) 622. SB 622 requires school districts to reflect in their proposed budget a line item specifically for expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives. The line item must include a clear comparison of the budgeted expenditures and the actual expenditures for the same purpose in the prior year, as required under Texas Local Government Code 140.0045. Those figures have been included below for reference.

2024-25 Budget:	\$6,700.00
2023-24 Expenditures (at the time of budget adoption)	\$4,581.15
Increase (Decrease) from Prior Year:	\$2,118.85

Josie Smith-Wright made a motion, with a second from Gloria Torres, to adopt the General Fund budget, as presented.

The motion carried 7/0

Josie Smith-Wright made a motion, with a second from Gloria Torres, to adopt the Food Service Fund budget, as presented.

The motion carried 7/0

Josie Smith-Wright made a motion, with a second from Gloria Torres, to adopt the Debt Service Fund budget, as presented.

The motion carried 7/0

D. **Discuss and Consider Action to Approve the Ordinance to Set the Tax Rate for Tax Year 2024**

Amanda Smith presented the 2024 Ordinance to Set the Tax Rate for Tax Year 2024.

The required notice was published in the newspaper on August 15, 2024.

The Tax Code requires the tax rate be set by an ordinance, resolution, or order. The ordinance must be read and a record vote recorded in the meeting minutes.

Because the proposed total tax rate exceeds the M&O no new revenue tax rate, the sample motion language below is required to be read aloud as part of the motion and a super majority vote (at least 5 of 7 board members voting in favor of the ordinance) is required.

Josie Smith-Wright made a motion, with a second from Justin Schwausch to move that the property tax rate be adopted at a rate of \$0.8634, which is effectively a 19.95% increase in the tax rate. This tax rate is comprised of \$0.7308 for the purpose of funding maintenance and operation expenditures and \$0.1326 to service the district's debt.

The motion carried 7/0

E. **Discuss and Consider possible action to approve the TASB Endorsement Form**

Dr. A presented to the board a TASB Endorsement Form from Bryan Holubec seeking GISDs board members candidacy nomination to fill a position on the TASB Board of Directors.

Justin Schwausch made a motion, with a second from Josie Smith-Wright to approve Bryan Holubec's nomination to the TASB Board of Directors.

The motion carried 7/0

Item #5 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 5:51 P.M.

Item #6 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 7:36 P.M.

No motions were made.

Item #7 Adjourn

There being no further business, President Hendershot adjourned the meeting at 7:37 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

**2024-25 Proposed Budget Revision
General Operating Fund
Regular Board Meeting - September 9, 2024**

	<u>Current Budget</u>	<u>Proposed Amendment</u>	<u>Proposed Revised Budget</u>
REVENUES			
5700 Local Property Taxes	22,627,471		22,627,471
5700 Other Local Sources	1,261,884		1,261,884
5800 State Revenues	6,001,562		6,001,562
5900 Federal Sources	517,148		517,148
TOTAL REVENUES	30,408,065	0	30,408,065
EXPENDITURES			
0011 Instruction	16,282,597	3,600	16,286,197
0012 Instructional Resources & Media Services	354,186	13,272	367,458
0013 Curriculum & Staff Development	1,150,545		1,150,545
0021 Instructional Leadership	539,481		539,481
0023 School Leadership	2,158,414	49,184	2,207,598
0031 Guidance, Counseling, & Evaluation	894,142		894,142
0032 Social Work Services	155,013		155,013
0033 Health Services	449,601		449,601
0034 Student Transportation	1,510,881	139,550	1,650,431
0035 Food Services	15,119		15,119
0036 Co-Curricular/Extra-Curricular Activities	1,220,930	85,688	1,306,618
0041 General Administration	2,056,540		2,056,540
0051 Plant Maintenance and Operations	4,400,463	18,065	4,418,528
0052 Security & Monitoring Services	941,216	74,065	1,015,281
0053 Data Processing Services	1,240,472	13,289	1,253,761
0061 Community Services	5,700		5,700
0071 Debt Services	793,849		793,849
0081 Facilities Acquisition & Construction	0		0
0091 Contracted Inst Services Btw Public Schools	0		0
0099 Other Intergovernmental Charges	567,300		567,300
TOTAL EXPENDITURES	34,736,449	396,713	35,133,162
8911 Operational Transfer Out	500		500
NET ACTIVITY	(4,328,884)	(396,713)	(4,725,597)

Notes: Unfulfilled 2023-24 Commitments

- \$3,600, Function 11 - Promethean Board for GHS Classroom
- \$13,272, Function 12 - News Desk for Communications Intern Program
- \$49,184, Function 23 - Repair and Improve GHS Speaker System
- \$139,550, Function 34 - School Bus (estimated delivery date November 2024)
- \$9,364, Function 36 - Windscreens for Softball Field
- \$68,588, Function 36 - Windscreens for Apache Field
- \$5,066, Function 36 - Windscreens for Baseball Field
- \$2,670, Function 36 - Flames Field Uniforms
- \$3,500, Function 51 - Contracted Service to Paint Stripes on Apache Field
- \$10,125, Function 51 - Accessibility Site Assessment of Apache Stadium
- \$4,440, Function 51 - Radios (with Programming) for Maintenance Team
- \$73,075, Function 52 - Patrol Vehicle
- \$990, Function 52 - Pistol for Police Officer
- \$2,905, Function 53 - Wireless Microphone System for EA/AO Cafeteria
- \$5,500, Function 53 - Contracted Service to Setup Portions of New Servers
- \$4,884, Function 53 - Replace Damaged Fiber & Install 2 New Portions of Fiber at the Warehouse



Board of Trustees

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Justin Schwausch
Vice President

Josie Smith-Wright
Secretary

Naomi Brown

Gloria Torres

D'Anna Robinson

Ashley Molina

GISD School Board Agenda Information Sheet
September 9, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Members of the 2024-2025 School Health Advisory Council (SHAC)

ADMINISTRATOR(S) RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of School; Erin Lindemann-LaBuhn, Executive Director, State and Federal Programs

RATIONAL SUMMARY:

According to TEC, §28.004(a), the board of trustees of each school district shall establish a local SHAC to assist the district in ensuring that local community values are reflected in the district's health education instruction.

The membership of SHAC should include persons from multiple groups including parents, community members, school district employees, and any other interested parties.

The first meeting for the 2024-2025 school year is tentatively scheduled for September 25, 2024 at 12:00 pm pending your approval of the membership list.

ADMINISTRATION'S RECOMMENDATION: Approve.

SAMPLE MOTION: *"I move that the Board of Trustees approve the member list as presented".*



Our Students. Our Future.



LEARNING TODAY, LEADING TOMORROW

School Health Advisory Council (SHAC) Proposal for Board Approval

<u>Member Name</u>	<u>Member Role</u>
Lester, Janelle	Committee Chairman/Wesley Nurse/Parent
Lindemann-LaBuhn, Erin	GISD Executive Director, State and Federal Programs/Parent
Anzaldua, Isaac	Community Member/Parent
Bludau, Gayle	Family and Community Health County Extension Agent
Brooks, Gregory	GISD Chief of Police
Brown, Sandra	GISD Lead Counselor
Elizondo, Jessie	Ministerial Alliance
Esparza, Julie	GISD Lead Nurse
Greathouse, Horace	Community Member
Kridler, Gene	GISD Executive Director of Operations
Leal, Shannon	Gonzales Elementary Principal
Marrow, Carolyn	Parent
Mercer, Kristi	Parent
Perez, Karen	Gonzales High School Principal
Philips, Jeremy	GISD Athletic Trainer
Schurig, Ashley	GISD Mental Health Counselor
Schwausch, Sylvia	Parent
Tucy, David	Community Member
Wayner, Edward	GISD Director of Child Nutrition
Werner, Lauren	Public Health Nurse
Zambrano, Krislyn	GISD Administrative Assistant/Parent



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Secretary

Naomi A. Brown

Gloria Torres

D'Anna Robinson

Ashley Molina

GISD School Board Agenda Information Sheet
September 9, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to change the October Regular scheduled Board Meeting to October 21, 2024.

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent

RATIONAL SUMMARY: Administration is seeking approval to change the October Regular Scheduled Board Meeting to October 21, 2024.

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: *"I move that the Board of Trustees approve the change of the October Regular scheduled board meeting as presented."*



Our Students. Our Future.



Board of Trustees
Ross Hendershot III
President
Justin Schwausch
Vice President
Josie Smith-Wright
Secretary
Naomi Brown
Gloria Torres
D'Anna Robinson
Ashley Molina

ACTION ITEM

SUBJECT: Discuss and Consider Action on Transportation Substitute and Extra Duty Pay Rate(s) for the 2024-25 school year.

ADMINISTRATOR RESPONSIBLE: Gene Kridler, Executive Director of Operations, Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: In accordance with Board Policy DEA, changes to the rate of pay must be approved by the board.

Administration recommends the rates of pay be updated as follows:

Type of Pay	2023-24 Rate	2024-25 Recommended Rate
Bus Driver Substitute	\$16.00	\$1.00 Below the Minimum Pay for Full-time Bus Drivers
Bus Aide/Monitor Substitute	\$11.00	\$0.50 Below the Minimum Pay for Full-time Bus Aides
Bus Driver Extra Duty	\$17.25	The individual's full-time hourly rate

If approved as shown above, each time a raise is given to full-time staff, the associated extra duty and substitute pay rates will automatically be updated also.

Our TASB representative confirmed this is standard practice for districts. Her comments have been included in an attachment.

ADMINISTRATION'S RECOMMENDATION: Approve

SAMPLE MOTION: "I move that the Board approve the pay rates for the 2024-25 school year, as presented"



**GROWING
GREATNESS**

Our Students. Our Future.



MAGGIE HOLUB <maggie.holub@gonzalesisd.net>

Fwd: Supplemental Compensation - Gonzales ISD

1 message

GENE KRIDLER <gene.kridler@gonzalesisd.net>
To: MAGGIE HOLUB <maggie.holub@gonzalesisd.net>

Tue, Sep 3, 2024 at 1:56 PM

Maggs,

This will be a supplemental on my rationale. Please attach this email. I'm working on rationale now. I will send it to Amanda to look over and then its yours.

gk

----- Forwarded message -----

From: **Christine Gallardo** <Christine.Gallardo@tasb.org>

Date: Wed, Aug 28, 2024 at 3:49 PM

Subject: RE: Supplemental Compensation - Gonzales ISD

To: MARY RAMIREZ <mary.ramirez@gonzalesisd.net>

Cc: Gene Kridler <gene.kridler@gonzalesisd.net>, AMANDA SMITH <amanda.smith@gonzalesisd.net>

Hi Mary,

Congratulations on your new role!

We generally do not review supplemental pay (outside of job-related stipends) as part of the salary review study. We also do not track that information outside of collecting substitute teacher pay, which also is not included in the study, but can be found on the HRDataSource.

That being said, most districts pay bus drivers their regular hourly rate for any extra duty driving. You are the first district that I have heard of that has a flat rate lower than their normal bus driver rate for this situation.

When looking at the peer data from your surrounding districts used in your recent study, average pay for bus drivers was between \$20.50 - \$27.00, with a market median (middle salary) of \$21.69. Your current district pay was shown to be above market for both actual salaries and pay range midpoint. I would recommend allowing your bus drivers to earn their regular hourly rate (and any overtime pay when appropriate) to help your situation.

Please feel free to reach out if you have any additional questions come up that we can assist with. Have a great evening!

Kindly,

Christine Joseph Gallardo, PHR

HR and Compensation Consultant

HR Services



Texas Association of School Boards

12007 Research Blvd. • Austin, TX 78759

512-467-0222, ext. 2992 • 800-580-7782

tasb.org | Find HR Services on [Facebook](#), [Twitter](#), and [LinkedIn](#)



From: MARY RAMIREZ <mary.ramirez@gonzalesisd.net>

Sent: Wednesday, August 28, 2024 12:33 PM

To: Christine Gallardo <Christine.Gallardo@tasb.org>

Cc: Gene Kridler <gene.kridler@gonzalesisd.net>; AMANDA SMITH <amanda.smith@gonzalesisd.net>

Subject: Supplemental Compensation

Hello,

As of 8/19/2024, I am the Director of Human Resources and Mrs. Bell has been assigned to a different area.

You conducted our compensation review but I believe our supplemental hourly pay was not reviewed. This would be our sub drivers, sub monitors, substitute staff, extra duty hourly pay etc. With that said, our Executive Director of Operations would like to see the rate of Bus Drivers while conducting extra duty driving (outside of their normal route, ex. driving students to extra curricular activities) to make their hourly rate for those trips. Currently they get paid a flat rate of \$17.25 per hour.

In your experience, what have you seen in other districts? Would this change keep us competitive with the shortage of Bus Drivers?

We appreciate your advice in this area.

Thanks,

Mary Lynn



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Mary Lynn Ramirez

Director of Human Resources

830-672-9551; Ext. 1336

www.gonzalesisd.net

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--



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Gene Kridler

Executive Director of Operations

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GISD School Board Agenda Information Sheet
September 9, 2024

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Josie Smith-Wright
Secretary

Naomi Brown

Gloria Torres

D'Anna Robinson

Ashley Molina

REPORT ITEM

SUBJECT: Updates on state accountability

ADMINISTRATOR RESPONSIBLE: Dr. Rachelle Ysquierdo, Executive Director of Curriculum and Instruction; Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: The curriculum department will give the board an overview of the state accountability system.

ADMINISTRATION'S RECOMMENDATION: N/A

SAMPLE MOTION: N/A



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REPORT ITEM

SUBJECT: 2023 Bond Program Monthly Update

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Education Service Center Region 13/ Sledge Engineering will provide the Board a monthly update for the 2023 approved Bond Program.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



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*Gonzales ISD
2023 Bond*



*Monthly Board
Update
09/09/24*

Acronyms (for reference)



AIA	American Institute of Architects	CD	Construction Documents
CMR	Construction Manager at Risk	DD	Design Development
GMP	Guaranteed Maximum Price	Env	Environmental
ES	Elementary School	ESA	Environmental Site Assessment
FEMA	Federal Emergency Management Agency	Geo	Geotechnical Investigation
HS	High School	OPC	Opinion of Probable Cost
IC	Impervious Cover	P&Z	Planning & Zoning
LOMR	Letter of Map Revision	RFP	Request for Proposal
ETJ	Extra Territorial Jurisdiction	CBO	Certified Building Official
MS	Middle School	AHJ	Authority Having Jurisdiction
CTE	Career and Technical Education	SD	Schematic Design
PM	Program Management	OAC	Owner/Architect/Contractor
SW	Stormwater	Surv	Survey (Boundary and Topographic)
TCEQ	Texas Commission on Environmental Quality	R13	Region 13 Education Service Center
WPAP	Water Pollution Abatement Plan	TIA	Traffic Impact Analysis

Transparency

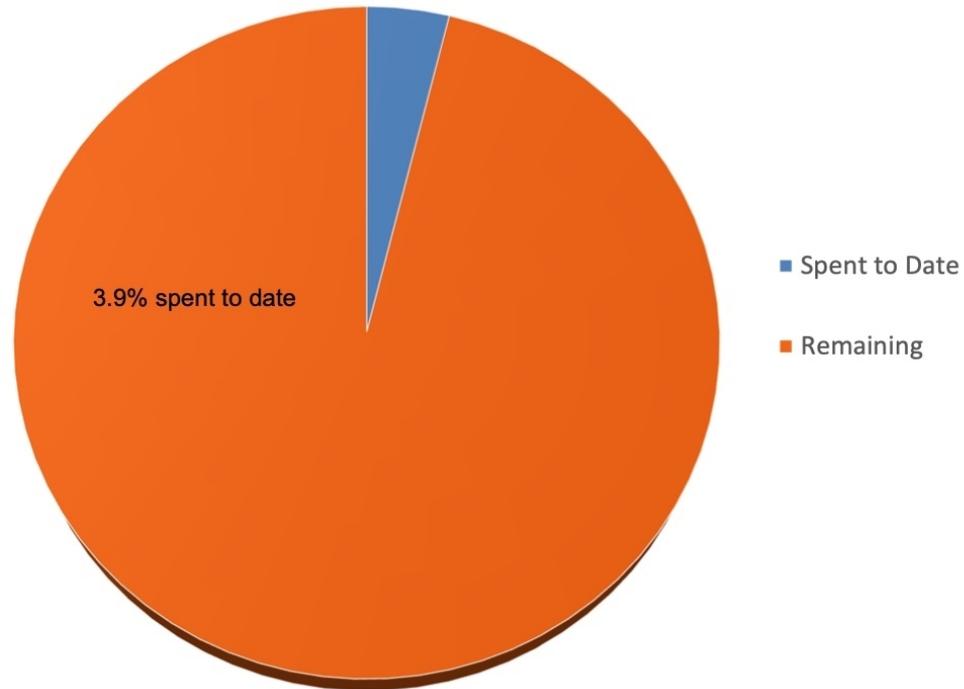


- Public Meetings to be held monthly prior to Board Meetings
- Public Dropbox Link
- Public Access to Program Management team for questions & discussion – contact on website

Program Accounting



Gonzales ISD
Bond Funds Spent to Date
Total Bond Budget = \$50,600,000



Bond Projects List



1. CTE/Ag Barn (New Site):

1. Infrastructure
2. New Career & Technology Education Campus (CTE)
3. Agricultural Barn

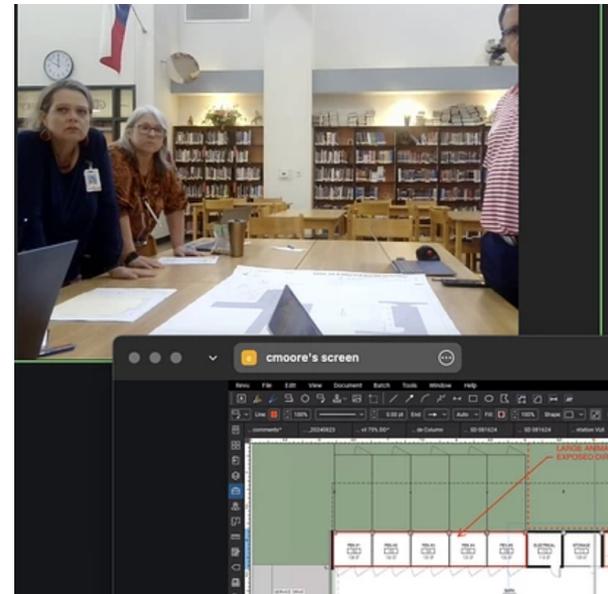
2. Maintenance Projects (campuses)

1. Gonzales Primary Academy (GPA)
2. Gonzales Elementary School (GES)
3. Gonzales Junior High School (JHS)
4. Gonzales North Avenue (GNA)
5. Gonzales High School (GHS)
6. East Avenue Campus/DAEP (EAC)
7. Operations, Maintenance, Transportation (OMT)

CTE / Ag Barn



1. Design Development continues; meetings with staff and teachers
2. Geotech borings to be scheduled soon
3. 3rd Party Code Review & Inspections under contract
4. Tracking CDs:
 1. final plans January 2024
 2. bidding to follow
5. Water/Wastewater utility extensions: we are coordinating with City and EDC

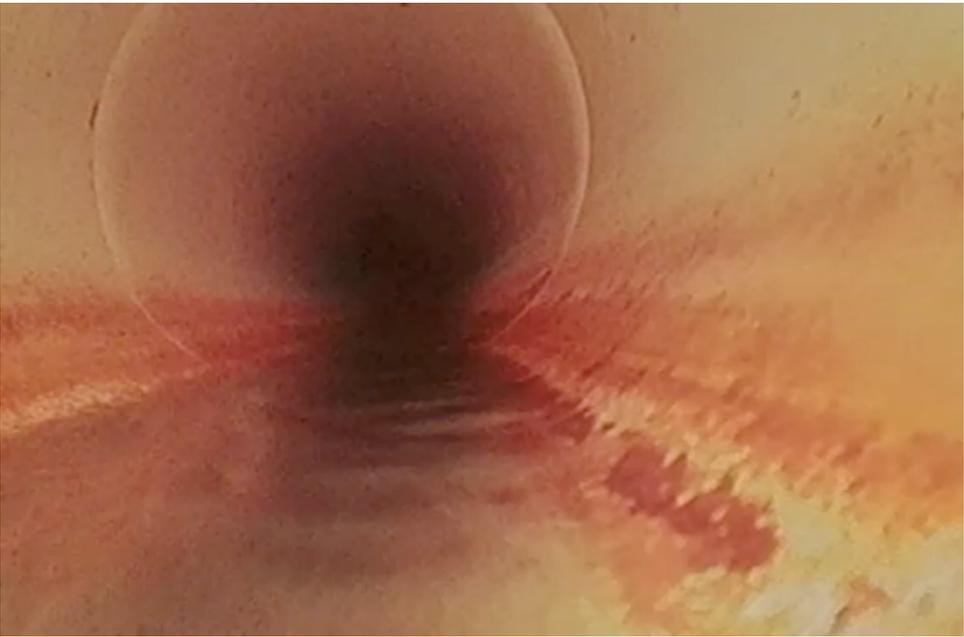


Maintenance Projects Weaver & Jacobs



1. VLK Schematic Design Meetings with staff completed. Next steps:
 1. Cost estimates by Weaver & Jacobs
 2. Schematic Design to Board for consideration
2. Wastewater line camera work updates complete
3. Topo survey work at campuses upcoming

High School Wastewater camera



Maintenance Projects Weaver & Jacobs



Flooring replacements at select rooms at GES,
GNA, GHS, & OMT

- Completed AHEAD of SCHEDULE &
\$20,000 UNDER BUDGET

Maintenance Projects

ISD Direct



Roofing repairs:

1. GHS roof work continues

Paving repairs:

1. Substantially complete and in use
2. Punchlist items and final billing remain

High School Roof



Bond Program Budget



 Gonzales ISD 2023 Bond Program BUDGET				Delivery Method									
				CTE/Ag Barn	Maintenance								
				CMR	Primary	Elementary	Jr High	North Ave	High School	East Ave/DAEP	Ops, Maint, Transpo		
				CTE/Ag Barn <i>Infrastructure, 26,000sf CTE, Ag Barn w 10 int pens, 10 ext</i>	GPA <i>safety, security, accessibility, maintenance</i>	GES <i>safety, security, accessibility, maintenance</i>	JHS <i>safety, security, accessibility, maintenance</i>	GNA <i>safety, security, accessibility, maintenance</i>	GHS <i>safety, security, accessibility, maintenance</i>	EAC <i>safety, security, accessibility, maintenance</i>	OMT <i>safety, security, accessibility, maintenance</i>		
TOTAL BOND = \$ 50,600,000				5/7/24	CELLS UPDATED	\$ 21,998,978	\$ 698,985	\$ 1,593,558	\$ 3,716,956	\$ 3,716,585	\$ 9,083,368	\$ 5,101,348	\$ 4,174,065
ITEM	NOTES:		CURRENT BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	
Total ISD Direct Costs			\$ 24,000	\$ 10,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	
Total Soft Costs			\$ 4,783,780	\$ 2,026,612	\$ 91,540	\$ 173,819	\$ 416,443	\$ 371,260	\$ 851,299	\$ 459,712	\$ 393,095		
Total Util/Testing Costs			\$ 800,075	\$ 280,000	\$ -	\$ 64,135	\$ 91,835	\$ 84,535	\$ 104,200	\$ 87,835	\$ 87,535		
Total Hard Costs(Non Construction)			\$ 2,105,000	\$ 1,540,000	\$ 40,000	\$ 180,000	\$ 55,000	\$ 20,000	\$ 110,000	\$ 140,000	\$ 20,000		
Total Construction Cost:			\$ 42,370,988	\$ 18,142,366	\$ 565,445	\$ 1,173,604	\$ 3,151,678	\$ 3,238,791	\$ 8,015,868	\$ 4,411,800	\$ 3,671,435		
TOTAL COSTS:			\$ 50,083,844	\$ 21,998,978	\$ 698,985	\$ 1,593,558	\$ 3,716,956	\$ 3,716,585	\$ 9,083,368	\$ 5,101,348	\$ 4,174,065		
Total Project Costs			\$ 50,083,844	\$ 22,600,000	\$ 180,000	\$ 800,000	\$ 5,720,000	\$ 3,500,000	\$ 10,200,000	\$ 2,900,000	\$ 4,700,000		
PROJECT FUNDING:													
2023 Bond:			\$ 50,600,000										
Interest Utilized													
Operating Funds													
Total Funding:			\$ 50,600,000										
Balance:			\$ 516,156										

QUESTIONS?



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GISD School Board Agenda Information Sheet
September 9, 2024

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REPORT ITEM

SUBJECT: Financial Report

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Chief Financial Officer; Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Administration will present the monthly update on the district's finances.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



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Financial Report

September 2024 Regular Meeting Board of Trustees

TABLE OF CONTENTS

CFO Update	3
Revenues, Expenditures, and Changes in Fund Balance as of July 31, 2024 (Main Operating Funds)	8
Construction Fund Revenues and Expenditures	9
Monthly Expenditure Level Comparison	10
Monthly Statement of Ad Valorem Collections, July 2024	11

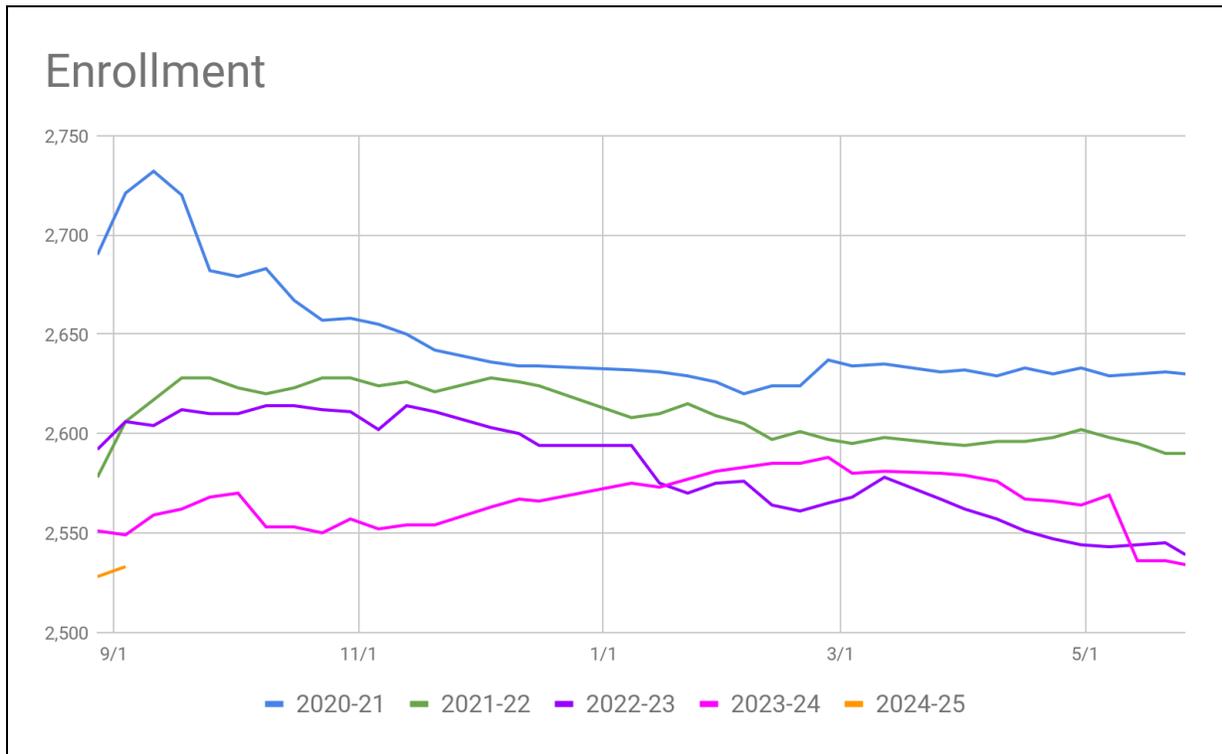
**Chief Financial Officer's Summary
Regular Board Meeting - September 9, 2024**

Comptroller's Property Value Study

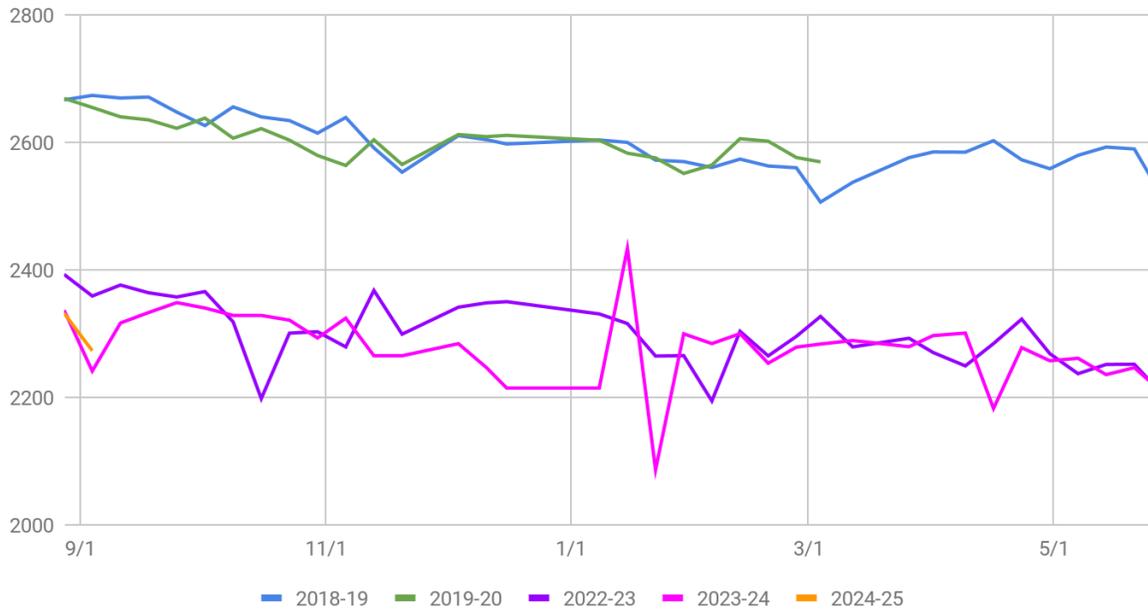
The Comptroller released the final property value study results. The District's matched the preliminary results from February.

These are the property values that the state will use to calculate our final 2023-24 state funding.

ADA & Enrollment

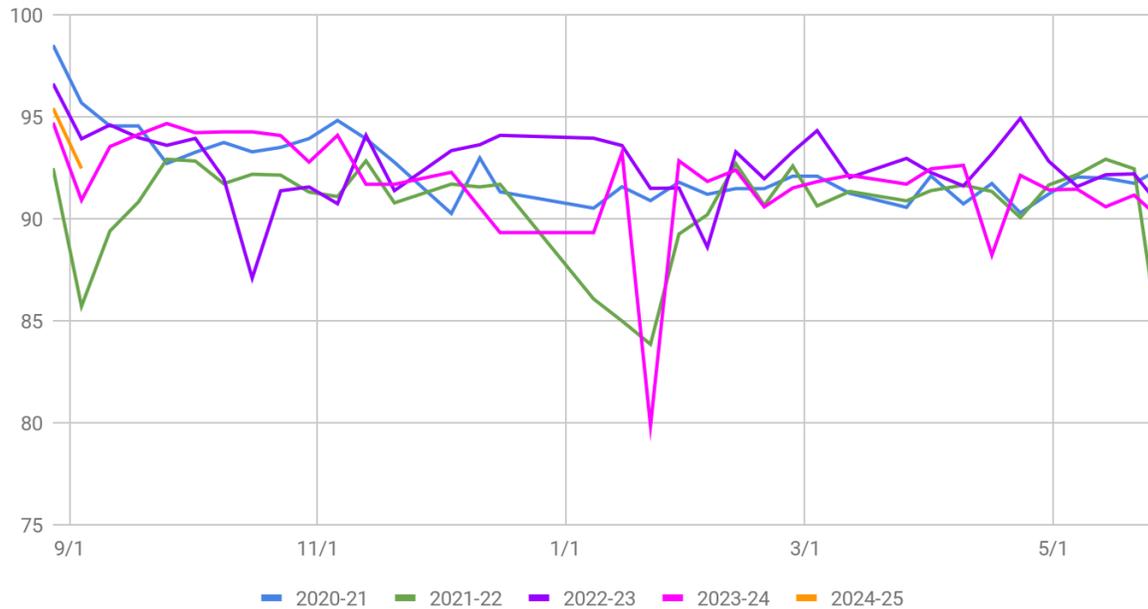


Average Daily Attendance (ADA)



ADA used during budget development: 2,276
 Average ADA through 8/30/24: 2,312 (up 36 from budget)

Attendance Percentage



Average annual attendance percentage (through 8/30/24): 94.97%

Energy Savings Update

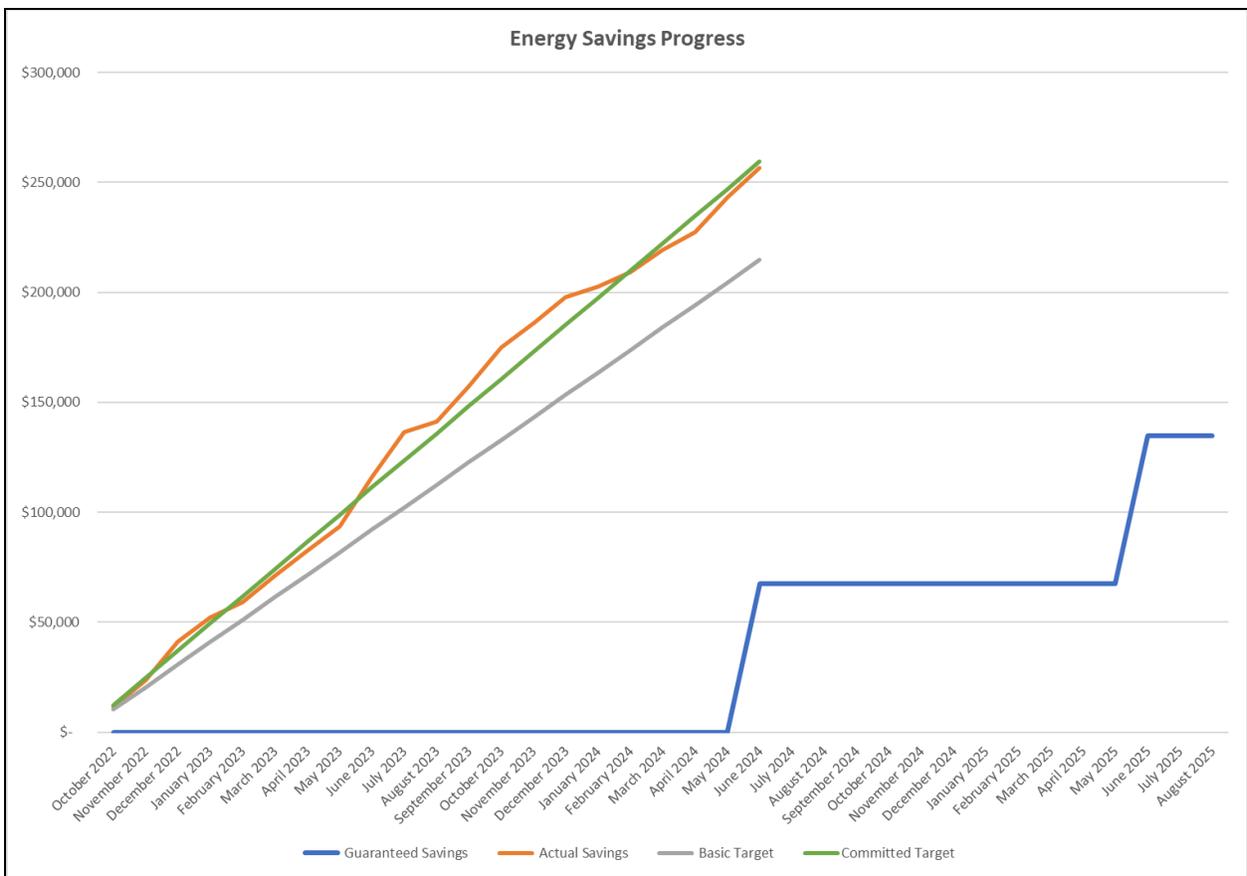
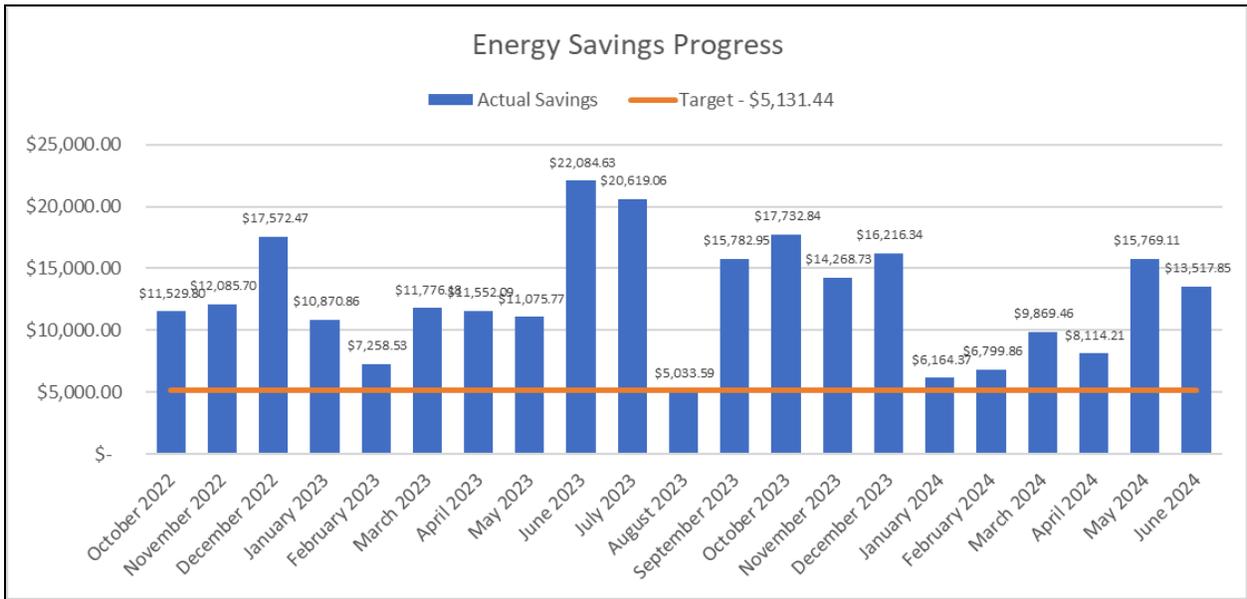
All Buildings	Total
Oct	\$11,529.80
Nov	\$12,085.70
Dec	\$17,572.47
Jan	\$10,870.86
Feb	\$7,368.59
Mar	\$11,776.18
Apr	\$11,552.09
May	\$11,075.77
Jun	\$22,084.63
Jul	\$20,619.06
Aug	\$5,033.59
Sep	\$15,782.95
Oct	\$17,732.83
Nov	\$10,914.67
Dec	\$12,047.79
Jan	\$4,740.10
Feb	\$6,799.86
Mar	\$9,869.46
Apr	\$8,114.21
May	\$15,769.11
Jun	\$13,517.85
Total	\$256,857.57

Cumulative Savings Guarantee	
21 Months	\$ 67,350.13
33 Months	\$ 134,700.25
45 Months	\$ 202,050.38
57 Months	\$ 269,400.50
69 Months	\$ 336,750.63
81 Months	\$ 404,100.75
93 Months	\$ 471,450.88
105 Months	\$ 538,801.00

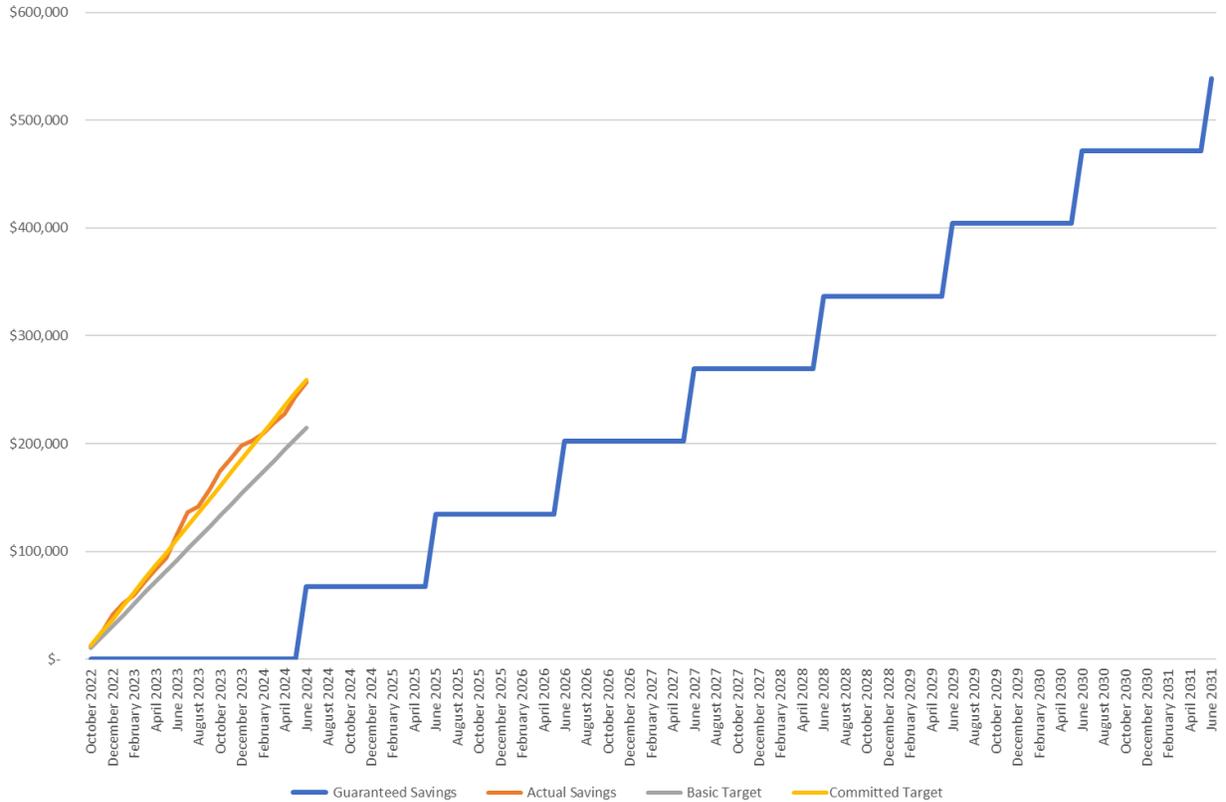
Basic Target: \$10,224.25/month

Committed Target: \$12,354.33/month

Fee Target: \$5,131.44/month



Energy Savings Progress



Gonzales ISD
Unaudited/Preliminary Statement of Revenues, Expenditures, and Changes in Fund Balance
As of July 31, 2024

Percent of Fiscal Year Completed 92%
 Percent of 2023-24 School Year Completed 100%

	GENERAL FUND			CHILD NUTRITION FUND			DEBT SERVICE FUND		
	Current Budget	Actual To-Date	% of Budget Recd/Exp	Current Budget	Actual To-Date	% of Budget Recd/Exp	Current Budget	Actual To-Date	% of Budget Recd/Exp
REVENUES									
5700 Local Property Taxes	20,030,181.00	19,478,519.17	97.25%				2,563,332.00	2,419,139.18	94.37%
5700 Other Local Sources	975,429.00	1,707,276.00	175.03%	131,163.00	108,240.00	82.52%	50,040.00	64,625.86	129.15%
5800 State Revenues	8,069,636.00	7,521,575.53	93.21%	92,448.00	8,574.19	9.27%	7,754.00	8,763.00	113.01%
5900 Federal Sources	896,139.00	366,982.76	40.95%	2,141,237.00	1,936,032.61	90.42%			
TOTAL REVENUES	29,971,385.00	29,074,353.46	97.01%	2,364,848.00	2,052,846.80	86.81%	2,621,126.00	2,492,528.04	95.09%
EXPENDITURES									
0011 Instruction	16,283,519	12,932,489.36	79.42%						
0012 Instructional Resources & Media Services	355,710	250,348.54	70.38%						
0013 Curriculum & Staff Development	644,539	458,049.94	71.07%						
0021 Instructional Leadership	524,292	443,374.89	84.57%						
0023 School Leadership	1,859,291	1,566,144.71	84.23%						
0031 Guidance, Counseling, & Evaluation	937,188	668,069.03	71.28%						
0032 Social Work Services	78,345	59,691.32	76.19%						
0033 Health Services	412,113	358,293.43	86.94%						
0034 Student Transportation	1,444,811	1,098,634.96	76.04%						
0035 Food Service	15,000	0.00	0.00%	2,365,348.00	1,817,936.99	76.86%			
0036 Co-Curricular/Extra-Curricular Activities	1,308,420	1,049,583.60	80.22%						
0041 General Administration	1,960,953	1,487,509.04	75.86%						
0051 Plant Maintenance and Operations	4,594,521	3,316,161.50	72.18%						
0052 Security & Monitoring Services	968,344	784,674.85	81.03%						
0053 Data Processing Services	1,251,677	799,836.17	63.90%						
0061 Community Services	14,350	10,556.41	73.56%						
0071 Debt Services	751,496	766,176.14	101.95%				2,362,582.00	2,321,096.43	98.24%
0081 Facilities Acquisition & Instruction	887,730	0.00	0.00%						
0091 Contracted Inst Services Btw Public Schools	314,527	0.00	0.00%						
0099 Other Intergovernmental Charges	514,828	496,197.21	96.38%						
TOTAL EXPENDITURES	35,121,654.00	26,545,791.10	75.58%	2,365,348.00	1,817,936.99	76.86%	2,362,582.00	2,321,096.43	98.24%
7911 Capital-Related Debt Issue	0.00								
7913 Capital Lease Proceeds	0.00	1,157.72							
7915 Operational Transfer In				500.00	0.00	0.00%			
7916 Prem. or Disc. on Issuance of Bonds							787,700.00	787,699.60	
8911 Operational Transfer Out	500.00	0.00	0.00%						
8949 Other Uses							1,046,244.00	1,046,243.49	100.00%
NET ACTIVITY	(5,150,769.00)	2,529,720.08		0.00	234,909.81		0.00	(87,112.28)	

*Blended accounting method: Cash & accrual basis.
 *These numbers are subject to change until the final AFR is prepared and accepted/approved.

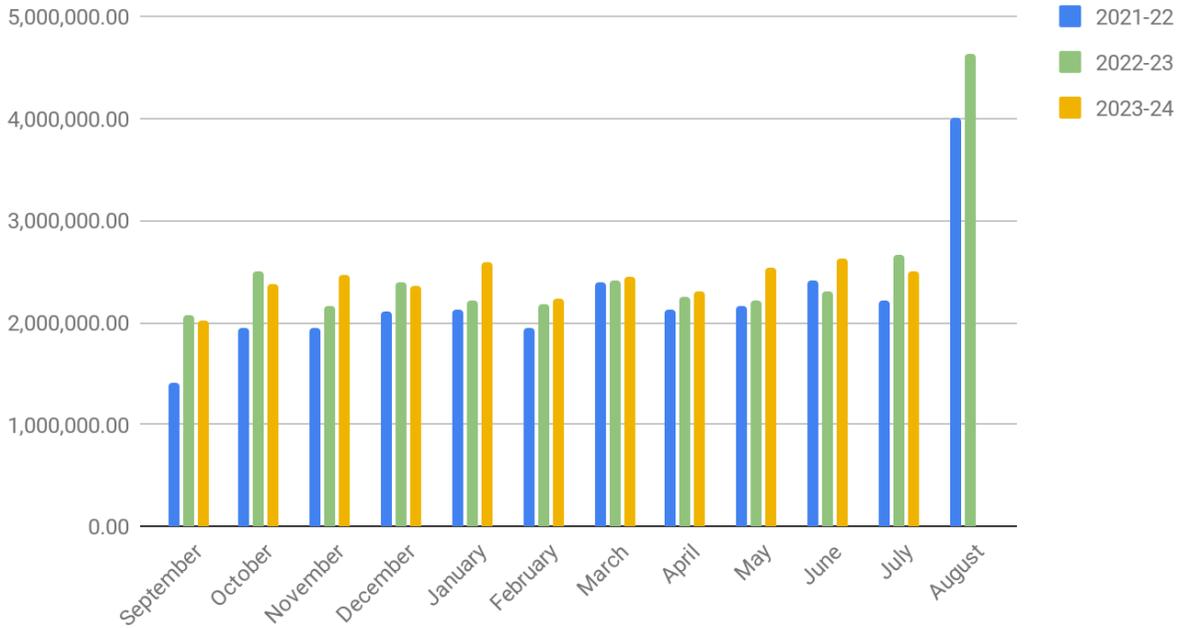
Gonzales ISD
Unaudited/Preliminary Statement of Revenues, Expenditures, and Changes in Fund Balance
As of July 31, 2024

CONSTRUCTION FUND			
	Current Budget	Actual To-Date	% of Budget Recd/Exp
REVENUES			
5700 Other Local Sources (Interest)	0.00	381,724.07	
TOTAL REVENUES	0.00	381,724.07	
EXPENDITURES			
0051 Plant Maintenance and Operations	504,010	17,000.00	3.37%
0081 Facilities Acquisition & Instruction	50,095,990	552,905.49	1.10%
TOTAL EXPENDITURES	50,600,000.00	569,905.49	1.13%
7911 Capital-Related Debt Issue	48,170,000.00	48,170,000.00	
7913 Capital Lease Proceeds			
7915 Operational Transfer In			
7916 Prem. or Disc. on Issuance of Bonds	2,430,000.00	2,430,000.00	100.00%
NET ACTIVITY	0.00	50,411,818.58	

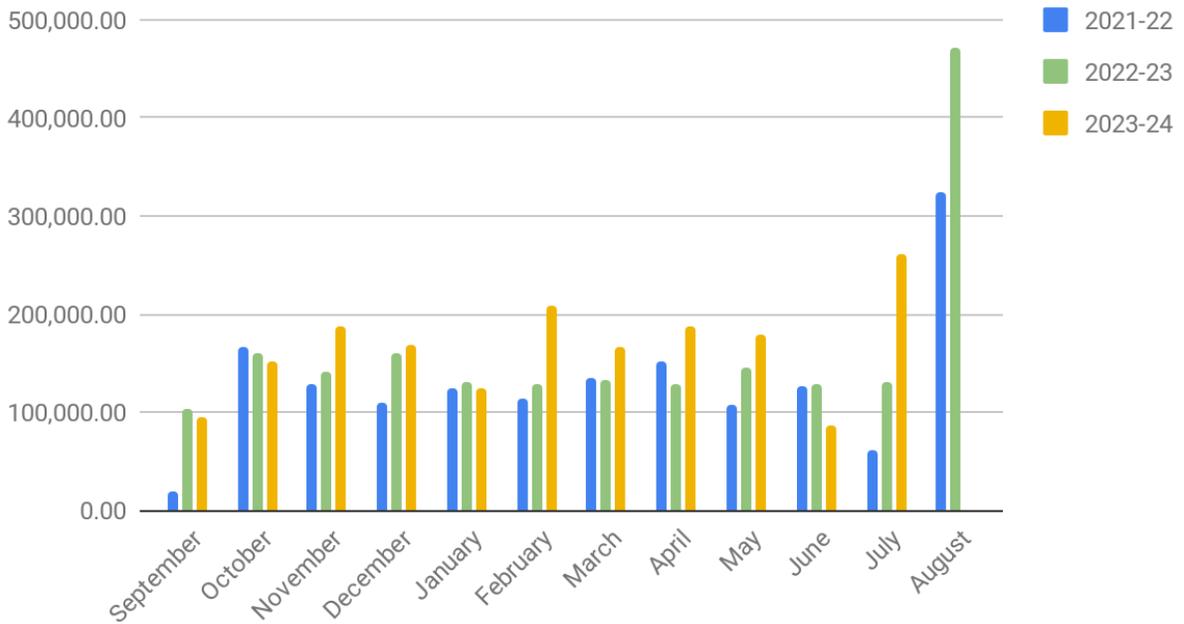
**Blended accounting method: Cash & accrual basis.*

**These numbers are subject to change until the final AFR is prepared and accepted/approved.*

Monthly Expenditure Level Comparison: General Fund



Monthly Expenditure Level Comparison: Food Service Fund



Crystal Cedillo, Tax Assessor-Collector

Monthly Statement of Ad Valorem Collections

July 2024

MONTHLY COLLECTIONS

CURRENT TAX	\$71,486.43
PENALTY & INTEREST ON CURRENT	\$10,348.57
PRIOR YEAR DELINQUENT TAXES	\$9,636.31
PENALTY & INTEREST ON DELQ	\$5,587.81
TOTAL COLLECTED	\$97,059.12

FEES

5% RENDITION PENALTY TO APPRAISAL DISTRICT	\$4.25
1% COMMISSION TO GONZALES COUNTY	\$ 970.59
BALANCE DUE GONZALES ISD	\$96,084.28

	M&O	I&S
31-Jul	\$85,935.47	\$10,148.81
TOTAL DISBURSEMENTS	\$85,935.47	\$10,148.81

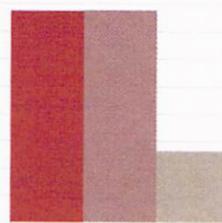
LEVY SUMMARY

	2023 AMOUNT	2022 AMOUNT
ORIGINAL LEVY	\$21,975,165.38	
ADJUSTED LEVY	\$21,977,760.73	
YEAR TO DATE COLLECTIONS	\$21,466,468.02	
% OF CURRENT ROLL COLLECTED	97.67%	
YTD DELINQUENT COLLECTIONS	\$233,692.03	

2 Year Collection Comparison

■ ORIGINAL LEVY ■ ADJUSTED LEVY ■ YEAR TO DATE COLLECTIONS

\$22,100,000.00
 \$22,000,000.00
 \$21,900,000.00
 \$21,800,000.00
 \$21,700,000.00
 \$21,600,000.00
 \$21,500,000.00
 \$21,400,000.00
 \$21,300,000.00
 \$21,200,000.00



■ ORIGINAL LEVY
 ■ ADJUSTED LEVY
 ■ YEAR TO DATE COLLECTIONS

2023 AMOUNT
 \$21,975,165.38
 \$21,977,760.73
 \$21,466,468.02

2022 AMOUNT



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Gloria Torres

D'Anna Robinson

Ashley Molina

GISD School Board Agenda Information Sheet
September 9, 2024

REPORT ITEM

SUBJECT: Superintendent's Report

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent

RATIONAL SUMMARY:

SUPERINTENDENT'S RECOMMENDATION: N/A

SAMPLE MOTION: N/A



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GISD School Board Agenda Information Sheet
 September 9, 2024

INFORMATION ITEM

SUBJECT: Board Business

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

AUTHORITY FOR THIS ACTION: GISD School Board Policy BF (Local)

RATIONAL SUMMARY: Information provided through the Board Business section of the agenda aimed at keeping trustees informed of routine correspondence.

***Added Items**

September 2024	
September 12-13, 2024	MASBA Conference
September 16, 2024	Staff Development/Student Holiday
September 25, 2024	Early Release
October 4, 2024	Student/Staff Holiday
October 7, 2024	Student/Staff Holiday
October 11, 2024	Early Release
October 21, 2024	Staff Development/Student Holiday



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The GISD School Board Agenda Information Sheet
September 9, 2024

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Secretary

Naomi Brown

D'Anna Robinson

Ashley Molina

Gloria Torres

Adjourn to Closed Session
Under Texas Government Code Chapter 551

The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The Board may conveniently meet in such closed or Executive Session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas Government Code chapter 551, including, but not limited to:

Section 551.071: Consultation with Attorney;

Section 551.072: Deliberation Regarding Real Property;

Section 551.073: Deliberation Regarding Prospective Gift;

Section 551.074: Personnel Matters; Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Closed Meeting.

Section 551.076: Deliberation Regarding Security Devices;

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.

No voting will take place in the closed meeting. Any action the board wishes to take as a result of discussions in a closed session will take place after the board reconvenes in an open meeting. Today's date is _____ and it is _____ p.m./am

ADMINISTRATOR RESPONSIBLE: Dr. Elmer Avellaneda, Superintendent of Schools

RATIONAL SUMMARY: Personnel Matters

Personnel matters are as follows:

A. Personnel



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Vice President
Josie Smith-Wright
Secretary
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Gloria Torres

GISD School Board Agenda Information Sheet
September 9, 2024

ACTION ITEM

SUBJECT: Consideration and possible action to propose mid-contract termination of Ms. Wanda Fryer's term contract

ADMINISTRATOR RESPONSIBLE: Ross Hendershot, Board President

RATIONAL SUMMARY: Consideration and possible action to propose mid-contract termination of Ms. Wanda Fryer's term contract

SUPERINTENDENT'S RECOMMENDATION: APPROVE

MOTION: *"I move to propose mid-contract termination of Ms. Wanda Fryer's term contract with Gonzales ISD and I further move to authorize the Superintendent to provide Ms. Fryer with written notice of this action as required by Texas Education Code, Chapter 21.*

