

Minutes of Regular Meeting

The Board of Trustees Bastrop Independent School District

A Regular meeting of the Board of Trustees of Bastrop Independent School District was held Tuesday, June 17, 2014, beginning at 5:30 PM in the Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas 78602.

MEMBERS PRESENT:

James Allen, President
David Long, Vice-President
Ashley Mutschink, Secretary
Matthew Mix
Glenn Peterson
Billy Moore
Molly McClure

MEMBERS ABSENT:

None

ALSO PRESENT:

Thomas Lockhart
Ellee Aldridge
Lois Thomas
Gene Dickey
Anthony Bullara
Isadora Villanueva
Ramon Hernandez
Douglas Orsak
Maria Rosado
Kathy Thomas
Rogene Snyder
Rey Alvarado, Jr.
Marsha Goertz
Asucena Lara
Esther Vega
Bertha Flores
Sam Spangler
Zach Armour
Ellen Owens
Coleman Gepton
Carlton Harris

OTHERS PRESENT:

Steve Murray, Superintendent
Barry Edwards, Deputy Superintendent
Janie Pollard, Asst. Superintendent for C&I
Sandra Callahan, Chief Financial Officer
Henry Gideon, Chief Operations Officer
Donald Williams, Ex. Director of Communications
Tessie Young, Director of Federal Programs & Grants
Michele Martella, Director of Special Education Svcs.
John Korb, Director of IT Services
Camille Smith, Director of Assessment & Student Support
Les Hudson, Director of CTE
Nancy Roll, Director of Secondary Instruction
Kathy Cawthron, Director of Elementary Instruction
Lauri Anzaldua, ACE/PIE Coordinator
Sarah Brightwell, Director of 21st CCLC
Robert Washington, Cedar Creek High School Asst. Principal
Thomas Dowdy, Director of Maintenance
Patricia Alford, Gateway Principal
Delores Moore, Emile Elementary Principal
Jim Hallamek, Cedar Creek Middle School Principal
Nancy Barrientos, Adm. Asst. to Superintendent
Mark Willoughby, District Athletic Coordinator
Jeff Thomas
Joe Franco
Alfred Carter
Rita Ledbetter
Martha Tonche
Maria Flores
Dub Spencer
Billie Trench
Richard Goree
Noe Reyes
Mitzi Winegarner
Bobby Winegarner

Mark Bartsch
Ken Frazier
Marilyn Salas
Donna Bartsch
Sally McQueen
Francisco Arredondo
Craig Milam
Ray Wilson
Dexter Harris
Gonzalo Gonzales
Natasha Boliver
Joe Field
Aaron Limuel
Sandra Lox
Denny Winkler
Andra Williams
Jimmy Taylor
Charles Elliott, Jr.
Elbia Ochoa
Myron Luckenbach
Bob Long
Raquel Castillo
Margarita Rosales
Enedelin Martinez
Carolyn Moore-Green
Mauricio Maldonado
Elisa Perez
Connie Canales
Ana Rodriguez
Maria Roman
Walter Estay

Linda Frazier
Laurie Emerick
David Salas
Dee Carter
Lance Fosdick
Albert Merino
Nick Pacheco
Shane Osborn
Ricky Merino
Jacorie Higgins
Ronnie Moore
Nathan Goertz
Gary Lox
Raymond Tatum
Marty Johnson
Richard Wells
David Ames
Juana Banda
Amparo Rubalcaba
Tammy Schneider
Mike Oldham
Maria Lara
Gloria Martinez
Carol Arispe
Brian Webb
Felisha Maldonado
Maria Perez
Yolanda Morales
Robert Cook
Glorie Ritchie
Brad Pfluger

1. Opening, Pledge, Prayer, Recognitions and Open Forum

A. Meeting Called to Order

President Allen called the meeting to order at 5:30 p.m. A quorum of board members was present. The meeting was duly called and notice of this meeting was posted in accordance with the Texas Open Meetings Act.

B. Pledge of Allegiance

James Allen led the Pledge of Allegiance.

C. Pledge of Allegiance to the Texas Flag

James Allen led the Pledge of Allegiance to the Texas Flag.

D. Opening Prayer

Reverend Bob Long with the Bastrop Ministerial Alliance offered the opening prayer.

E. Student Speaker for the Character Education Trait for June – Honor

The student that was scheduled to speak was not present at the meeting.

F. Recognition of HEB for Outstanding Community Partnership

Donald Williams introduced representatives from HEB and thanked them for their outstanding community partnership. Lauri Anzaldua presented HEB representatives with a token of appreciation for their continued support of the district.

G. Open Forum

1. Douglas Orsak

BISD Maintenance employee Douglas Orsak spoke to the board about concerns with outsourcing maintenance. Mr. Orsak stated that this has all come up very fast and employees have a lot of unanswered questions and no time to plan. He stated that maintenance employees would like more information on the new company.

2. Sam Spangler

Sam Spangler, a 25 year BISD Maintenance employee spoke to the board about concerns with outsourcing maintenance. He stated that the maintenance department has many talented, licensed individuals and employees feel like there has been a serious breach of trust. Mr. Spangler added that employees are losing vacation time, and the quick turnaround doesn't allow employees time to make big decisions.

3. Sandra Lox

BISD community member Sandra Lox addressed the board about concerns with outsourcing. She stated that employees have worked hard and the district is setting a bad example by outsourcing. Mrs. Lox added that she likes the idea of the district saving money – but not at the expense of employees. Mrs. Lox asked the board to please consider the employees and the community before voting on this issue.

2. Superintendent's Report and Board Discussion

A. Curriculum Report

1. SHAC End of Year Update

Tessie Young presented an end of year update on the district's Student Health Advisory Council (SHAC).

B. Financial Report

Information was provided to the Board. There was no discussion.

C. Personnel Report

Information was provided to the Board. There was no discussion.

3. Consent Agenda

A. Consider Approval of Minutes of May 15 and 20, 2014

B. Consider Award of Bids

- 1. Propane Services #2014-13**
- 2. Athletic-Student Insurance #2015-15**
- 3. Fire Control Systems Inspections and Services #2011-08 Renewal**
- 4. Apparel & Equipment for Extra-Curricular Activities #2013-10 Renewal**
- 5. Printing Services #2013-02 Renewal**
- 6. Printing Services for "The Communicator" #2013-12 Renewal**
- 7. Painting & Drywall Services #2012-11 Renewal**

C. Consider Approval of IMA Expense Report

D. Consider Approval of District Investment Report

E. Consider Approval of Budget Amendments

President Allen asked if any Board member wanted to pull any of the consent agenda items for discussion. There being none, President Allen asked for a motion. David Long moved and Glenn Peterson seconded to approve the consent agenda items as follows: the minutes of May 15 and 20, 2014; the contract for propane services for district facilities to Suburban Propane; the contract for Athletic-Student Accident Insurance to The Brokerage Store for the 2014-2015 school year; the contract for fire control systems inspections and services be renewed for the period of June 2014 through June 2015 as follows: Fire Extinguishers – Austin Titan, Fire Alarm Systems – JM Electronic Engineering, Kitchen Hood Systems – JM Electronic Engineering, Sprinkler Systems – Allied Fire, Fire Pump Systems – JM Electronic Engineering, Fire Tank Inspections – JM Electronic Engineering, and Backflow Devices – Austin Titan; the renewal of all submitted proposals for Apparel and Equipment for Extra-Curricular Activities RFP #2013-10 for one year; the following vendor contracts be renewed for printing services for the category or items indicated and all vendors submitting proposals be renewed for approved vendor status for printing services on an as-needed basis from July 2014 through July 2015:

<u>Category or Item</u>	<u>Recommended Vendor</u>
Letterhead	G & C Printing
Envelopes	G & C Printing
Partners in Education brochure	G & C Printing
Just the Facts brochure	G & C Printing
Board of Trustees brochure	G & C Printing
Dept of Curriculum & Instruction brochure	Accent Publishing
Community Calendar	Insite Printing
Information/Recruiting folder	Insite Printing
HR Inserts	Yes Printing
Board Certificates	Yes Printing
Partners in Education Invitations & Envelopes	Insite Printing
Partners in Education Program	G & C Printing
Commencement Program	G & C Printing

Commencement Ticket	G & C Printing
Welcome Back Postcards	Accent Publishing
Student Athlete Passes	G & C Printing
Transcript Labels-Genesis	G & C Printing
Intra-District Transfer Applications	G & C Printing
Blank Diplomas-Genesis	Yes Printing
Award Certificates	G & C Printing
Business Cards	Yes Printing
Report Cards	G & C Printing

the contract for the printing of The Communicator be renewed for one year to Insite Printing; renew D&W Painting, Inc. as primary vendor and B&L Painting as secondary vendor for the period of July 2014 through July 2015; the May 2014 IMA Expense Report; the District Investment Report for May 2014; and the budget amendments as presented.

MOTION CARRIED UNANIMOUSLY

4. Action Items

President Allen pulled up action item E for consideration.

E. Consider Approval of GCA Contract for Maintenance, Housekeeping for Grounds

Superintendent Murray thanked employees for their comments in open forum. He stated that he realizes that there are a lot of questions and concerns with the short time line, but assured employees that if the contract is approved, GCA would have meetings and try to answer all questions. Mr. Murray assured employees that the district has done a lot of research and checked a lot of references.

Mr. Murray stated that BISD is a member of a purchasing cooperative and can contract with GCA through the cooperative without being required to go out for bids. He added that the contract includes an “out clause” if things aren’t working out as expected. He stated that the district has high expectations that employees are well taken care of. Mr. Murray stated that maintenance, grounds and custodians will continue to be a part of the BISD family.

Representatives from GCA were available to the board for questions. Mr. Wells stated that GCA needs all of the districts employees and will greatly depend on them over the coming months. He stated that employees will work the same number of days and have the same amount of time off as they have with BISD. President Allen confirmed that GCA would retain 100% of the maintenance, grounds and custodial employees at their same rate of pay.

Mr. Moore asked where the savings would come from. Mr. Wells said that the savings are guaranteed and would come with finding efficiencies. Mr. Mutschink asked if GCA would continue to utilize local businesses for things such as oil

change, repairs, supplies, etc. Mr. Spencer stated that all things done locally will continue to be done locally. Mr. Long inquired about small projects that the maintenance department currently takes care of and Mr. Gideon stated that due to the expertise of the employees, things will continue to look very similar to how they look now. Mr. Peterson asked what the timeline will be should the contract be approved this evening. Mr. Spencer stated that if the contract is approved, it will begin on July 1, 2014 and GCA staff will be in the district tomorrow morning and begin employee meetings. He added that the “experts” will be here and employees will have an opportunity to meet with them individually.

Mr. Edwards stated that the district has received new information from Teacher Retirement System (TRS) that would put employees in jeopardy of being penalized unless the district outsources 100% of the employees, unlike past outsourcing contracts. He assured the Board that no employee would lose their retirement, adding that some may have to delay their retirement, while others may choose to go work in another school district.

Henry Gideon read the following prepared statement:

Good Evening Mr. President, Mr. Superintendent, and members of the Board of Trustees. We had an opportunity, during the agenda review last Thursday, to hear a proposal from GCA Services for the provision of Maintenance, Housekeeping, and Grounds services in BISD, and in support of providing safe & clean learning environments.

As has been our history, BISD has from time to time considered and successfully utilized outsourcing to gain efficiencies and savings.

You will recall from our presentation that the administration conducted an in-depth review and assessment of these vital operational areas in close partnership with operational experts and engineers who work for GCA Services.

Our guiding principles in considering the viability of contracting these services included:

- savings thru efficiency,
- improvement of services,
- 100% of existing staff offered 100% of jobs at the same wages with comparable benefits (including health insurance, vacation/holiday/leave pay, and 401K with match, along with social security retirement opportunities).

The many deliverables of this potential partnership can produce opportunities far beyond our current model...and far beyond potential savings. An area of particular interest to not only our employees, but also to our taxpayers should

be improved capacity to address deferred maintenance concerns. If we are able to reinvest some portion of savings we find thru efficiency to replace older mechanical equipment the savings multiplier will maximize other opportunities to improve our services.

Tonight, it is administration's recommendation that the Board of Trustees approve the proposal presented by GCA Services to partner with the District in the outsourcing of maintenance, housekeeping, and grounds departments; and the execution of the contract pending final review by the Superintendent and Legal Counsel effective July 1st, 2014.

Ashley Mutschink moved and David Long seconded to approve the proposal presented by GCA Services to partner with the District in the outsourcing of maintenance, housekeeping, and grounds departments and the execution of the contract pending final review by the Superintendent and Legal Counsel effective July 1, 2014. President Allen asked for comments or discussion. Mrs. McClure stated that this is a difficult decision, but assured the maintenance employees that board members have to look at the whole picture and consider all of the information that has been given to them. Mr. Long stated that he researched GCA Services for over three hours and called each reference. He stated that he was told over and over again by the references that GCA lived up to all of their promises. Mr. Long asked employees to please give GCA the opportunity to prove themselves. Mr. Moore stated that he was in a similar situation a while back and what he thought was the end of his career ended up being the beginning of a new adventure. Mr. Peterson assured employees that the district would "hold GCA's feet to the fire" and make sure that employees are taken care of. President Allen stated that all employees are very important, but added that the main priority of the district is to educate students. He said that the district would hold GCA accountable. There being no further comments or questions, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

A. Consider Cancelling the July 15, 2014 Board of Trustees Meeting

Ashley Mutschink moved and Matthew Mix seconded to cancel the July 15, 2014 Board of Trustees meeting. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

B. Consider Approval of 2014-2015 Student Code of Conduct

Camille Smith reviewed changes to the 2014-2015 Student Code of Conduct. Glenn Peterson moved and Matthew Mix seconded to approve the 2014-2015 Student Code of Conduct. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

C. Consider Approval of Revisions to 2014-2015 BISD Dress and Grooming Guidelines

Camille Smith reviewed revisions to the 2014-2015 BISD Dress and Grooming Guidelines. Matthew Mix moved and Molly McClure seconded. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

D. Consider Approval of Revisions to TASB Policy EIC (LOCAL)

Ashley Mutschink moved and David Long seconded to approve the revisions to TASB Policy EIC (LOCAL) as presented. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

F. Consider Recommendation and Approval of Architect Services RFQ #2014-11

Henry Gideon reported that the district put out a “request for quotes” for architect services and received 12 proposals. He stated that a committee reviewed the proposals and recommended the top two firms. Mr. Gideon stated that it is the district’s intention to begin discussions and review of long range and master planning for addressing growth as it may impact our existing and future facility planning, adding that the district intends to seat the recommended architects to sit as technical advisers for planning purposes.

Matthew Mix moved and David Long seconded to appoint Pfluger Associates and SHW Group as the district’s architects and authorize the Superintendent to negotiate agreements with both firms. President Allen asked for comments or questions. There being none, President Allen called for a vote. Ashley Mustchink abstained.

MOTION CARRIED 6 – 1 - 0

5. Information Items

A. District Wide Calendar

Information was provided to the Board. There was no discussion.

B. Enrollment

Information was provided to the Board. There was no discussion.

C. TEC 44.0331 Purchasing Cooperative Fees Report

Information was provided to the Board. There was no discussion.

6. Closed Session

The Board of Trustees, at 6:45 p.m. on Tuesday, June 17, 2014, convened into Closed Session in accordance with the Texas Open Meetings Act.

A. A closed meeting will be held pursuant to Section 551.071 and 551.072 of the Texas Government Code in order for the Board of Trustees to consult with and seek advice from its attorneys pursuant to and within the attorney/client privilege and the confidential attorney/client relationship, as defined by the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas and other authority, regarding the following:

- 1. Discussion, Consideration and Possible Action regarding the Status of Real Property described as Lots 420 and 421, Block 25, Unit 3, Tahitian Village
- 2. Discussion of Possible Conveyance of Property to Austin Habitat for Humanity

7. Action Resulting from Closed Session

The Board reconvened in open session at 6:55 p.m. on Tuesday, June 17, 2014.

Matthew Mix moved and Ashley Mutschink seconded to make a quit claim conveyance of Lots 420 and 421, Block 25, Unit 3, Tahitian Village to Daniel and Connie Beck. President Allen asked for comments or questions. There being none, President Allen called for a vote.

MOTION CARRIED UNANIMOUSLY

There was no further action resulting from closed session

8. Adjournment

There being no further business, Glenn Peterson moved and David Long seconded to adjourn the meeting at 6:56 p.m.

Board Secretary

Board President