

RIO HONDO INDEPENDENT SCHOOL DISTRICT

215 West Colorado Street
Rio Hondo, Texas 78583

**Official Minutes
Of the Special Board Meeting – Budget Workshop
Of Monday, June 3, 2019**

The Board of Trustees of the Rio Hondo Independent School District met in a Special Session on Monday, June 3, 2019 at 6:00 p.m. in the Administration Building, 215 W. Colorado Street, Rio Hondo, Texas, with Miss Villalobos, Vice-President, presiding.

TRUSTEES:	PRESENT -	President Manuel Flores, Jr. Vice-President Claudia Villalobos Secretary Jessica Gonzales Alonzo Garza Ernestina Rodriguez
	ABSENT -	Noe Alaniz, Jr. Arnold Martinez, Jr.
SUPERINTENDENT:		Ismael Garcia
RECORDER:		Ron de la Garza
ADMINISTRATION:		Raul Treviño Dr. Mayte Lozano-Chapa Ronnie Puente Lisa Leal
VISITORS:		None.

Items 1 & 2 Miss Villalobos called the meeting to order at 6:00 p.m., after noting a quorum was present and that the meeting notice had been posted as required by law.

Item 3 Roll Call

<input checked="" type="checkbox"/> Miss Claudia Villalobos, Vice-President	<input checked="" type="checkbox"/> Mrs. Rachel O. Carrizales, Member
<input checked="" type="checkbox"/> Mrs. Jessica A. Gonzales, Secretary	<input checked="" type="checkbox"/> Mr. Arnold Martinez, Jr., Member
<input checked="" type="checkbox"/> Mr. Noe Alaniz, Jr., Member	<input checked="" type="checkbox"/> Mrs. Ernestina Rodriguez, Member
<input checked="" type="checkbox"/> Mr. Ruben Canales, Jr., Member	<input checked="" type="checkbox"/> Mr. Ismael Garcia, Superintendent

Item 4 Miss Villalobos led in the Pledge of Allegiance to the Flag.

Item 5 Invocation

- Item 6** Discussion, Consideration, and Possible Action to Change the Location of the June 10, 2019 Regularly Scheduled Board Meeting to Another Location within the Boundaries of the District Pursuant to District Policy BE (Legal & Local). **(Exhibit 6)**

Miss Villalobos called on Agenda Item #6 - Discussion, Consideration, and Possible Action to Change the Location of the June 10, 2019 Regularly Scheduled Board Meeting to Another Location within the Boundaries of the District Pursuant to District Policy BE (Legal & Local) (Exhibit 6).

Mr. Garcia made the recommendation that the Board approve changing the location of the June 10, 2019 Regular Board Meeting to the Rio Hondo Middle School (Library) pursuant to Policy BE (Legal & Local).

A Motion to Approve changing the location of the June 10, 2019 Regular Board Meeting to the Rio Hondo Middle School (Library) pursuant to Policy BE (Legal & Local) was made by **Jessica A. Gonzales**. The Motion was seconded by **Ruben Canales, Jr.** The Motion carried Unanimously.

- Item 7** Closed Session or Meeting as authorized by Section 551.001 et seq of the Texas Government Code (The Open Meetings Act), under the following provisions:
- Executive Session pursuant to Section 551.071 of the Texas Open Meetings Act – Consultation with Attorney regarding pending or contemplated litigation, and regarding any matter in which the duty of the Attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code.
 - Section 551.074 – For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Personnel:

- a. Report on Employee Resignations/Retirements. **(Exhibit 6a)**
- b. Recommendation of New Hires. **(Exhibit 6a)**
 1. Behavioral Intervention Specialist(s).
 2. Dean(s) of Instruction.
 3. Librarian(s).
 4. Teacher(s).

At the close of the Executive Session the Board will reconvene and take such action as deliberated in Executive Session.

Miss Villalobos closed the regular session at 6:05 p.m. to discuss personnel matters. The regular session resumed at 7:32 p.m. Personnel items were as follows:

- b-1 Discussion, Consideration and Possible Action regarding the hiring of Behavioral Intervention Specialist(s) for the 2019-2020 School Year.

Special Board Meeting – Budget Workshop – Official Minutes

Monday, June 3, 2019

Page 3

Miss Villalobos called on Agenda Item b-1 - Discussion, Consideration and Possible Action regarding the hiring of Behavioral Intervention Specialist(s) for the 2019-2020 School Year.

Mr. Garcia made the recommendation for the Board to approve the hiring of Irene Rodriguez on a probationary contract for the position of Behavioral Intervention Specialist for the 2019-2020 School Year.

A Motion to Approve the hiring of Behavioral Intervention Specialist(s) for the 2019-2020 School Year was made by **Jessica A. Gonzales**. The Motion was seconded by **Ernestina Rodriguez**. The Motion carried Unanimously.

b-2 Discussion, Consideration and Possible Action regarding the hiring of Dean(s) of Instruction for the 2019-2020 School Year.

No Action Taken.

b-3 Discussion, Consideration and Possible Action regarding the hiring of Librarian(s) for the 2019-2020 School Year.

No Action Taken.

b-4 Discussion, Consideration and Possible Action regarding the hiring of Teacher(s) for the 2019 – 2020 School Year.

Miss Villalobos called on Agenda Item b-4 - Discussion, Consideration and Possible Action regarding the hiring of Teacher(s) for the 2019 – 2020 School Year.

Mr. Garcia made the recommendation to approve the following teachers on a probationary contract for the 2019-2020 school year:

George Cordero	Alexa Cortez	Clarissa Galindo
Krystal Garcia	Vianey Garza	Valerie T. Guerra
Andrea Plata	Bradly Sjule	

A Motion to Approve the hiring of the aforementioned teachers on a probationary contract for the 2019 – 2020 School Year was made by **Jessica A. Gonzales**. The Motion was seconded by **Ernestina Rodriguez**. The Motion carried Unanimously.

At this point, Mr. Garcia release the principals and they were free to leave the meeting.

Item 8 BUDGET WORKSHOP:

Mr. Garcia addressed the Board and reminded them that Agenda Item #8 was for conversation purposes only. There are no action items to act upon. He also stated that it was important to keep in mind the need to approve the 2019-2020 Budget by June 30th.

This last Saturday, Legislature approved a financial package for school funding. One of the critical components of that was what is the state of Texas going to do in reference to pay increases for specially teachers, librarians and nurses. So this is what we have been told. They increased the Basic Allotment. One of the mechanizims that they use is that they give you a certain amount for every student that is in attendance in your campus. What they did this year was increase the allotment and place some requirements as well. Every school district must figure out how much their increase is going to be. In our case, it wound up to be a million, three. Out of that, thirty percent of the icrease needs to be used for salaries. Out of that thirty precent, seventy-five percent needs to be used for direct teachers salaries. And out of those teachers, you need to differentiate between your zero to four years of experience and those five years and up. In other words, when you take this money, make sure you give more money to those teachers that haave been in the district five years and up.

Review of:

- Per Child Allotment

Not addressed at this Meeting.

- Non-Negotiables

Not addressed at this Meeting.

Compensation Plan

Review of:

- **Professional Salary Scale**

Mr. Garcia proceeded to start the consideration of the Compensation Plan.

Mr. Garcia mentioned that the Board had received the Pay System Review Report to provide the district with a market study comparing us to thirteen other school districts and made seven recommendations.

The first schedule on the compensation plan is the 2018-2019 hiring schedule the district has in place. We start at \$43,000 and end at \$51,170. One of the things the State was going to improve is the minimum that you can pay/hire teachers for. So, we have provided you with proposed 19-20 hiring schedule based on the recommendation from the state. From years 16 to 20 we are at least at the minimum and from 0 to 15 we exceed the minimum. Therefore, the schedule we are recommending meets the standards the state is requiring. This the schedule we are proposing, so starting salary is going from \$43,000 to \$46,500. An increase

of \$3,500. This way we are complying with the state requirements. So, my recommendation is that we go from \$43,000 to \$46,500 starting salary and from \$51,720 to \$54,541 for 20 plus years on the proposed 2019-2020 new hire schedule.

Mr. Garcia went through the Proposed Administrative/Professional Pay Plan. He reviewed the different pay grade and working calendar days for some of the positions.

- **Paraprofessional Salary Scale**

Mr. Garcia also went through the Proposed Clerical Technical Support Pay Plan and the Proposed Operations Support Pay Plan schedules. Salaries were being addressed. He used the Teacher Aide position as a sample of the adjustment.

Once the schedules were considered. He reviewed the recommendations made by TASB and advised how these had been incorporated to the compensation plan. These being the following:

Recommendation 1 – Adopt the proposed pay structures to improve market and internal equity.

Recommendation 2 – Adopt one of the proposed general pay increase (GPI) models to improve market competitiveness. Out of the two Models proposed, the District is going with Model 1, which is what the District can afford at this time.

Recommendation 3 – Implement additional salary adjustments to improve internal equity and market competitiveness.

Recommendation 4 – Continue to monitor teaching field stipends paid by peer districts in hard-to fill-areas. The district should consider increasing the \$3,000 stipend for secondary math and science to \$4,000 to improve recruitment and retention efforts in these areas. I am proposing the increase of said stipends.

Recommendation 5 – Improve pay equity and budget management by implementing strong pay discipline for employees paid above the maximum of their assigned pay grade.

Recommendation 6 – Adopt a market-based approach to pay planning. Which is what we are doing.

Recommendation 7 – Annually review the district compensation plan and update as needed to maintain market competitiveness.

We are able to implement these seven recommendation because of the extra money coming in from the State.

- **Substitute Pay**

Mr. Garcia addressed the substitute pay schedule and advised the Board that it would remain the same, as follows:

Certified	Degreed/Non Certified	Non-Degreed	*Proposed Long Term Degreed/Non Certified Substitute	**Proposed Long Term Certified Substitute
\$100.00	\$ 85.00	\$ 75.00	\$110.00	\$125.00

Substitute RNs/LVNs will be paid the following daily amounts:

Registered Nurses (RN) \$100.00 per Day

Licensed Vocational Nurses (LVN) \$ 85.00 per Day

- **Stipends**
 - **Academic**

Mr. Garcia reviewed the Academic stipends and advised the Board that any changes were highlighted. He went line item by line item.

- **Athletic**

The only highlighted area is the football assistant coach if the board decides to go with another Math teacher that would also be willing to work as an assistant football coach. Other than that, no other changes were made to the schedule.

Item 9 There being no further business before the Board, a motion was made by **Jessica A. Gonzales** to adjourn the meeting. The motion was seconded by **Ruben Canales, Jr.** The motion carried unanimously and **Miss Villalobos** adjourned the meeting at **10:29 p.m.**

Claudia Villalobos
Claudia Villalobos, President

Jessica A. Gonzales
Jessica A. Gonzales, Secretary

August 12, 2019
Date Approved