

**Official Minutes
June 21, 2022**

The Board of Trustees of the Dayton Independent School District met in regular session at 6:01 p.m. on June 21, 2022, at the Will O. Moore Administration Building, 100 Cherry Creek Road, Dayton, Texas 77535. Mr. Josh Day called the meeting to order. Mr. Shumaker led in the Pledge of Allegiance and Mr. Williams offered the invocation.

The following Trustees were present:

Mrs. Kerri Bartee
Dr. Luke Chachere
Mr. Josh Day
Mrs. Linda Harris
Mr. Thomas Payne
Mr. Chris Shumaker
Mr. C.D. Williams

The following Trustees were absent:

None

The following staff members were present:

Dr. Jessica Johnson, Superintendent
Mrs. Tami Pierce, Associate Superintendent of Business Services
Mrs. Suzanne Chachere, Executive Director of Technology
Mrs. Stacey Gatlin, Director of Personnel Services
Mrs. Melissa VanDeventer, Director of Business Services
Mrs. Abby Cumbie, Director of Multilingual Programs
Mrs. Trudie Dewey, Director of Special Education
Mrs. Jennifer Jacobs, District Testing Coordinator and Accountability
Mr. Jeff Nations, Director of Athletics
Mrs. Nelly Tinkle, Director of Support Services and Records
Mr. Frosty Pruitt, Director of Maintenance
Mr. Paci Cantu, Director of Transportation
Mr. Geoff McCracken, Dayton High School Principal
Mr. Brad Hadnot, Woodrow Wilson Junior High Principal
Mrs. Ashley Hobbs, Dr. E.R. Richter Elementary Principal
Mrs. Atiya Wortham, Stephen F. Austin Elementary Principal
Mrs. Sonya Woodfork, Annie E. Colbert Elementary Principal
Mr. Blake Ware, Dayton High School Head Football Coach
Ms. Bridgette Bean, Special Education Programs Coordinator
Mrs. Joni Thrift, District Math Coordinator
Mr. Ron Wilson, Assistant Director of Maintenance
Mr. Nathan Davis, Network Administrator
Officer Wilson, Dayton ISD School Resource Officer (SRO)
Officer Gonzales, Dayton ISD School Resource Officer (SRO)
Mrs. Kim Lambright, Executive Assistant to the Superintendent

CELEBRATIONS

Mrs. Stacey Gatlin presented highlights of the district's events / activities.

COMMUNICATION FROM THE PUBLIC

We had a concerned parent to visit with the Board about safe and secure schools. He encouraged the district to look at ways to keep our students and staff safe along with implementing more safety measures and protocols.

ITEMS FOR BOARD ACTION:

CONFIRM REQUIRED STATEMENTS OF ELECTED OFFICERS

The newly elected Trustees read and signed the Officer's Statement.

ADMINISTER OATH OF OFFICE

Dr. Luke Chachere and Mr. Chris Shumaker were elected to serve three-year terms as Dayton Independent School District Trustees. Mrs. Kim Lambright Administered the Oath of Office to Dr. Luke Chachere and Mr. Chris Shumaker.

REORGANIZATION OF THE BOARD OF TRUSTEES

Nomination for Mr. C.D. Williams for president was made by Mrs. Bartee; MOTION was made by Mr. Payne and SECONDED by Mrs. Harris to approve Mr. C.D. Williams as President. The motion passed UNANIMOUSLY.

Nomination for Mrs. Kerri Bartee for vice president was made by Mr. Day; MOTION was made by Mrs. Harris and SECONDED by Mr. Shumaker to approve Mrs. Kerri Bartee as Vice President. The motion passed UNANIMOUSLY.

Nomination for Mr. Chris Shumaker for secretary was made by Dr. Chachere; MOTION was made by Mrs. Harris and SECONDED by Mr. Payne to approve Mr. Chris Shumaker as Secretary. The motion passed UNANIMOUSLY.

Congratulations to these Trustees. Dr. Johnson expressed her appreciation for outgoing Board President Josh Day and his dedication over the last year. Mr. Day was presented with his gavel and Mr. C.D. Williams took over the meeting.

CONSIDER DISTRICT OF INNOVATION PLAN TO ACCEPT THE PETITION FROM THE DISTRICT

ADVISORY COMMITTEE

MOTION was made by Mr. Day and SECONDED by Mr. Payne to accept the petition from the District Advisory Committee for the District of Innovation Plan. The motion passed UNANIMOUSLY.

PUBLIC MEETING FOR THE DISTRICT OF INNOVATION PLAN

District of Innovation (DOI) Mrs. Cami Jones was out of town for the meeting so Dr. Johnson did the presentation for her. Highlights included:

- The DOI concept was passed by the 84th Legislative Session in HB 1842.
- It gives school districts flexibilities that open-enrollment charter schools have.
- There is a specific procedure and protocol to apply as per TEA.
- After the Board has approved the petition from the District Advisory Committee, a public hearing is held.
- The district has been a DOI district and the renewal is up this summer and must reapply.
- Dayton ISD's plan includes:
 - Class size/student-teacher ratio
 - Uniform start date waiver
 - Minimum Minutes of Instruction
 - Teacher Certification
 - Probationary Contracts
 - Teacher Appraisals
 - Student Health Advisory Council Meetings- (this is the only new topic that will be submitted to TEA)
- The DOI Plan is posted on the website
- The DOI Committee will meet and consider any comments or suggestions from public hearing and/or website comments.
- Then, it goes before the Board once again in July for its final approval. Then it will be submitted to TEA.

ITEMS FOR BOARD ACTION:

CONSIDER DISTRICT OF INNOVATION PLAN AND COMMITTEE

MOTION was made by Mr. Shumaker and SECONDED by Mrs. Bartee approved the request from the District Advisory (Cabinet) Committee to appoint and approve the proposed District of Innovation (DOI) committee to develop a new District of Innovation Plan for the school years 2022-2027.

DOI Committee Members

- Travis Young – Assistant Superintendent of Student Services
- Shanna McCracken – Executive Director of Curriculum and Instruction
- Cami Jones – Federal Programs Coordinator
- Richard Ressler – Community Member
- Jason Strickland – Community Member
- Sonya Woodfork – Pre-K Campus Representative
- Ashley Hobbs – Elementary Campus Representative
- Jessica Wallace – Elementary Campus Representative
- Atiya Wortham – Elementary Campus Representative
- Brad Hadnot – Secondary Campus Representative
- Geoff McCracken – Secondary Campus Representative
- Bridgette Bean – Alternative Education Campus Representative

PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE FOR 2022-2023 SCHOOL YEAR

Budget Hearing: Mrs. Tami Pierce did a presentation to the Board. Reports were given over the following:

- 21-22 Budgeted Expenditures- All Funds
- History of ADA, WADA, and Enrollment- Interestingly, our enrollment was up from last year by 3.33%. Mrs. Pierce started with the school year of 2015-2016 through this last school year.
- Local Property Values and the history from 2015 to current preliminary values from the CAD.
- History of the DISD Tax Rate from 2015 (total tax rate was \$1.4317) to last year's tax rate was \$1.1720 (a decrease of \$.26)
- Gave a comparison of other school district tax rates to Dayton ISD's rates. These districts are listed from having the greatest to the least tax rates (Crosby ISD, Goose Creek ISD, Huffman ISD, Liberty ISD, Barbers Hill ISD, Cleveland ISD, Hardin ISD, and then Dayton ISD).
- Preliminary estimated tax rate will NOT be set until August.
- M&O (Maintenance & Operations) to fund personnel and general operation of the district- estimated 0.8546 per \$100 property value.
- I&S (Interest & Sinking) to fund bonded indebtedness of the district previously approved by voters- estimated \$0.28 per \$100 of property value.
- Estimated Preliminary total tax rate- \$1.1346 per \$100 of value (a decrease of about \$0.03 from last year).
- DISD overall General Fund was discussed for next school year.
- Revenue Comparison from last year to this year (\$53,666,097 to proposed \$53,078,036)
- A discussion of the local vs the state revenue (when property tax values go up, the district is sent LESS state aid). In other words, even though property values have gone up from the CAD, the district does not get to keep those funds. The state sends us less money than the previous year.
- State sent vs. Local revenue last year was (53.8% to 43.7%) This year it is State (51.4%) to local (46%). Mrs. Pierce reiterated that as local revenues go up the state's aid to the district goes down.
- General Fund Expenditure by Budgets, functions and category was discussed.
- Included in next year's budget:
 - A 2% Raise of the Midpoint for all of DISD staff
 - Increased Utilities and Fuel
 - LC CAD increase that DISD pays to them
 - Property Insurance increase
 - Facility projects/updates
- Other Budgeted Funds:
 - Food Service Fund
 - Debt Service Fund

ITEM FOR BOARD ACTION:

CONSENT AGENDA

MOTION was made by Mr. Day and SECONDED by Mrs. Bartee to approve the consent agenda as presented.

The motion passed UNANIMOUSLY.

- 1. Minutes**
- 2. Disbursements**
- 3. Budget Amendments**
- 4. Resolution for Signatures at the Depository Bank**

Upon reorganization of the officers of the board of trustees, the board needed to authorize the changes to the signature card at the depository bank.

- 5. Property / Casualty Insurance Coverage Renewal**

The Board was presented with renewal quotes for property and crime insurance from our current Carrier, AmRisc/Waypoint. The most competitive renewal option represents a 13% premium increase from \$729,010 to \$823,010 with an increase in the *Named Storm* deductible from 2% to 3%. Our Equipment Breakdown Coverage will be offered by Liberty Mutual and Crime Coverage by Travelers. The Board approved property insurance coverage for the year beginning 07/01/2022 for a total premium of \$823,010.

6. TASB Professional, General Liability and Automobile Insurance

The district received a renewal quote of **\$111,253**, which is a \$9,207 increase over the expiring premium of \$102,046.

7. Resolution to Designate a Tax Rate Calculation Officer for 2022 Tax Calculation

In accordance with board policy CCG Legal and Section 26.04 of the Texas Property Tax Code, the Board of Trustees must designate the individual authorized to calculate the no-new-revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements. The resolution the Board approved designated the District's Associate Superintendent of Business Services as the individual authorized to calculate the no-new-revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements.

8. Commitment of Net Position in the Scholarship Fund

GASB 54 – *Fund Balance Reporting and Governmental Fund Type Definitions*, requires that a Special Revenue Fund's fund balance is comprised of either restricted, or committed, fund balances. Since Fund Balance of the Scholarship Fund is not restricted by law or regulation or other external source, it needs to be committed if it is to be correctly reported as a Special Revenue Fund. Otherwise, it should be consolidated into the General Fund. To properly report the scholarships balances at June 30 each year, the Board approved to authorize commitment of those remaining balances in the Special Revenue Fund.

9. Property - Delinquent Taxes to be Cancelled and Removed from the Delinquent Tax Roll

It was determined that the amount of delinquent **real** property taxes greater than twenty years old without a tax suit having been filed is **\$46,871** and the amount of delinquent taxes for **personal** property (largely **mobile homes**) more than 10 years old for which a tax suit has not been filed, is **\$115,748**. The total amount that will be cancelled and removed from the tax roll is **\$162,619**. These amounts will be written off of the balance sheet as well. In subsequent years, as property tax becomes more than 10 or 20 years delinquent per the respective category, those amounts for that year will be brought to the board for approval to cancel and remove from the roll. These amounts will be determined in conjunction with the Delinquent Property Tax Attorney each spring.

10. Low Attendance Waiver

Due to a safety issue on March 2, 2022, Dayton ISD had five campuses (Colbert, Kimmie Brown, SFA, Richter, and Nottingham) whose attendance was lower than normal. According to the Student Attendance Accounting Handbook, 3.8.1.4 Low-Attendance Day Waivers, "for a day when school was held but attendance was at least 10 percentage points below the overall average attendance rate for your district or the applicable campus for the prior year because of issues related to inclement weather, health, or safety, your district may apply for a waiver to have the day excluded from ADA and FSP funding calculations". Colbert, Kimmie Brown, SFA, and Richter elementaries and Nottingham AAEP campus had low attendance on March 2, 2022 that was 10 percentage points lower than the previous school year's overall average campus attendance. A district must obtain School Board approval in order to file a Low Attendance Waiver for this day.

11. Purchase Authority for Specialized Assessment

Specialized Assessment and Consulting provides Special Education assessment and related services for schools throughout Texas. The service is offered in both English and Multilingual languages. Dayton ISD has a professional service agreement with Specialized Assessment and Consulting for all services needed for Special Education students since 2014. The Special Education Department requested a change in Purchasing Authority on the previously board approved purchase over \$10,000, on November 11, 2021. Due to the increased services, we will need to increase purchasing authority from \$95,000 to \$161,000 retroactive for the first semester of 2021-2022 school year. There is sufficient budget in the General Fund to cover these services.

12. RFP Approval for Contracted Services and Vendor Approval for Special Education

We advertised for Special Educational Contracted Services on May 12, 2022. Five vendors responded to the RFP. A committee reviewed the responses and the Board approved all vendors to maximize access to special education services as needed throughout the year.

They are as follows:

Presence Learning, Inc., New York, New York

- LSSP – Assessment, Evaluations, Consulting, and Counseling Services
- Diagnostic – Assessment, Evaluations, and Consulting Services
- SLP – Speech Therapy, Assessment, Evaluations in Multilingual Services
- Speech Pathologist Assessment and Evaluations
- OT/PT – Therapy, Assessment, Evaluations in Multilingual Services

CC Assessment Services, Humble Texas

- O&M – Therapy, Assessment, Evaluations in Multilingual Services
- Interpreters
- Board Certified Behavior Analysis (BCBA) - FBA, BIP

- Dyslexia Services - Therapy, Assessment, Evaluations in Multilingual Services
Specialized Assessment and Consulting Services, Houston Texas

- LSSP – Assessment, Evaluations, Consulting, and Counseling Services
- Diagnostic – Assessment, Evaluations, and Consulting Services
- SLP – Speech Therapy, Assessment, Evaluations in Multilingual Services
- Speech Pathologist Assessment and Evaluations
- OT/PT – Therapy, Assessment, Evaluations in Multilingual Services
- O&M – Therapy, Assessment, Evaluations in Multilingual Services
- Interpreters
- Board Certified Behavior Analysis (BCBA) - FBA, BIP
- Dyslexia Services - Therapy, Assessment, Evaluations in Multilingual Services

Schuetz & Associates, LLC, Houston Texas

- Licensed Specialists in School Psychology - Assessment, Evaluations, Consulting, and Counseling Services
- Texas Certified Educational Diagnosticians Services –Assessment and Evaluations
- Psychological Evaluations
- Psycho-educational Evaluation
- Psycho-education Evaluation with Dyslexia
- Counseling Assessment
- Professional and Staff Development for Special Education
- Teacher/Staff Development for Special Education

River Oaks Academy, Houston Texas

- River Oaks provides a learning environment for behavioral and emotional regulation training for children that are medically severe. They are a contract service that provides specialized learning in an off campus environment.

13. River Oaks Agreement for Special Education Placement

River Oaks provides a learning environment for behavioral and emotional regulation training for children that are medically severe. They are a contract service that provides specialized learning in an off campus environment for our students. Students must qualify for entry by ARD and River Oaks assessment. These services will be provided throughout the year at an individual estimated cost per student assessed. Currently, we have two seats and are asking for one additional seat. Total cost of \$179,925. There is sufficient budget in the General Fund to cover this expense.

14. Calendar Change for Dayton High School Graduation Date

Graduation was scheduled for May 26, 2023 in accordance with the school calendar. The Montagne Center was not available on May 26, 2023. Dayton High School would like to request the change in the graduation date for the 2023 school year to hold graduation on May 25, 2023 at 3:00 PM.

15. District Wide Budgeted Items Purchase over \$10,000 Grid

In an effort to be better budget managers and to anticipate large purchases, all departments submitted their \$10,000+ purchases to the Board for approval at the beginning of the budget cycle.

CONSIDER COMPENSATION PLAN UPDATE

MOTION was made by Mr. Day and SECONDED by Dr. Chachere to approve a 2% General Pay Increase for all staff (based on the midpoint) as recommended by TASB and adjust starting pay for Bus Drivers to \$19 per hour with a commiserate increase to the bus driver pay structure depending on experience. The motion passed UNANIMOUSLY.

Administration is recommending a 2% general pay increase (based on the mid-point) with individual adjustments which will put starting teacher pay at \$56,600.

Also, due to low supply and high demand, it is recommended that Bus Driver starting pay be increased to \$19 an hour with a commiserate increase for experience as suggested by TASB through the Pay System Maintenance Report.

The total cost for these increases in the District's compensation plan will be approximately \$1,200,000.

CONSIDER BUDGET ADOPTION FOR THE 2022-2023 SCHOOL YEAR

MOTION was made by Dr. Chachere and SECONDED by Mrs. Harris to approve the 2022-2023 Dayton ISD budget as presented on page 13 of the Dayton ISD 2022-2023 Budget Book. The motion passed UNANIMOUSLY.

No public funds of the District shall be spent in any manner other than is provided for in the budget adopted by the Board. The adopted budget provides authority to expend funds for the purposes indicated and in accordance with state law, board policy and the District's approved purchasing procedures. A proposed budget for the 2022-2023 school year will

be presented based on the previous budget workshops. As a part of this meeting, any remaining questions regarding the proposed budget will be answered.

CONSIDER ESSER III PLAN UPDATE

MOTION was made by Mrs. Bartee and SECONDED by Mr. Shumaker to approve the plan and purchase from ESSER III funds. The motion passed UNANIMOUSLY.

Dayton ISD has previously approved the ESSER III plan and reviewed the six-month update plan. Dayton ISD would like to purchase the following items over \$10,000 in order to complete the ESSER III budget.

- Read 180 program from Houghton Mifflin for special programs students \$75,000
- Books for Libraries from Follett for elementary and secondary campuses - \$30,000
- Obstacle Course - \$100,000 – Requests for Proposals will be brought at a later date.

Adjustment to the Compensation Plan

In addition to these three budgeted items, we would like to consider a paid internship for student teachers as an incentive for recruitment using ESSER III funds. This will be for approximately ten (10) student teachers per semester for approximately \$10,000 per student teacher.

- Student Teachers (20) – Budgeting up to \$300,000.

CONSIDER ARP FUNDING PLAN

MOTION was made by Mrs. Bartee and SECONDED by Mrs. Harris to approve IDEA-B plan. The motion passed UNANIMOUSLY.

The American Rescue Plan (ARP) Act of 2021 provides funding for TEA to supplement IDEA-B Formula and IDEA-B Preschool funding to eligible local educational agencies (LEAs). TEA staff has updated the 2021–2022 Special Education Consolidated Grant Application (Federal) to include columns for the IDEA-B Formula-ARP and IDEA-B Preschool-ARP funding, Dayton ISD has been awarded \$254,356 for IDEA – B ARP and \$12,862 for IDEA – B Preschool ARP to financially help in areas chosen below. We have planned for the following budgetary purposes for ARP services. Items may be amended as needed.

IDEA-B Formula ARP

- Payroll Cost
 - *Diagnostician
 - *ARD Facilitator
 - *Substitute/Extra Pay
 - *Paraprofessional
- Professional and Contracted Services
 - *Assessments, Evaluations, Behavior Therapy, In Home training, and professional staff
- Supplies and Materials
- Other Operating Cost
 - *Professional Development – Region 4
- Capital Outlay – Technical Devices
 - *Computer Laptops/Chrome Books
 - * Classroom Cameras

IDEA – B Preschool ARP

- Payroll Cost
 - *Paraprofessional
- Supplies and Materials

CONSIDER NEW COURSE OFFERINGS FOR DAYTON HIGH SCHOOL

MOTION was made by Mrs. Bartee and SECONDED by Mr. Shumaker to approve the new courses at Dayton High School as presented. The motion passed UNANIMOUSLY.

DHS is seeking approval on the following new course offering

- **English Language Development and Acquisition-** Course Designed to help newcomer students develop and acquire English Language Skills.
 - Students identified as needing this course will take this course along with an ESL Course.
 - This course will not require new staff.

ITEMS FOR BOARD INFORMATION: *(Items discussed may become action items in open session.)

Superintendent's Report

Truancy Court Update – Nelly Tinkle's Report over Truancy Court and/or Attendance Review Board implementation Highlights included:

- Dayton ISD Attendance staff/organizational structure
- Roles and responsibilities
- Attendance requirements:
 - Communication with Parents
 - Preventative measures in place (letters, Saturday School, phone calls, CARE teams, etc.)
 - Ticket after 10 unexcused absences to parents
- Concerns-
 - Attendance is not getting better at the secondary levels since COVID
 - Creating patterns with some elementary students/parents
 - Everything is punitive and based on behavior reactions.
 - Need to change what we are doing if we want different results.
 - More proactive and less reactive
- Upcoming School Year Implementation-
 - Move to the root cause of absenteeism and away from punitive in nature before writing a ticket.
 - Give out more social services resources and information to parents (building a better relationship between parents and school district)
 - This will give us an extra layer of support to students and parents.
 - We will still use the tickets and court system with Judge Conner for those who refuse to interact and comply.
 - Questions were asked and there was a good discussion with the Board.

Board Goals – Jennifer Jacobs-Highlights included:

- Reminded the Board of TEA's requirements of Board Goals which must consist of Early Literacy in Reading and in Math along with CCMR.

Due to TEA not having all of the STAAR scores out specifically on Domain 2 and 3, Jennifer went over the STAAR scores. This is part of the comparison from last year's scores to this year's scores presentation. Out of 21 tests, Dayton ISD did better at the Approached level (than last year) on 13 STAAR tests.

Other information:

- Even though the EOC Alg. 1 scores were lower than last year's scores, Dayton ISD was above the state average.
- We were also ABOVE the state average in Biology.
- We only have the state averages at the HS level. (The 3-8 grade state averages are supposed to come out at the end of the month.)
- Plans are being put into place to address the areas of needing improvement.

Associate Superintendent Pierce's Report

- Financial / Budget Statement
- Check Register from Activity Funds
- Tax Collector's Report

EXECUTIVE SESSION: *(Items discussed may become action items in open session.)

The Board went into closed session at 7:23 p.m.

551.074 – Personnel

551.074 – Personnel – Substitute List

551.074 – Personnel – Director of Network and Computer Services

551.072 – Property

The Board returned to open session at 8:33 p.m.

ITEMS FOR BOARD ACTION

CONSIDER ARP FUNDING FOR EXTRA PAY IN SPECIAL EDUCATION

MOTION was made by Mr. Shumaker and SECONDED by Mrs. Harris to approve extra pay with the American Rescue Plans (ARP) funding. The motion passed UNANIMOUSLY.

House Bill 4545 requires Special Education students who did not meet approaches on the STARR in Reading and Math are required to hold an ARD meeting in place of the general education ALC meeting. The Special Education Department is requesting extra employment for summer work for the additional ARD'S and record management in the following areas:

ARD Facilitator - 2 employees for a total of 15 days
Records Keeper - 1 employee for a total of 10 days

The total cost of the summer employment for the Special Education Department is approximately \$6000. Funding is available through the IDEA-B ARP – Payroll Cost funds.

CONSIDER JOB DESCRIPTION FOR DIRECTOR NETWORK AND COMPUTER SERVICES

MOTION was made by Mr. Shumaker and SECONDED by Mr. Day to approve the Director of Network and Computer Services job description as presented. The motion passed UNANIMOUSLY.

The District is redefining roles and responsibilities for a position, and as such a new job description is warranted. This change would require an adjustment to the pay grade but no budget amendment will be necessary.

New job description was created and/or edited for the following personnel change:

- Title Change and Job Description amended – Network Administrator to Director of Network and Computer Services.

No budget amendment is necessary for this change.

CONSIDER RECOMMENDATIONS AND RESIGNATIONS

MOTION was made by Mr. Day and SECONDED by Mrs. Harris to approve the following personnel for hire for the 2022-2023 school year, subject to assignment. The motion passed UNANIMOUSLY.

Please review the following staff resignations:

Effective 05/27/2022 – Daniel Briggs – DHS – SPED Resource Teacher
Effective 05/27/2022 – Anthony Guillory – DHS – SPED Life Skills Teacher
Effective 05/27/2022 – Jacob Walker – DHS – CTE – Agriculture/FFA Teacher
Effective 05/27/2022 – Suzanne Waterstreet – DHS – English Teacher
Effective 05/27/2022 – Marc Broyles – WJH – 8th Grade ELA Teacher
Effective 05/27/2022 – Anna Chilek – WJH – ELA Instructional Coach
Effective 05/27/2022 – James Kingsmill – WJH – 7th Grade History Teacher
Effective 05/27/2022 – Bryan Peterson – WJH – 7th Grade ELA Teacher
Effective 05/27/2022 – Alejandra Barragan – SFA – KG BIL Teacher
Effective 05/27/2022 – Angelica Bermudez – SFA – SPED 3-5 ELAR Resource
Effective 05/27/2022 – Daysu Morales – SFA – 1st Grade Bilingual Teacher
Effective 05/27/2022 – Amber Phillips – SFA – 3rd Grade Math Teacher
Effective 05/27/2022 – Michaela Bailey – KMB – 5th Grade ELAR Teacher
Effective 05/27/2022 – Mallory James – KMB – 1st Grade Teacher
Effective 05/27/2022 – Annie Alex Sullivan – KMB – PE Teacher
Effective 05/27/2022 – Gina Wood – KMB – 1st Grade Teacher
Effective 05/27/2022 – Kendal Gable – ERR – 2nd Grade ELAR Teacher
Effective 05/27/2022 – Gladys Perales – ERR – 3rd Grade Bilingual Self-Contained Teacher
Effective 05/27/2022 – Tina Robinson – ERR – 5th Grade Science Teacher
Effective 05/27/2022 – Erin Rodriguez – ERR – 4th Grade ELAR Teacher
Effective 05/27/2022 – Emma Trevino – ERR – Kindergarten Bilingual Self-Contained Teacher
Effective 05/27/2022 – Ami Silva – COL – Pre-Kindergarten
Effective 06/01/2022 – Katrina Delahoussaye – SPED – Diagnostician

The following personnel have been recommended for hire for the **2022-2023** school year, subject to assignment:

Effective 07/01/2022 – Rena Anderson – DHS – Coordinator, Career and Technical Education
Effective 08/01/2022 – Monticee Drayton – DHS – SPED Teacher/Asst. Basketball Coach
Effective 08/01/2022 – Elizabeth Garza – DHS – English Teacher
Effective 08/01/2022 – Mary Hyde – DHS – Agricultural Science Teacher
Effective 08/01/2022 – Damian Okrasinski – DHS – Science Teacher, pending
Effective 08/01/2022 – Edwin Ruiz – DHS – Spanish Teacher, pending
Effective 08/01/2022 – Wyatt Shoemake – DHS – Social Studies Teacher, pending
Effective 07/18/2022 – Rebecca Bolds – WJH – ELAR Instructional Coach
Effective 08/01/2022 – Savanna Cates – WJH – SPED Support Facilitator, pending

Effective 08/01/2022 – Mary Crowder – WJH – Teacher - Interventionist
 Effective 08/01/2022 – Fidel Zamora Cuevas – WJH – Spanish Teacher, pending
 Effective 08/01/2022 – Tammy Hardin – WJH – ESL Language Arts Teacher, pending
 Effective 08/08/2022 – Trevor Howard – WJH – 6th Grade SS Teacher/Coach, pending
 Effective 08/01/2022 – John McCrary – WJH – PE Teacher/Coach, pending
 Effective 08/01/2022 – Melissa Mitchell – WJH – 8th Grade History Teacher
 Effective 08/01/2022 – Thelma Young – WJH – 8th Grade English Teacher, pending
 Effective 08/01/2022 – Veronica Zapata – SFA – ELAR/Social Studies Instructional Coach
 Effective 08/01/2022 – Belen Acuna – KMB – 2nd Grade Bilingual ELAR Teacher, pending
 Effective 08/01/2022 – Julie Baker – KMB – Music Teacher, pending
 Effective 08/01/2022 – Kelvin Bryan – KMB – 3rd Grade Science/SS Teacher
 Effective 08/01/2022 – William Hebert – KMB – PE Teacher
 Effective 08/01/2022 – Aurora Luna – KMB – 4th Grade ELAR/SS Teacher, pending
 Effective 08/01/2022 – Esmeralda Montes – KMB – Bilingual Teacher
 Effective 08/01/2022 – Reemberto Gil Samaniego Miranda – KMB – 5th Grade Bilingual ELAR Teacher, pending
 Effective 08/01/2022 – Rachel Smith – KMB – 3rd Grade Math Teacher
 Effective 08/01/2022 – Mackenzie VanDeventer – KMB – 1st Grade Teacher
 Effective 08/01/2022 – Anna Brothers – ERR – 2nd Grade ELAR Teacher, pending
 Effective 08/01/2022 – Harlie Head – ERR – 2nd Grade ELAR Teacher, pending
 Effective 08/01/2022 – Kayci Hopper – ERR – PE Teacher/Coach
 Effective 08/01/2022 – Angela Meeks – ERR – SPED Rises Teacher
 Effective 08/01/2022 – Chelsea Sanders – ERR – 3rd Grade Math/Science Teacher, pending
 Effective 08/01/2022 – Bobbi Yarbrough – DAEP/AAEP – Science Teacher, pending

CONSIDER SUBSTITUTE TEACHERS

MOTION was made by Mr. Day and SECONDED by Mrs. Bartee to approve the substitute teacher list as presented. The motion passed UNANIMOUSLY.

The Board of Trustees is provided a list of substitute teachers and their status for approval. The applicants on the attached list lack one or more requirements in order to be added to the substitute list. Their names are being submitted for board approval pending completion of all requirements prior to being placed on the substitute list.

Grades	Last Name	First Name	Degree
K-8, SPED, Bil	Barnes	Lorena	None
PK-12	Bellew	Misty	None
K-8, SpEd	Buckley	Allexxa	None
Pk-5, Sped, Bil	Capps	Beatriz	None
K-5	Fleming	Tina	Certified
PK-12	Gilley	Jo Anna	None
PK-12	Hohn	Lynda	Certified
K-12, Office, Nurse, Bil	Mendez	Jessica	None
6-12	Mudd	Sarah	None
PK-12	Parson	Carolyn	Certified
PK-12, Bil;	Reyes	Zitlali	None
PK-5, SpEd, Bil	Rodriguez-Tello	Zayra	None
PK-12	Sparkman	Shannon	None
K-8, SpEd	Spretz	Hollie	None
PK-8, SpEd, Bil	Tyristan	Cinthia	None
PK-12	Twardowski	Lisa	None
PK-12, SpEd	Vazquez	Destiny	None
PK-12, SpEd, Bil	Velasquez	Silvia	None
6-12	Villermin	Jennifer	None

OFFICIAL ADJOURNMENT

MOTION was made by Mr. Day and SECONDED by Dr. Chachere to adjourn the meeting. The meeting adjourned at 8:34 p.m. The motion passed UNANIMOUSLY.