

## Budget Workshop/Special Called School Board Meeting

May 28, 2019

**Minutes of the Budget Workshop/Special Called School Board Meeting of the Board of Trustees of the San Felipe Del Rio Consolidated Independent School District held Tuesday, May 28, 2019 in the Student Performance Center and Administration Building Auditorium, 315 Griner Street, Del Rio, Texas.**

### CALL TO ORDER AND ROLL CALL

Mr. Raymond Meza called this Budget Workshop/Special Called School Board Meeting to order at 6:02 p.m.

Mrs. Diana Gonzales called roll and confirmed a quorum was present.

Trustee	Present	Absent	Late Arrival
Mr. Alfredo Contreras	X		
Mrs. Diana Gonzales	X		
Mrs. Amy Haynes-Sanders		X	
Mrs. Linda Guanajuato-Webb		X	
Mr. Raymond P. Meza	X		
Mr. Joshua D. Overfelt	X		
Mr. Kenneth Smith		X	

Others present: Dr. Carlos H. Rios, Mrs. Sandra T. Hernandez, Mrs. Aidee Garcia, Mrs. Aida Gomez, Mr. Leslie Hayenga, Mr. Henry Arredondo, Mr. Duane Maldonado and others.

A few minutes of silence was observed for personal reflection.

The Pledge of Allegiance to the Flag of the United States of America was given.

### SCHOOL BOARD WORKSHOP

- A. TASB Salary Study  
 (Mr. Henry Arredondo)  
 Recommended Action: Discussion

Dr. Carlos Rios stated that as an introduction to the TASB Salary Study, Mr. Henry Arredondo put together an interpretation and impact of House Bill 3. Dr. Rios further stated that Administration has been working on what House Bill 3 would fund. Since this House Bill passed administration has had limited time to study it, but Administration has what they believe is a close indication of what it expects to see from the Legislature, and how they mandate it to be spent on salaries.

Mr. Henry Arredondo proceeded with the following presentation:

- Budget Projections
- House Bill 3 Compensation Increase

Ms. Luz Cadena of TASB HR Services proceeded with the Pay System Maintenance presentation.

### Pay System Maintenance

- Market Districts 2018-2019
- Teacher Salary Plan, 2018-2019 Market Comparison
  - Teacher Salary Plan Comparisons, 2018-2019
  - Teacher Stipend Comparisons, 2018-2019
  - Distribution of Total Experience – Teachers, 2018-2019
  - Teacher Salary Plan Development – Model 1
  - Teacher Salary Plan Development – Model 2
  - Teacher Salary Plan Development – Model 3
  - Teacher Salary Plan Development – Model 4
- Administrative Professional
  - Central Administration Salary Comparisons to Market, 2018-2019
  - Exempt Market – Salary Comparisons, 2018-2019, Central Administration
  - Campus Administration Salary Comparisons to Market, 2018-2019
  - Exempt Market – Salary Comparisons, 2018-2019, Campus Administration
  - Professional Salary Comparisons to Market, 2018-2019
  - Exempt Market – Salary Comparisons, 2018-2019, Professional
  - 2019-2020 Proposed Administrative Professional Pay Plan
- Paraprofessional
  - Clerical & Technical Rate Comparisons to Market, 2018-2019
  - Nonexempt Market – Rate Comparisons, 2018-2019, Clerical & Technical
  - Nonexempt Market – Minimum Comparisons, 2018-2019, Clerical & Technical, Rate Minimums
  - Instructional Support Rate Comparisons to Market, 2018-2019
  - Nonexempt Market – Rate Comparisons, 2018-2019, Instructional Support
  - Nonexempt Market – Minimum Comparisons, 2018-2019, Rate Minimums
  - 2019-2020 Proposed Paraprofessional Pay Plan
- Auxiliary
  - Auxiliary Rate Comparisons to Market, 2018-2019
  - Nonexempt Market – Rate Comparisons, 2018-2019, Auxiliary
  - Nonexempt Market – Minimum Comparisons, 2018-2019, Auxiliary, Rate Minimums
  - 2019-2020 Proposed Auxiliary Pay Plan
- Summary of Cost Estimates, 2019-2020, Model 1
- Summary of Cost Estimates, 2019-2020, Model 2
- Summary of Cost Estimates, 2019-2020, Model 3

The Workshop adjourned at 7:11 p.m.

The Special Meeting opened at 7:11 p.m.

### **CITIZENS TO BE HEARD**

Bea Vallejo – Agenda Items 11A., 11B., 11C., 13A., 13B.

## ADMINISTRATION

- A. Discussion to Value engineer the Dining Hall Renovations at Del Rio High School.  
(Mr. Leslie Hayenga)  
Recommended Action: Discussion

Mr. Leslie Hayenga presented the following:

### DRHS Dining Hall Renovation: Project Status: May 28, 2019

- Project Summary
  - Project History & Schedule
    - Board Approved – Project – 12/17/2018
    - Board Approved – Schematic Design – 2/18/2019
    - Board Approved – 4/15/2019
    - Board Approved – Submit Bid for General Contractor – 4/16/2019
    - Pending Board Approval – Bid for General Contractor – 5/28/2019
    - Pending Board Approval – Project Timeline – 5/28/2019
    - Work to Begin – 6/1/2019
    - Substantial Completed – 10/20/2019
  - Contractor Schedule Values
  - Ceiling Renovation
    - Bid Proposal – 2018-2019 Budget
      - Scrap & Disposal of Foam Material
      - Clean Surface & Apply Primer
      - Apply Two Coats “Dry fall” Paint
    - 2019-2020 Budget
      - Contract Acoustics Engineer
      - Provide Further Recommendations
    - Contractor Quotes
      - Project Range is between \$210,000.00 - \$280,000.00
      - RFP Posted – Recommendation in June 2019
  - Funding Sources
  - Allocation of Funds
  - Questions?

There was discussion regarding the concern for all board members to be present in order to vote on an agenda item of this type, value engineer, flooring, acoustics and other possible costs. Also, request to view portion of ceiling primed and painted during visit to Del Rio High School the following week.

- B. Consideration to approve modification of the 2018-2019 General Fund balance commitments for the Dining Hall Renovations at Del Rio High School in the amount of \$221,000.00.  
(Mr. Henry Arredondo)  
Recommended Action: Approval

(Contreras, Overfelt) all four board members present voted “Aye”

- C. Consideration to approve modification of the 2018-2019 General Fund balance

commitments for the Dining Hall Renovations at Del Rio High School in the amount of \$150,000.00.

(Mr. Henry Arredondo)

Recommended Action: Approval

(Contreras, Overfelt) all four board members present voted "Aye"

## TECHNOLOGY AND OPERATIONS

- A. Consideration to approve Purchase Order over \$25,000.00 to Kitchen Resources in the amount not to exceed \$38,637.60 (Funding Source: General Fund – Committed) for the purchase of convection ovens.

(Mr. Leslie Hayenga)

Recommended Action: Approval

- Lamar Elementary
- Dr. Fermin Calderon Elementary
- Del Rio Freshman

There was discussion regarding the timeline concern to repair cafeteria equipment.

(Contreras, Gonzales) all four board members present voted "Aye"

- B. Consideration to award Request for Competitive Proposal (RFP) #19-05 Dining Hall Renovations at Del Rio High School to Frontera Construction, LLC and authorize the Superintendent of Schools to sign a contract for services in the amount not to exceed \$780,400.00.

(Mr. Leslie Hayenga)

Recommended Action: Approval

There was a request to update the board of any delays and out of ordinary items.

(Contreras, Overfelt) all four board members present voted "Aye"

## HUMAN RESOURCES

- A. Consideration to approve changes to the district compensation plans to include a 15% raise for summer school employees with exception to Cafeteria Managers and that the board authorize the reallocation of fund balance committed funds to cover the 15% raise, specifically \$70,000.00 committed for legal fees, \$20,000.00 remaining in the TRE election and \$20,000.00 set aside to assist campuses in need of improvement for a total fund balance amendment from committed funds of \$110,000.00.

(Dr. Carlos Rios)

Recommended Action: Approval

Dr. Carlos Rios stated that several board members had inquired about salaries for summer school employees, particularly the cafeteria department and that administration and the current board have never recommended a salary increase for just one group, unless that group was identified being under market value and as such, 6 years ago administration had recommended an increase for skilled laborers, and 6 years later they are again under market value. Dr. Rios further stated that administration counted all

summer school employees and estimated the cost of \$622,263.75 to run this year's summer school program. Administration also calculated the cost of a 5%, 7.5%, 10%, 15%, and 20% increase in additional funds. The variance is from \$31,113.19 to \$124,452.75. Dr. Rios visited with the Budget Coordinator and Chief Financial Officer to review money that had been previously allocated, but not used. A couple of areas were identified and at this point the money that has been identified falls around \$70,000.00. This money was set aside for attorney fees regarding the Val Verde Appraisal District and the wind farm appraisal issues. Lastly, Dr. Rios stated he is in agreement that the summer school rates have not been updated in 10 years, and would encourage the board to consider the summer school increase for everyone. Administration recommended the 10% increase for all summer school employees.

There was discussion regarding the current summer school rates and regular school year rates, work load of summer school employees, clarification of Food Service Manager summer school rate and administrations request not to include this position with increase, and clarification of funding sources for summer school.

(Contreras, Overfelt) all four board members present voted "Aye"

The board adjourned into executive session at 8:04 p.m.

### **CLOSED SESSION**

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.084, 551.087 of the Government Code (The Texas Open Meetings Act). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

#### **A. Pursuant to 551.074 Discussion of Personnel or to Hear Complaints Against Personnel and 551.071 Private Consultation with the Board's Attorney**

1. Discussion of Personnel Report to include the following:
  - New Hires
  - District Vacancies: Retirements/Resignations/Reassignments

The board reconvened at 8:49 p.m.

### **RECONVENE TO OPEN SESSION**

The Board may vote upon, and/or take action as to, any or all of the items considered under "Closed Session".

#### **A. Consideration to approve the Personnel Report to include the following:**

- New Hires
- District Vacancies: Retirements/Resignations

(Mrs. Aidee Garcia)

Recommended Action: Approval

Ciara Pyle – North Heights Elementary – Grade 1 Teacher

Probationary

Julisa Cortinas – North Heights Elementary – Grade 5 Teacher

Probationary

Yasmin Rodriguez-Hernandez – Buena Vista Elementary –  
Bilingual/ESL Strategist

Continue 10-Month  
Three-Year Term  
Contract

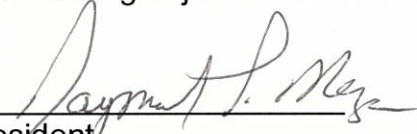
(Contreras, Overfelt) all four board members present voted “Aye”

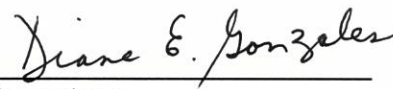
Mr. Joshua Overfelt stated for clarification and for the record that the TRE money set aside was for the TRE election and not actual money gained from TRE. Dr. Carlos Rios stated for the record that the TRE money stated in previous recommendation was from money left over that was set aside for the TRE election and that the TRE money gained is specifically for construction and security and that administration has not touched those funds for anything else.

Mr. Raymond Meza made the recommendation to adjourn the meeting.

(Overfelt, Contreras) all four board members present voted “Aye”

The meeting adjourned on at 8:51 p.m.

  
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President

  
\_\_\_\_\_  
Secretary