

Minutes of Special Meeting

The Board of Trustees Bloomington Independent School District

A Special Meeting of the Board of Trustees of Bloomington Independent School District was held Monday, June 2, 2014, beginning at 5:30 PM in the Board Room, 2781 FM 616, Bloomington, Texas.

Board members present were Gil Gonzalez, John Mendez, John Ellsworth, Joe Canales, Bacilio Cantu. Dewayne Janis and Raymond Martinez were absent. Others present were Karl Koch and wife, Matt Bradshaw, Keith Anderson, David Strassner, Danny Garcia, Delores Warnell and Dawn Guerra.

1. Discuss Injection Well

Keith Anderson presented an agreement to the Board that offered to plug and abandon one injection well within the community that is owned by KDM, in exchange for all parties to withdraw their protests to the requested permit for the drilling of a new well on the outskirts of the community. Much discussion took place on the details of plugging the well and the intentions of KDM.

David Strassner explained the proposed injection well in great detail and the layers down to the reservoir and Matt Bradshaw helped explain how the reservoir works.

The Board entered Executive Session at 6:02 PM to discuss the injection well and reconvened in Open Session at 6:30 PM.

A motion was made by John Ellsworth and a second by Gil Gonzalez to withdraw the district's protest for the permit to drill the injection well.

The motion passed with 4 votes for and 1 vote against (Cantu).

2. Budget Workshop

Misty Brasfield gave the Board an update on the increased revenue from taxes. She also stated that we are seeing an increase in the state's foundation allotment.

Ms. Warnell presented bids for the Maintenance Tax Note project for the windows and the HVAC.

A motion was made by John Ellsworth and a second by Bacilio Cantu to approve the bid from Hayes Electric in the amount of \$121,250 and the bid from Bell Glass in the amount of \$236,742.

The motion passed unanimously.

3. Discuss Benefits Package

Misty Brasfield recommended the following benefits package:

1. Pay Range Controls: Pay range controls a district's ability to compete in the labor market, maintain pay equity among employees; and control personnel costs. We would set the proper control points. We propose to let the superintendent have the flexibility to offer between 1 to 5% of the employee salary. It will give district ability to provide pay differences between career paths and control pay differences between employees in the same job.
2. Stipends: This is a fixed amount that is added to base pay to compensate employees for extra duties or special credentials, including advanced degrees, leadership responsibility, extracurricular duty assignments or certifications in shortage fields.
3. Incentives:
 - a. Hiring bonuses
 - b. Incentives for campus assignments
 - c. Rewards for extraordinary achievement of instructional teams of individuals
4. TRS Deposit in Lieu of Salary Increases for personnel- 1% to 6% per person.

A motion was made by John Mendez and a second by John Ellsworth to approve the benefits package as presented.

The motion passed unanimously.

The Board entered Execution Session to discuss Personnel at 7:33 PM and reconvened in Open Session at 8:43 PM.

4. Personnel Employment, Resignations, Assignments, Evaluations, Reassignments, Duties or Discipline (Texas Government Code §551.074)

A. Consider Approval for Creation of Curriculum Position

Ms. Warnell recommended the creation of a Curriculum Administrator Position.

A motion was made by John Ellsworth and a second by John Mendez to approve the position as recommended.

The motion passed unanimously.

The meeting was adjourned at 8:43 PM.

