



College Station Independent School District

Success...each life...each day...each hour

College Station Independent School District Board Workshop Minutes July 20, 2021 5:00 p.m. Board Room

There will be a Workshop of the Board of Trustees of the College Station Independent School District on Tuesday, July 20, 2021 at 5:00 p.m. in the CSISD Board Room, CSISD Central Administration, 1812 Welsh Ave., College Station, Texas.

This meeting will be available to the public via live stream video. The public may access this meeting via live stream at the following -- LINK: <https://youtu.be/kiWtqA3Fdtk>

The following items are on the agenda:

A. CALL TO ORDER

President Mike Nugent called the meeting to order at 5:01p.m.

B. DECLARATION OF QUORUM

President Nugent declared a quorum with six members present. In attendance were President Mike Nugent, Secretary Jeff Horak, Trustee Joshua Benn, Trustee Amanda Green, Trustee Thomas Hall and Trustee Kimberly McAdams. Vice President GERALYN Nolan was not in attendance.

C. PUBLIC COMMENTS

1. Comments related to agenda items for this meeting will be heard during consideration of the item later in the workshop
There were no citizens wishing to address the Board at this time.

D. WORKSHOP SESSION

1. Receive report on preliminary 2021 STAAR results
Molloy Perry, Chief Administrative Officer, gave a [report](#) on the 2021 preliminary STAAR results. It has been a while since we reviewed STAAR results due to not having STAAR testing in 2020. Students were required to test onsite this year. Overall, CSISD students performed better than the State rate across grade

levels. Despite the learning loss that occurred due to COVID, CSISD students showed less decline and even made some gains when compared to the 2019 results. This is a testament to the hard work of the staff this past year.

2. Receive report on HB 3 Board Goals

Penny Tramel, Chief Academic Officer, gave a [report](#) on the HB3 Board Goals using STAAR, MAP and CIRCLE assessment data. All students, including virtual students, were tested this year, with virtual students coming onsite to test for all three assessments. The CCMR results for the Seniors of 2021 were not where we hoped they would be, but it is due to the fact that there were no opportunities to test for ACT or SAT, Advanced Placement or CTE certification tests which affected the scores.

3. Consideration and discussion related to the 2021-22 budget and compensation plan

Amy Drozd, Chief Financial Officer, [reviewed](#) the draft budget and compensation plan for the 2021-22 school year. Enrollment was down, property values were up, resulting in recapture. We anticipate an overall revenue increase of \$581,000 over that of the originally adopted budget, much of which is due to one time state payments. Much of the budget shortfall was due to recapture and extraordinary expenditures of the winter storm and hail damage which were not budgeted for initially. CFO Drozd then reviewed the proposed Compensation Plan for 2021-22. Beginning year teacher salary would increase from \$45,500 to \$47,000. Each eligible teacher's salary would increase by at least \$1,000 from their prior year base pay, and a 1.5% pay increase for all other pay groups. We plan to increase employer contribution to health insurance and pilot an attendance incentive plan for Auxiliary employees. The compensation plan is estimated to cost \$2,191,827. The average increase for teachers based on the teacher midpoint is 1.85%. TRS Active Care Insurance rate increases range from 6% to 8%. Administration will be researching getting out of TRS health insurance now that there is an option to do so. The district contribution to employee health insurance is very strong and greater than a vast majority of school districts. We have to stay proactive going forward to stay with the market. The pilot of an employee attendance incentive for auxiliary employees in the areas of cafeteria workers, bus drivers, bus monitors and custodians would payout twice a year and encourage attendance since substitutes for these positions are very limited, but the buses still have to run, students still have to be fed and classrooms still have to be cleaned. ADA is projected to increase by 3.2% and property values by 3%. Based on this, the M&O property tax rate is estimated at \$.9619 which is a \$.004 decrease from the current year. We are looking at using ESSER funds to supplement the General Fund budget resulting in an estimated deficit of \$2.9M. This would result in an estimated fund balance of \$33,534,997 remaining. This is still an improvement from the August 2015 fund balance total. We have a healthy fund balance but it is there for one-time expenses and to help us weather financial storms. Based

on estimates for 2022-23, the Available School Funds increase by \$2.6M using the same ADA with a 2% property value increase. Additionally, for Debt Service, we can pay off some of our debt with early redemption while retaining our current debt service tax rate.. We can manage the deficit budget this next year, but we are looking forward to the following year to increase our revenue and manage our costs. We anticipate seeing additional savings with the staffing software purchased earlier this year. We prefer to have 75 days of operating expenses as a threshold for our fund balance. We have to address compensation to stay competitive and to take care of our folks. We do not like the deficit, but we are positioned to weather it.

4. Consideration and discussion related to the ESSER III grant application, including a one-time retention stipend for returning CSISD employees in the 2021-22 school year
CFO Drozd reviewed the [proposed](#) one-time retention stipend for returning CSISD employees in the 2021-22 school year utilizing ESSER III funds. Retaining staff is crucial to the continuity of instruction for students. All staff played a part in this past year. We are proposing \$1,000 for administrators, paraprofessionals, and auxiliary staff and \$1,500 for teachers and other instructional professional positions. This qualifies for the requirements for ESSER in addressing learning loss through direct interventions, professional development etc. The application is very complicated, but the dollar amounts are assured for the ESSER funding.
5. Consideration and discussion related to the 2021 Bond Planning Committee recommendations
CFO Drozd and gave an overview of the [recommendations](#) made by the 2021 Bond Planning Committee recommendations. The total of \$83M is spread out over 4 separate propositions as required by law. The largest amounts are for renovations to AMCHS, the Technology infrastructure, then the CTE facility addition. Technology referendum is for personal devices. The rest is for the Natatorium renovations, AMCHS renovations to field house press box, and sound system and sound system upgrade at CSHS. This bond touches every campus in some fashion.

E. ADJOURN

Without objection, President Nugent adjourned the meeting at 6:45p.m.

MIKE NUGENT
BOARD PRESIDENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the

section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See TASB Policy BEC(LEGAL)]

This notice was posted in compliance with the Texas Open Meetings Act.

MN/ch

MIKE NUGENT – PRESIDENT

JEFF HORAK - SECRETARY