



College Station Independent School District

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

College Station Independent School District Special Board Workshop Minutes July 30, 2020 5:00 p.m. Board Room

Due to health and safety concerns related to the COVID-19 and in order to adhere to social distancing guidelines, no more than 50 people will be allowed in the boardroom.

Due to the temporary suspension of Open Meetings Laws issued on March 16, 2020, to advance the public health goal of limiting face-to-face meetings, this meeting will also 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/vMoT8DtH-5w>

Public comment will be accepted in-person at the meeting. If you wish to provide feedback in a non-public setting, you may email feedback@csisd.org.

A recording of the meeting will be available for viewing on the district's website.

The following items are on the agenda:

A. CALL TO ORDER

President Michael Schaefer called the meeting to order at 5:00 pm.

B. DECLARATION OF QUORUM

President Schaefer declared a quorum with seven members present. In attendance were President Michael Schaefer, Vice President Geralyn Nolan, Secretary Mike Nugent, Trustee Joshua Benn, Trustee Amanda Green, Trustee Jeff Horak and Trustee Kimberly McAdams

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. Consideration, discussion and possible action related to the 2020-21 compensation plan
 - a. [Drozd Memo](#)
 - b. [2020-2021 Compensation Plan](#)

Amy Drozd, CFO, reviewed the proposed 2020-2021 Employee Compensation [Plan](#). This plan was developed, keeping in mind the goals of staying competitive in the marketplace and being able to hire and retain the highest quality staff. The plan includes the following: increase the beginning teacher salary from \$44,250 to \$45,500; ensuring all eligible teachers receive a thousand dollar increase from their 2019-20 base pay; increase administrative and professional pay by 1.5% of paygrade midpoint; increase paraprofessional and auxiliary staff pay by 2.0% of paygrade midpoint; increase the beginning bus driver pay to \$16.50 per hour; increase the district contribution to health insurance allowing two employee only plan options at no cost to the employee. Clarification was asked for regarding teacher stipends. Stipends are compensation for additional duties outside of the regular classroom expectations, for responsibilities such as athletics, fine arts, UIL, yearbook, newspaper, robotics, etc.

MOTION 4878: I move we approve the 2020-2021 Compensation Plan as presented. The motion was made by Vice President Geralyn Nolan and seconded by Trustee Jeff Horak. It was noted by Trustee Benn that we are in a position this year to be able to do this for our teachers and staff in order to stay competitive. However, we are sensitive to the current financial difficulties in our community and will reevaluate our circumstances next year. The motion carried with seven ayes and zero nos.

2. Consideration, discussion and possible action related to changing the first day of school for the 2020-21 school calendar from Thursday, August 13, to Tuesday, August 18
 - a. [2020-2021 Proposed School Calendar](#)

Mike Martindale, Superintendent, requested to move the first day of school back to the original first day of instruction, Tuesday August 18, 2020, as a result of the recent changes in guidance from TEA in order to provide additional planning time for teachers and staff. There are no other adjustments to the calendar. All changes to the calendar that were approved in June, will stay in place with the exception of the first day. The request was made to discuss starting school online only. Due to the limitations of this agenda language, an in depth conversation is not possible at this meeting. As of meeting start time, we have had over 12,200 respondents to our Instructional Model Delivery Method survey. Roughly 62% of families have indicated they prefer the onsite model for their students. The deadline for parents to choose a learning model is tonight at 11:59 pm. In regard to the teacher preference survey, 17% of teachers preferred virtual instruction. The other 83% of teachers either had no preference (24%) or preferred onsite instruction (59%).

MOTION 4879: I motion we accept changing the first day of school for the 2020-21 school calendar from Thursday, August 13, to Tuesday, August 18. The motion was made by Trustee Jeff Horak and seconded by Trustee Mike Nugent. The motion carried with seven ayes and zero nos.

E. EXECUTIVE SESSION

1. Pursuant to Texas Government Code Section 551.0821, deliberation regarding a Level Three Parent Complaint, and if necessary, Consultation with Legal Counsel via Telephone Pursuant to Texas Government Code Sections 551.071 and 551.129

President Schaefer adjourned the meeting into Executive Session at 5:18 pm.

F. OPEN SESSION

President Schaefer called the meeting back into Open Session at 6:26 pm

1. Possible Action related to a Level Three Parent Complaint

MOTION 4880: I move to deny the discipline appeal of the parent and deny the requested relief. The motion was made by Trustee Amanda Green and seconded by Trustee Jeff Horak. Trustee Benn said that while he felt the campus administration did everything that should have been done with this case, from a strictly legal aspect, his concern rested with the classification with the level of the threat and if there was any issue we should follow the letter of the book. However, with protecting our students and being in control of the situation, from everything we heard and read, he could not be more proud to be the parent of a student at Wellborn Middle School. The motion carried with four ayes and three nos with Vice President Geralyn Nolan, Trustee Kimberly McAdams and Trustee Joshua Benn voting against the motion.

G. ADJOURN

Without objection, President Schaefer adjourned the meeting at 6:29 p.m.

MICHAEL SCHAEFER
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.

MS/ch

Summary Notes have been placed beneath each Consent Agenda item for clarification purposes. Individual Board Members review each Agenda Item at least 72 hours prior to the actual Board Meeting.

MICHAEL SCHAEFER – PRESIDENT

MIKE NUGENT - SECRETARY