



Board Briefs are published to keep staff and citizens informed about actions of the Judson Independent School District Board of Trustees.

Board Briefs for May 18, 2023

MEETING CALLED TO ORDER at 6:00 pm

Roll Call- *All present*

Invocation and Pledges- *invocation led by Dr. Fields*

The Wagner HS National JROTC Team

- **Cadet Captain Leilani Rodriguez** carrying the U.S. Flag
- Right Guard for the U.S. Flag is **Cadet Captain Joanna Thompson**
- The Texas flag is being carried by **Cadet Captain Kayla Saenz**
- Left Guard for the Texas Flag is **Cadet Corporal Jasmine Ramirez**

Pledge Leader- Juan Ortega, 5th Grade, Crestview Elementary

RECOGNITIONS

Track & Field State Qualifiers

Judson HS Head Coach Cristina Holland & Assistant Coach Deyanira Gonzalez

Wagner HS Head Coach Meosha Crawford & Assistant Coach Brandon Thomas

Alexis Jessie	Judson HS	4x100 Relay; 4x200 Relay; Triple Jump; 200 meter	Silver Medal (Triple Jump); state qualifier
Briana Guidry	Judson HS	4x100 Relay	State qualifier
Aaliyah Henderson	Judson HS	4x100 Relay; 4x200 Relay	State qualifier
Darinasia Taylor	Judson HS	4x100 Relay; 4x200 Relay	State qualifier
Jenesis Cordero	Judson HS	4x200 Relay	State qualifier
Harmoniey Rector	Wagner HS	4x100 Relay; 400 meter	State qualifier
Savannah Hardin	Wagner HS	4x100 Relay	State qualifier
Nya Williams	Wagner HS	4x100 Relay	State qualifier
Keviyana Lee	Wagner HS	4x100 Relay	State qualifier

Child Nutrition Department-

Cynthia Sanchez, Executive Director & Steve Linscomb, Assistant Director

*Each year, CHILDREN AT RISK recognizes the school districts in Texas that go above and beyond to provide nutrition to students and is excited to announce the top-performing school districts in the 2023 Kroger School Food Rankings. **Judson ISD was recognized with a certificate for being ranked #1 for the Texas Middle-Income School District for going the extra mile to address food insecurity needs in the community.***

CITIZENS TO BE HEARD

- Monica Nichols- Judson swim facility needs*
- Ryan Murphey- Pool facilities*
- Yolanda Jones- Salary increases*
- Mireya Jimenez- Compensation plan*
- Alberto Hernandez- Practicum for EKG and phlebotomy clinicals*
- Debbie A. McKnight- Swimming pool*

DECLARE CANDIDATES ELECTED TO TRUSTEE POSITIONS AND ISSUE CERTIFICATE OF ELECTION FOR EACH ELECTED CANDIDATE

Ms. Rodriguez declared and provided certificates for newly elected candidates

ADMINISTER OATH OF OFFICE TO NEWLY ELECTED TRUSTEES-

Oaths administered by Betty Holmes:

- Suzanne Kenoyer, Trustee Single Member Place 1*
- Monica Ryan, Trustee At-Large Place 7*
- Laura Stanford, Trustee At-Large Place 6*

DISCUSSION AND ACTION ON RE-ORGANIZATION OF BOARD OF TRUSTEES PURSUANT TO TEXAS EDUCATION CODE 11.061(c)

- Nominations for President- Jose Macias (Eaton) Yes- 4 No- 3, Jennifer Rodriguez (Kenoyer)- no vote taken*
- Nominations for Vice President- Shatonya King (Macias) Yes- 7 No- 0*
- Nominations for Secretary- Debra Eaton (Stanford) Yes- 5 No- 2, Kenoyer (Ryan)- no vote taken*

Recess to reorganize seats- 6:43 pm

Resumed at 6:47 pm

CONSIDERATION OF CONSENT ITEMS

Items from A-D and F-N, P agenda passed unanimously (7-0)

- E. Consider and take action regarding approving Expenditures Equal to or Greater than \$50,000 (Stanford)- money is being used for Makerspace Lab furniture and equipment; **item passed unanimously***
- O. Consider and take action regarding approving the UTSA Educational Experience and Judson ISD collaboration to provide counseling internships to students enrolled in the M.Ed. school counseling program at UTSA (King)- first collaboration for counselors to be a part of the district as interns; **item passed unanimously***

DISCUSSION/CONSIDERATION OF ACTION ITEMS

Move Item B. from Closed Session-

- Consider and take possible action regarding approval of the 2023-2024 Judson ISD Compensation Plan- *information and options presented by Cecilia Davis, Chief Innovation Officer; 4 options with raise and incentive recommendations were shared;*
 - Option 1- 1% Teacher & Professional/3% Auxiliary & Para plus listed incentives
 - Option 2- 2% Teacher & Professional/3% Auxiliary & Para plus incentives included in Option 1 **PLUS** Auxiliary Attendance incentive
 - Option 3- 2% Teacher & Professional/3% Auxiliary & Para plus incentives included in Option 2 **PLUS** a step incentive for teachers instead of the flat \$1000 (0-5: \$1000, 6-10: \$1500, 11-20: \$2000, 21+: \$2500)
 - Option 4- 3% Teachers & Professionals/4% Auxiliary plus incentives included in Option 3 **PLUS** "Hard to Fill" incentive

More research and additional resources will be looked at to consider adding to compensation at a later date, possibly before the final budget meeting.

*Motion to vote for Option 4- **motion passed 5-2***

- 3% Teacher Raise on midpoint plus incentives
 - Step incentive in fall and spring (0-5: \$1000, 6-10: \$1500, 11-20: \$2000, 21+: \$2500)
 - \$500 Sign-on incentive (fall)
 - \$500 All-STAAR incentive (spring)
 - \$1000 DOI teacher mentor
 - 3% Professional Raise on midpoint plus incentives
 - \$1000 incentive (fall and spring)
 - 4% Auxiliary/Paraprofessional Raise on midpoint plus incentives
 - \$1000 incentive (fall and spring)
 - Up to \$1200 Attendance Stipend- paid quarterly
-
- Discussion and possible action regarding approval of the engineering firm for the services related to the Materials Testing Phase of the construction of Middle School #6- **motion passed 7-0**
 - Discussion and possible action regarding approving the Education Specification for Elementary #21 **motion passed 7-0**
 - Discussion and possible action regarding approving the rankings of the submittals for Request for Competitive Sealed Proposal RFCSP 22-39 Hartman ES - Chiller Replacement **motion passed 7-0**
 - Discussion and possible action regarding the purchase of safety and security items related to the 2022 Bond **motion passed 7-0**
 - Discussion and possible action regarding approval the Student Code of Conduct for the 2023-2024 school year- *information on updates and revisions to the Student Code of Conduct was presented by Michelle Hilliard-Bullock, Director of Pupil Services; **motion passed 7-0***

SUPERINTENDENT REPORT

- A. Human Resources Hiring and Recruitment Plan Updates- *information presented by Aida Nava, Executive Director of Human Resources*
- B. Five Year Plan for Equity and Diversity- *information presented by Dr. Paula Johnson, Chief Equity & Diversity Officer*

DISCUSSION ITEMS/REPORTS

- Intruder Detection Audit Findings and Corrective Action Plan for Judson HS and Franz Leadership Academy- *details to be discussed in closed session*
- Update on Board Training, Conferences, Events and Board Committee Updates- Kenoyer- *many banquets, VMHS Fine Art Shoe- James & the Giant Peach, JECA signing, groundbreaking; Rodriguez- COE, Academic Athletic banquet; Eaton- COE, SLI in June; King- SLI in June; Ryan- Special Olympics Banquet, WOE Dual Language Program, MPE Field Day, VMHS Senior Signing; Stanford- COE, Special Olympics Banquet, new board member orientation; Macias- FFA Banquet, visited all campuses during Teacher Appreciation Week*

CLOSED SESSION

Closed session began at 9:28 pm

Closed Session resumed at 10:52 pm

*Consider and take possible action(s) regarding the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments- **motion passed unanimously***

- *Wagner High School Principal*
- *Salinas Elementary Principal*
- *Chief Financial Officer*

*Consider and take possible action regarding approval of the 2023-2024 Judson ISD Compensation Plan- **Item was moved to "Action Items" and passed 5-2***

ADJOURNMENT

Meeting adjourned at 10:54 pm

Judson ISD Board of Trustees

José A. Macias, President

Shatonya King, Vice-President

Debra Eaton, Secretary

Suzanne Kenoyer, Trustee

Jennifer Rodriguez, Trustee

Monica Ryan, Trustee

Laura Stanford, Trustee

Communication can be sent to:

*Judson ISD Trustees c/o Betty Holmes
8012 Shin Oak
Live Oak TX, 78233*

Judson ISD Senior Staff:

*Dr. Milton Fields, III, Superintendent of Schools
Cecilia Davis, Chief Innovation Officer
Dr. Mary Duhart-Toppen, Assistant Superintendent of Curriculum & Instruction
Dr. Lacey Gosch, Assistant Superintendent of Technology
Joseph Guidry, Assistant Superintendent of Operations
Dr. Paula Johnson, Chief of Equity and Diversity
Dr. Kristin Saunders, Assistant Superintendent of Elementary Curriculum
Dr. Nicole Taguinod, Chief Communications Officer*