

Agenda of Board Workshop

The Board of Trustees Comal ISD

A Board Workshop of the Board of Trustees of Comal ISD will be held January 10, 2024, beginning at 6:00 PM in the Comal ISD, 1404 IH-35 North, New Braunfels, TX 78130.

The meeting will be held in compliance with Gov. Code, §551. The meeting is also being conducted in accordance with the American With Disabilities Act [42 U.S.C. 12101 (1991)]. The facility where the meeting is to be held is wheelchair-accessible, and handicapped parking is available. Handicapped services are available upon request if received at least 48 hours prior to the meeting. To make arrangements for handicapped services, please call (830) 221-2000.

The subjects are listed on the agenda below. Items do not have to be taken in the same order as shown on the meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in closed meeting, the Board would convene in such closed meeting in accordance with Texas Government Code, §551.071-551.089 to consult with the legal counsel, discuss purchase, exchange, lease, or value of real property, discuss negotiated contracts for prospective gifts or donations, discuss personnel or to hear complaints against personnel, consider the deployment, specific occasions for, or implementation of security, personnel or devices, and/or consider discipline of a public school child or complaint or charge against personnel. No action will be taken during a closed session. At any time, the Board may go into closed meeting to receive legal counsel or advice which the school district's legal counsel determines should be confidential in accordance with counsel's duty to the district pursuant to the code of professional responsibility of the State Bar of Texas.

1. Call Meeting to Order

2. Public Comment/Audience Participation

Presenter: Russ Garner

3. Board President's Comments

Presenter: Russ Garner

4. Superintendent Reports and Board Information

A. TASB Staffing and Pay Systems Review

Presenter: Jennifer Barton, TASB HR and Compensation Consultant

B. Items for Discussion

1. Committees

2. Graduation

3. Calendar

5. Adjournment

COMAL INDEPENDENT SCHOOL DISTRICT

Subject: Public Comment/Audience Participation

Date: January 10, 2024

Administrator Responsible/Position: Russ Garner, Board President

A. Purpose of Agenda Item:

Information Only

Action Needed

Receive Input

B. Authority for This Action:

Local Policy BED

Law or Rule

N/A

The Board encourages comments from citizens of the District or from District employees.

Policy BED local states that audience participation at a Board meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. An open forum will be conducted at each regular monthly meeting. **At special meetings such as this one, public comment is limited to items on the agenda posted with notice of the meeting.**

Persons who wish to participate must submit the Audience Participation form to the presiding officer or designee **before the meeting begins** and shall indicate the agenda item about which they wish to speak. **Forms will not be accepted after the meeting begins.**

Citizens may be provided three minutes.

COMAL INDEPENDENT SCHOOL DISTRICT

Subject: **President's Comments**

Date: January 10, 2024

Administrator Responsible/Position: **Russ Garner, Board President**

A. Purpose of Agenda Item:

Information Only

Action Needed

Receive Input

During this portion of the meeting, Board President Russ Garner will provide an overview of the agenda and discuss the process that will be followed during tonight's meeting.

COMAL INDEPENDENT SCHOOL DISTRICT

Subject: **TASB Staffing and Pay Systems Review**

Date: January 10, 2024

Administrator Responsible/Position: Jennifer Barton, TASB HR and Compensation Consultant

A. Purpose of Agenda Item:

- Information Only Action Needed Receive Input

B. Authority for This Action:

- Local Policy Law or Rule N/A

C. Strategic Objective, Goal, or Need Addressed:

- Strategic Plan District/Campus Improvement Plan Other

D. Summary:

Previous board action relating to this item:

Future action anticipated:

Background information: TASB will present findings and recommendations from the staffing and pay analysis that began in April of 2023. The staffing review will discuss data collection, analysis to peer districts, and building models for improvement to align with benchmarks and address district need. The pay study review will discuss data collection, market pay review, and building models for improvement to align pay structures and adjust employee pay. All information presented is for review only as recommendations are through TASB, but decisions are made by district leaders and the Board of Trustees.

E. Comments Received:

- ELT DEIC Support Staff AC Teacher AC Other

All agenda items are reviewed by Superintendent’s Executive Leadership Team.

F. Administrative Recommendation: N/A

G. Fiscal Impact and Cost:

Amount:

- Budget Bond Grant/Special Funds Other

H. Action: N/A