



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – April 15, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, April 15, 1999, at 7:17 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: John Williams

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

The Ozen High School NJROTC presented the colors and Amy Stewart, a fifth grade student at Curtis Elementary School, led in the pledge of allegiance.

**INVOCATION**

Ronald Booker, junior at Ozen High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the Regular Board Meeting March 25, 1999.

Dr. Nantz moved, seconded by Mr. Terry Williams, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Recognition of Outstanding Athletic Achievements** – Mr. M. J. Mitchell, Director of Athletics, introduced the coaches from Central, West Brook and Ozen High Schools. Each high school coach presented the athletes and briefed Trustees on the outstanding achievements in the different sports activities at all high schools for the 1998-1999 school year.

### RECESS

Ms. Hicks recessed the meeting ten minutes to congratulate the students and visit with the parents.

### REPORT CONTINUED

2. **Future Problem Solving Competition** – Dr. Thomas announced to the Trustees that 158 Beaumont I.S.D. students qualified for state competition and would travel to Austin on April 23-25, 1999 for the Future Problem Solving State Bowl Competition.
3. **Boy Scout Troop #750** – Assistant Scout Master Barrett Brown introduced Scoutmaster Walter Thomas and Committee Chairman Ferguson Walker to the Trustees. Troop members introduced were Larry Clark, Clay Williams, Keith Brown, Barrett Johnson, Demetrius Johnson, Casey Grimes, and Justin Griffin. Justin Griffin was recognized for his accomplishments. Mr. Brown announced that attending the community/civic meeting by the troop was required to earn the eagle rank merit badge.

### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**
3. **District Educational Instructional Committee Minutes**
4. **Building and Grounds Committee Minutes**

### COMMUNICATIONS

1. **Thelma Eller** – 2332 Evalon, spoke to Trustees on behalf of the BTA members who were disgruntled over the district calendar and newsletter received in color print. Ms. Eller stated that many calls were received to the association regarding the cost of the color print. Teachers also reported to the organization that they were spending their personal funds for supplies required in the classroom while it appeared that other departments had budgets large enough to support color printing.
3. **Audwin Samuel**, 3715 Bowen Drive, spoke on behalf of the North American Youth Sports and the Beaumont Glory Youth Sports thanking the district for the support shown in the past. Mr. Samuel asked Trustees to consider a waiver of the Board Policy prohibiting the use of district facilities for events held on Sunday. This waiver would allow these two organizations to request rental of B.I.S.D. athletic facilities to host the national tournament in the year 2000 in Beaumont.

## SIGN - UP

1. **Shirley White**, 1468 Pipkin, parent of a student at West Brook High School, spoke regarding a change of procedure in testing for seniors at West Brook. Ms. White asked that administration let students know if exemptions would not be allowed earlier in the year. Ms. White stated that she felt the new testing schedule was implemented to keep students on the campus.
2. **Marge Culloty**, 2615 Hazel, president of BTA, spoke on behalf of the members. Ms. Culloty announced that BTA had nominated Jerry Jordan of *The Examiner* as an outstanding reporter to be recognized by TSTA. Ms. Culloty pointed out that no other news media was present at the meeting to report the many students being honored for their outstanding athletic accomplishments.

Mr. Howard Trahan asked the Superintendent to look at the policy regarding the use of facilities in order that Beaumont I.S.D. might consider letting these organizations use the athletic facilities for their national tournament. Dr. Thomas assured Trustees that he would look into the policy.

## ACTION ITEMS

### **APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", and "C"**

Mr. Woodrow Reece moved, seconded by Mr. Terry Williams, to approve Exhibits "A.1", "A.2", "A.3", "B", and "C".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$616,279.74 including certification of tax collection for the month of March 1999, reconciliation of disbursements to collections for the month of March 1999, report of collections for March 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of March 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of March 1999; year to date tax receivable; taxes due at March 31, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, March 1999, debt service reports, March 1999, capital projects report, March 1999, internal service funds, March 1999; scholarship fund report, March 1999, investment report, March 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#106
205/9	Head Start	#107
211/9	ESEA Title I, Improving Basic Programs	#109
224/9	IDEA Part B Formula	#110
225/9	IDEA Part B Preschool	#111
226/9	IDEA Part B Discretionary/Deaf	#112
227/9	IDEA Part B Formula RDSPD	#113
228/9	IDEA Part B Preschool Deaf	#114
235/9	Title VI, Professional Staff Development	#115
240/9	Food and Nutrition Services	#116
383/9	Professional Staff Development	#117
393/9	Texas Successful Schools	#118

399/8	Campus Deregulation/Restructuring-Fehl	#119
485/9	Mobil Green Team	#120
488/9	Rogers-Love, Respect and Dignity	#121
618/9	Capital Projects Series 1994	#122
619/9	Capital Projects Series 1997	#123
650/9	Capital Project	#124

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "B")**

– Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

(Copy of order and resolution attached and made a part of these minutes.)

**Approved Request by Hotel Beaumont for Historic Site Tax Exemption Status (Exhibit "C")**

– Administration recommended approval of request by the National Development Council for a Historic Site Tax-Exempt as part of the restoration in the City of Beaumont for Hotel Beaumont.

(Copy of Resolution attached and made a part of these minutes.)

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

**Pulled from Agenda - Consider and, if Appropriate, Take Action to Approve Long Term Lease Agreement with Buckner Children & Family Services for New Oaks Facility – Exhibit "D"** - Mr. Saleme announced that the board at Buckner's would vote on the contract this same evening and following their action a contract would be available to be presented to Beaumont I.S.D.

**APPROVAL OF EXHIBITS "E", "F", "G", "H", "I.1", "I.2", "I.3", "J", "K", "L", "M", "N.1", "N.2", "N.3", and "N.4"**

Mr. Woodrow Reece moved, seconded by Rev. Ollis E. Whitaker to approve Exhibits E", "F", "G", "H", "I.1", "I.2", "I.3", "J", "K", "L", "M", "N.1", "N.2", "N.3", and "N.4".

**Approved Second Year Option for District Property Insurance Coverage Proposal (Exhibit "E")**

– Bid received from PIA (formerly known as Aon) for District Property Insurance Coverage for the 1998-99 school year included a second year option to extend the contract. Administration recommended exercising the second year option in the total amount of \$228,430.65 for the period of 05/01/99 until 04/30/2000.

(Bids are on file in the Purchasing Department.)

**Approved Bid for Retrofit Roof System for Central High School Gym (Exhibit "F")**

– Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bid from Sea Breeze Roofing in the total amount of \$192,741.00.

(Bids are on file in the Purchasing Department.)

**Approved Bids for Purchase of Band and Orchestra Instruments (Exhibit "G")** – Bid packets were distributed to twenty-eight (28) companies in addition to the appropriate advertisements. There were fourteen (14) responses. Administration recommended acceptance of the bids as follows:

AVES	512.00
Baldwin Piano & Organ	2,250.00
Brook Mays	1,500.00
East Texas	3,800.00
Lisle Violin	2,607.00
Mannings	125.00
National Ed. Music	91,665.75
Southwest Strings	1,335.00
Swicegood Music	65,880.00
Wenger Corp.	4,203.00
Woodwind & Brassw3ind	12,061.00
<b>TOTAL</b>	<b>\$185,938.75</b>

(Bids are on file in the Purchasing Department.)

**Approved Bids for Office and School Supplies for the 1999-2000 School Year (Exhibit "H")** – Bid packets were distributed to seventeen (17) companies in addition to the appropriate advertisements. There were eight (8) responses. Administration recommended acceptance of the bids as follows:

Corporate Express  
D & K Laminex  
Manning's School Supply  
OfficeMax  
School Supply  
Windtree

(Bids are on file in the Purchasing Department.)

**Approved General Consent Items – Exhibit "I"**

1. **Approved Bid for Sewing Machines for Taylor Career Center** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Singer Sew and Vac Center in the total amount of \$14,504.00.

(Bids are on file in the Purchasing Department.)

2. **Approved Bid for Graphing Calculators** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were seven (7) responses. Administration recommended acceptance of the bid from OfficeMax in the total amount of \$15,998.00.

(Bids are on file in the Purchasing Department.)

3. **Approved the Purchase of Football Helmets, Shoulder Pads and Protective Gear for All Secondary Schools** – Administration recommended approval of purchase for all secondary schools at an estimated amount of \$20,000 to \$30,000 to the sole source vendor, Riddell All American.

**Approved Bid for Herbicide for the 1999-2000 School Year – Exhibit "J"** – Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Timberland Enterprises with an estimated purchase of \$10,000 to \$20,000 of herbicide over a twelve-month period.

(Bids are on file in the Purchasing Department.)

**Approved Bids for Large Equipment for the Food and Nutrition Department (Exhibit "K")** – Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid as follows:

Kommerical Kitchen	\$ 3,120.00
ISI Commercial Refrigeration	\$38,429.00
Warren	\$12,766.00

(Bids are on file in the Purchasing Department.)

**Approved the District School Calendar for 1999-2000 (Exhibit "L")** – Three calendars were discussed by the District Calendar Committee and made available to personnel at all district locations. Administration recommended approval of calendar "B", as this one was the most popular by a district vote.

**Approved Payment to Young Audiences of Southeast Texas (Exhibit "M")** – Administration recommended approval of payment to Young Audiences of Southeast Texas in the amount of \$41,000 for arts related curriculum programs for all district campuses.

**Approve General Consent Items (Exhibit "N")**

- 1. Approved Additional Course Offerings at the High School Level** – Administration recommended approval of the following course offerings at the high school level:  
Technology Applications Independent Study II  
Independent Study and Speech II (Academic Decathlon)
- 2. Approved Geology, Meteorology, and Oceanography as Course Offerings at Ozen High School** – Administration recommended approval the new high school science course adopted by the state for students in grades 11 or 12 who have completed at least one unit of high school science.
- 3. Approved Deletion of Course, Prerequisite for Desktop Publishing or Multimedia** – Administration recommended deletion of these freestanding courses as a prerequisite for Desktop Publishing or Multimedia. Administration suggested requiring a keyboarding class, taken at middle school level or ninth grade, or a proficiency in keyboarding determination.
- 4. Approved Transfer Requirements for the Enrichment Program at Ozen High School** – Administration recommended at least a 75 average in core courses to transfer to the Enrichment Program at Ozen High School.

Dr. Nantz asked which classes used the graphing calculators. Ms. Fischenich commented that algebra I and II, trigonometry, calculus, and precalculus use the calculators. The algebra II and I may not use the graphing calculators, but do use calculators.

Dr. Nantz also asked if the additional courses in Exhibit "N.1" were added because of State requirements or student demand. Ms. Fischenich responded that students at West Brook had requested a need for these courses. Dr. Nantz stated he wanted to make sure that courses were not being offered unless there was a great need.

President Hicks called for addition discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "O", "P", "Q", and "R"**

Mr. Woodrow Reece moved, seconded by Mr. Terry Williams to approve Exhibits "O", "P", "Q", and "R".

**Approved First Review of Updated (LEGAL) Policies and (LOCAL) Board Policy Update 60 (Exhibit "O")** – Administration recommended approval of revisions and updates as presented by the Texas Association of School Boards policy service department.

**Approved Date to Canvass May School Trustee Election Returns and Certify the Results (Exhibit "P")** – Administration recommended conducting the canvass of votes on Tuesday, May 4, 1999 at 5:30 p.m. in the Board Room of the Administration Building, 3395 Harrison Street, Beaumont, TX.

**Approved Resolution Nominating Carrol A. Thomas, Ed.D. for Texas Association of School Boards Superintendent of the Year (Exhibit "Q")** - Trustees voted to nominate Carrol A. Thomas, Ed.D., Texas Association of School Boards Superintendent of the Year. (Resolution attached and made apart of these minutes.)

**Approved Change of Date for the July, 1999 Regular Monthly Board Meeting to July 29, 1999 (Exhibit "R")** – Trustees approved change of date setting the meeting of July, 1999 to July 29.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**RECESS**

President Hicks announced in the public (open) meeting at 9:00 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:22 p.m. and the Board in public (open) session acted on the following matters:

**PERSONNEL:**

Dr. Nantz moved, seconded by Mr. Terry Williams, to accept the following: five (5) retirements, three (3) resignations, three (3) new employee contract recommendations, two (2) contract recommendations, and one (1) recommendation for non-renewal of probationary contract.

**1. Retirements**

Chester Bowlin, Mathematics, Central High, effective May 28, 1999;

Patricia K. Bowlin, Level 4, Homer Elementary, effective May 28, 1999;

Glodean Cooper, Health/Physical Education, King Middle, effective May 28, 1999;

LaCharles Mitchell, Health/Physical Education, King Middle, effective May 28, 1999;

Reba A. Peeler, Kindergarten, Homer Elementary, effective May 28, 1999.

**2. Resignations**

Kimberly B. Dixon, English, Central High, effective March 29, 1999;

Dorothy L. Greenwood, Level 2, Guess Elementary, effective May 28, 1999;

Dyan M. Newberry, Nurse, Martin Elementary, effective May 28, 1999.

**3. New Employee Contract Recommendations**

Lucrecia Y. Harris, Level 5, Fehl Elementary, effective March 28, 1999 and ending May 28, 1999;

Neadra S. Richard, Mathematics, Vincent Middle, effective March 29, 1999 and ending May 28, 1999;

Iva C. Thompkins, English, King Middle, effective April 6, 1999 and ending May 28, 1999.

**4. Contract Recommendations**

Lucrecia Y. Harris, Level 5, Fehl Elementary, one (1) year probationary;

Iva Thompkins, English, King Middle, two (2) year term.

**5. Recommendation for Non-Renewal of Probationary Contract**

Neadra Richard, Mathematics, Vincent Middle School

President Hicks called for discussion of the motion, there being none, she called for a vote.

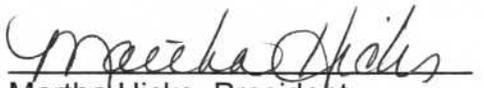
Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

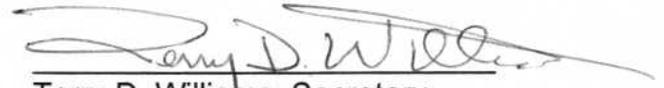
Nays: None

Mr. Howard Trahan mentioned that Ms. Glodean Cooper, at King Middle School was retiring after 42 years of service to the school system and that amount of time spent in education is to be commended.

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:25 p.m. April 15, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – August 5, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, August 5, 1999, at 5:40 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: Rev. Ollis E. Whitaker

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**DISCUSSION**

**Budget for 1999-2000**

Prior to discussion of the budget, Dr. Thomas shared with Trustees information regarding a salary adjustment for the Title I Curriculum Coordinators and the increment received by the choir directors at the three high schools. The Title I Curriculum Coordinators salary adjustment would be at a "no cost" to the district when considering budget recommendations for 1999-2000. The increased choir supplement recommendation for choir directors from \$2,900 to \$4,500 at the three high schools; however, would cost the district an additional \$4,800.

**1998-99 Projected State Revenues – Current Law**

Dr. Thomas asked Mr. LeRoy Saleme to review the status of the district in relation to the 1998-99 projected state revenues under the

current law and projected state revenue for 1999-2000 under the new law.

Mr. LeRoy Saleme shared information received from the state and the different models handed down to districts from the state comptroller's office to be used in budget calculations. Mr. Saleme cited districts across the state of Texas in the same predicament regarding the mandated salary increases and the lack of supporting funds. Mr. Saleme also shared with Trustees the legislative guidelines that a district cannot set a tax rate beyond the three cents. From this legislation came exemptions to districts from the law for tax rate hearings and notices as in the past. The intent of the \$1 billion tax relief by the legislature was to lower taxes. While Mr. Saleme stated our tax compression money is 2/10th to 3/10th of a cent many other districts are 22 to 23 cents. Mr. Saleme informed Trustees that the district was not planning beyond the \$1.50 for next year and looked forward to adopting a budget in August, adopting the tax rate in September and discussing the budget at the same meeting.

Mr. LeRoy Saleme reviewed the total revenue as expected from the state as less than 20% of the overall funding of the district. Administration had previously expected up to \$6.8 million from the legislative budget board and now that interpretations of the law are formulated the district will only receive approximately \$2 million. Some of the provisions under the old law have now expired and the local district will feel the impact, such as the \$10,000 state homestead exemption which shifts the financial burden to the district. The salary transition entitlement was \$455,988. The entitlement for Beaumont I.S.D. took into consideration where our salary schedule is set and where the minimum will force us to increase the rate so we would remain above the minimum foundation (but not at every step or every classification). Legislature approved an increase to the minimum foundation salary schedule for teachers; however, transition aid for 1999-2000 was discontinued by legislation.

Mr. LeRoy Saleme reminded Trustees that factors in determining the overall funding of the district would be increased enrollment and the average daily attendance (ADA). ADA and enrollment figures were compared from the closing of school in May to the projected opening school figures. These factors will have a positive effect on the calculations for the budget. The full time equivalent (FTT's) for special education students and some special programs were explained to Trustees and the benefits of providing those types of services. Other pertinent basic information to consider would be the property value, cost of education index (\$1.14) and the total tax collections of \$86,843,000.

#### **1999-2000 Summary of State Revenues – New Law**

Mr. LeRoy Saleme reviewed the Summary of Finances finalized Tuesday, July 13, 1999 reporting the total refined ADA of \$18,793.095; however, that number will change after the state received the last PEIMS update and refines numbers.

Mr. LeRoy Saleme reviewed the factors of the formula which were changed such as the property values, but with rising property values comes the decrease of funding from the state. While Beaumont I.S.D. is considered one of the wealthier districts, we have not reached the Chapter 41 status due to the fact that the ceiling has been raised. Additional funding might be available due to the changes in Tier I and

Tier II. Beaumont I.S.D. will qualify for some Tier III funding, but with only \$50 million available and one hundred seventeen (117) districts in line for this funding, there simply isn't enough to go around. Next session might free up funds for those qualifying districts. Applications to the state in the spring of 2000 might reveal additional funding at the kindergarten and prekindergarten levels.

Dr. Nantz asked for a review of Title III. Mr. Saleme explained that there are certain funds available for facilities (infrastructure money to help districts subsidize bonds). Since the ADA has been raised to 295,000 we qualify with 260,000.

Mr. Woodrow Reece asked if the district should consider an increase of the property tax rate to generate additional funds. Mr. LeRoy Saleme responded that the Board certainly had the ability to consider an increase. Mr. Saleme reviewed with Trustees the intent of administration was to develop a budget without a tax increase.

### **1999-2000 Estimated Summary of State Revenues – Current Law**

This section of the report reflected the projections with consideration to the new law. Notations were made of the "other programs" reporting only \$14,668,063 since the following: salary transition entitlement, hold harmless additional state aid, transfer payment to Texas School for the Deaf, transfer payment to Texas School for the Blind, Early High School Graduation Scholarship Cost, State Aid Reduction for sold, IFA State Aid project zero (0) revenue.

Mr. LeRoy Saleme asked for questions from Trustees.

Dr. Nantz asked if we could adopt a tax rate under the old law. Mr. LeRoy Saleme responded the legislation would not allow adoption of tax rate until after September 1, 1999.

Mr. LeRoy Saleme reported to Trustees that while today was a review of revenue everyone would meet again to discuss the expenditure side of the budget. He stated that there was actually more money locally, but not a very large amount, less than a million dollars. Mr. Saleme stated that administration was positive that with additional growth in the area, additional growth should be seen in the district promoting a healthy enrollment and ADA.

President Hicks asked for additional questions; hearing none, she turned the meeting back to Dr. Thomas

Dr. Thomas reviewed the enormous cost of the additional salary increases in the 1999-2000 budget. Dr. Thomas shared with Trustees the concern over use of the fund balance and assured them that the district would definitely not go past the projected fund balance at this time. Dr. Thomas suggested prioritizing capital projects and perhaps placing some projects on hold until next year.

Dr. Nantz asked about the ruling of the attorney general of lease purchases. Dr. Thomas reported he had not received any written directives. Attorney Melody Thomas stated that information had been received in her office and she would share that with Trustees.

Dr. Thomas reported that the district would be taking a very close look at all personnel costs and the designated funding for all personnel. Dr.

Thomas reminded Trustees that the district was going to try very hard not to have a tax increase but look at all avenues for cost reductions.

Dr. Nantz asked about the number of employees in Beaumont I.S.D. Dr. Thomas replied that while the numbers were up some of those additions were due in part to a third high school, a significant amount of grants which provided personnel, and growth in student population mandating employee growth. The administrative ratio was reviewed along with the student/teacher ratio for all grades. Dr. Thomas showed some concern over those positions that might have been added with special funds but continued after funds had expired with local revenue.

Mr. Woodrow Reece asked if raising taxes would be a better way to raise money rather than cut much needed programs and personnel. Dr. Thomas stated there was no intent to cut programs or personnel if there is the need and the funding, however, the Trustees could consider raising taxes any time. Dr. Thomas stated that he would like for the district to take another approach and show the public that the district would operate "bare bones" rather than ask for a tax increase.

Dr. Thomas commented to Trustees that the budget presented by Mr. LeRoy Saleme and Ms. Jane Kingsley would be one that the district could live comfortably within while planning for next year's mandates. Dr. Thomas assured Trustees that the balance would go no lower than projected and perhaps a tax increase might be considered within the next year or so.

Mr. Howard Trahan said he felt that operation costs and personnel costs should be evaluated on a year to year basis and not wait until a shortfall of funds to start looking closely at district standard costs. Dr. Thomas responded that while many evaluations are ongoing, this personnel study would be much more indepth and there be no recommendations by administration to cut programs or personnel if all were found to be necessary.

Mr. Howard Trahan stated he would have preferred to have seen the personnel costs at the budget meetings held earlier, and that it was ironic during the budget process to give pay increases to certain groups and now say that the district needs to look at all levels of employment for justification. Dr. Thomas said he felt that it was appropriate to give administrators a raise just like everyone else.

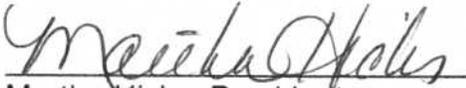
Dr. Thomas asked Trustees to consider carefully where the district is financially and where the district needs to be next year.

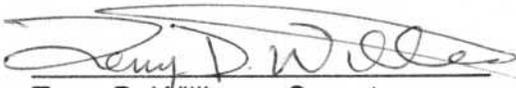
Dr. Nantz asked if grants that funded personnel also funded the complete benefit package for those persons. Dr. Thomas shared information regarding grant provisions of personnel with Trustees and that while initial funding provided for personnel costs and a benefit package perhaps ongoing costs of personnel were not covered. Those positions would need to be evaluated for continuance in the district.

Dr. Thomas asked for additional questions; hearing none, he turned the meeting to President Hicks.

#### ADJOURNMENT

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 6:30 p.m. August 5, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – August 12, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, August 12, 1999, at 5:38 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Terry Williams  
Rev. Ollis E. Whitaker  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece

Absent: Howard J. Trahan, Jr.

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**DISCUSSION**

**Budget for 1999-2000**

Dr. Thomas asked Mr. LeRoy Saleme to give a report to Trustees regarding the anticipated budget as projected for the 1999-2000 school year.

Mr. LeRoy Saleme presented a report reflecting a summary of projected revenues and expenditures of the general fund. Mr. Saleme stated that this presentation would show figures very close to the final figures of the 1999-2000 budget. The figures might change but administration felt that any change would be minimal and favorable. Mr. Saleme briefly reviewed the data from the August 5, 1999 workshop. The summary showed figures for revenue from the years 1997 actual, 1998 actual, 1999 projected, and the 2000 projected budget. It was noted that the 1999 projected might be a little higher after all the reports are submitted to the state and figures are finalized. After all appraisal protests were reviewed, the final certified tax roll came in around \$79,000,000.

Discussion included the projected revenues at the state level received earlier this year were not nearly as large as anticipated, leaving the responsibility of salaries increases resting primarily upon local funds. Mr. LeRoy Saleme reported that the area of increased federal funds was revenue that will be received through Medicaid reimbursements. The total anticipated revenue reported is projected at \$115,017,687 for the 1999-2000 budget.

Mr. LeRoy Saleme reviewed the anticipated expenditures at \$118,615,920 for the 1999-2000 budget in payroll costs including the benefits package, professional services, supplies and materials, other operating costs, debt service, and capital outlay. Other financing sources, as well as unplanned uses, would bring the excess or deficiency of revenues, other sources, over expenditures and other uses to a deficit of \$4,702,223 leaving a projected fund balance of \$15,997,659 as of September 1, 1999.

Increases in expenditures are anticipated by administration in the following areas: payoff costs due to the large salary increases, contracted professional services due to air conditioning requirements and some insurance demands; supplies and materials to support programs; other operating costs due to transportation related expenses; debt service for lease payments; and capital outlay for \$1.4 million from the contractual obligations of 1999. Mr. Saleme presented figures in the report, which are expected to be close to the final projected budget that will be proposed for adoption on August 19, 1999.

Mr. LeRoy Saleme reviewed new legislative guidelines for adopting a budget and the effective tax rate. As stated it would not be required to have the separate hearings and adoptions as in the past. Law mandates the Board hold a public hearing to hear comments from the community and discuss the budget. After September 1, 1999 a public hearing must be held to set and adopt the effective tax rate. At this hearing Trustees must also discuss the budget sequentially with the proposed tax rate.

Mr. LeRoy Saleme asked if there were any questions, hearing none, Dr. Thomas asked him to review the status of the district's contractual obligations. Mr. Saleme reminded Trustees that \$1.4 million was left for designated expenditures. Provided there are remaining funds after all obligations have been expended, additional considerations for capital projects will be presented to Trustees for approval.

Mr. LeRoy Saleme stated that the district had previously gone through the process of an "effective tax rate calculation"; but this year the tax assessor's office provided the district with information. The format involved looking at the money received locally and from the state to see what it would take to generate the same revenue as last year plus three cents. By law the district can not go beyond \$1.50 for maintenance and operations. The interest and sinking fund rate is based on requirements for principle and interest on bond payments with a ½ cent increased based on \$1.41 maintenance and operations and nine cents for interest and sinking funds. Last year the same overall rate of \$1.50 was effective.

President Hicks asked if Trustees had any questions of administration.

Dr. Thomas reminded Trustees that administration had worked diligently to present a budget that was "bare bones" but could not include the capital projects previously considered by the Building and Grounds Committee. Dr. Thomas stated that administration did not feel comfortable depleting the fund balance anymore than projected in fund balance.

Mr. Woodrow Reece asked if the consideration for a lab at the Odom/Ozen magnet components would be dropped entirely. Dr. Thomas stated it would

only be delayed until the next budget-planning period, the year 2000-2001; and was contingent upon the completion of the new athletic and music complex at Ozen.

Mr. Woodrow Reece questioned administrative plans regarding the \$4 million draw from the fund balance and next year's fund balance projection. Dr. Thomas recounted the draw on funds had been in part to the implementation of the student assignment plan and the vast construction projects at Ozen which were not a part of the bond monies.

Mr. Woodrow Reece suggested a possible tax increase for this year to generate needed revenue. Dr. Thomas stated that he and administrators felt that the district should show the public that Beaumont I.S.D. had done everything in its power to provide revenue and cut cost prior to tax increase considerations.

Ms. Christine Gavrelos asked if a more detailed budget might be available for review by Trustees. Mr. LeRoy Saleme responded that each individual school's budget and all departments were itemized and would be presented for Trustee approval. Ms. Gavrelos asked how much money had been spent on workshops and staff development in the 1998-1999 budget. Dr. Thomas said he would look into the cost of staff development and share figures with Trustees.

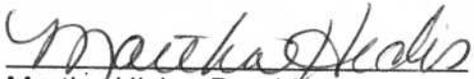
President Hicks asked if there were any questions; being none, she turned the meeting back to Dr. Thomas for conclusion.

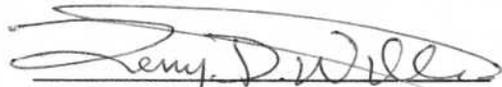
Dr. Thomas concluded the meeting by reviewing the increase in the projected budget were largely due to salary increases; that, with no major changes in the budget, the 1999-2000 budget was a simple budget comparative to the 1998-99 budget.

President Hicks thanked Dr. Thomas and administrators for the budgetary review.

#### ADJOURNMENT

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 6:35 p.m. August 12, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – August 19, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, August 19, 1999, at 6:00 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: Rev. Ollis E. Whitaker

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**DISCUSSION**

**Report of Building and Grounds Committee**

Dr. Thomas asked Dr. Nantz to give a report of the Building and Grounds Committee meeting held on Friday, August 13, 1999 in the Superintendent's office at the Administration Building.

Dr. Nantz reviewed the comments received during the meeting from Mr. Rob Clark of Architectural Alliance concerning the Ozen project. Trustees looked at the scope of work detailed out by phases I, II, and III. Dr. Nantz pointed out to Trustees that the Ozen project would be large expenditures and the most prudent way to pursue these liabilities might be through a lease/purchase procedure which could be paid off through contractual obligations within ten years. The report indicated the gym and band facility would be bid out separately while some of the smaller projects might be "add-ons" to existing projects already on site. Add-ons would prove to be less costly since the contractors are already at the site, thus, no set up or move in cost incurred. The architect asked if the committee would give approval to

proceed with the bidding procedure for the construction phase. Dr. Nantz and Mr. Reece agreed that they would like to present information to the entire Board before committing.

Dr. Thomas told architect Rob Clark that he really appreciated the time and work it took to take the design back to the drawing board after the July 12 presentation to look at ways to reduce the overall cost.

Dr. Thomas shared with Trustees the contractual obligation guidelines pointing out that Beaumont I.S.D. is well within those guidelines. Beaumont I.S.D. could possibly have up to \$25 to \$50 million with forty (40) years to resolve obligations. Dr. Thomas answered Trustees' questions concerning the possibility of passing a bond issue and using those funds to pay obligations off early.

Dr. Nantz asked what would be the process to gain approval from the Attorney General's office as required. School attorney, Melody Thomas said that the Trustees must pass a resolution then submit the resolution along with a lease/purchase agreement to the Attorney General's office for review and approval. The Attorney General's recommendation would be returned to the district. Ms. Thomas stated that this process would take up to thirty (30) days. The agreement would include bids and contracts.

Dr. Nantz commented that he would like for all Trustees to be aware that going forth with the Ozen project would mean that there would be no feasible way to consider any other capital projects during this budget period. The other capital projects being considered would have to be put on hold until budget procedures begin next year. Dr. Thomas added, that if an emergency should come up, the district would be financially able to take care of problem; however, no new projects should be incurred.

Mr. Reece asked if he understood correctly that the district could not consider any capital projects that were not an emergency. Dr. Thomas confirmed with Trustees that he felt it would not be possible to start any new projects during this budget period due to financial constraints. Mr. Reece responded that it seemed unfair to shut the door on certain parts of the community that are in need of some new construction. Dr. Thomas assured Mr. Reece that all facilities would be maintained safely with the welfare of the children in mind.

Dr. Thomas highlighted the progress at the Pietzsch/MacArthur site with plans to be ready for students in August of 2000. Dr. Thomas also shared Dot Patterson's contract end date of December 31, 1999 with Mobil. Mr. Tom Moeller of Mobil has promised Dr. Thomas that he will do his best to commit her services on a month to month basis with no written contract during the year 2000. Due to the merger of Exxon and Mobil a written contract is not possible at this time.

President Hicks thanked the architects from Architectural Alliance for attending the workshop in anticipation of any questions that might occur. Ms. Dot Patterson was also present for questions.

President Hicks called for additional questions, there being none; she called upon Dr. Thomas to continue the meeting.

#### **Budget Workshop – Revenue and Expenses**

Mr. Saleme presented a summary of revenues and expenditures along with the projected 1999-2000 budget for special programs and maintenance and operations. Projected revenue information was shown to include \$23 million in grants and projects helping to make up the \$142 million total expected for

1999-2000. Mr. Salame announced that after September 1, 1999 another workshop would be held to discuss the effective tax rate, tax rate adoption and the budget. Even though the budget has been adopted prior to the September 1, 1999, another discussion of the budget would be held at the same time that the tax rate is examined. Under the present process the district will only have to calculate the roll back rate and not exceed that rate for next year. Information provided at the workshop is based on \$1.41 for maintenance and operation, and \$ .09 for interest and sinking which will give the district the same total combined rate as the prior year.

Mr. Saleme provided comparative general fund revenues for the years actual 1997 and 1998, projected 1999 and 2000. The combined local, state, and federal revenues are projected at \$115,017,687 for the upcoming budget. Discussion included the additional unbudgeted projects undertaken by the district last year that caused the budget to be amended by more than \$9,000,000. Administration plans to closely monitor all expenditures and manage the estimated spending plan for the upcoming year that will cause a more favorable year-end result of the general fund balance.

The actual 1997, 1998, and projected 1999 expenditures were discussed along with the anticipated fund balance on September 1, 1999. Mr. Saleme stated that administration would project the fund balance down around \$3.7 million for next year. Dr. Thomas pointed out that school had started three days earlier this year impacting the budget significantly. An additional \$400,000 to \$500,000 per day for the early start-up could also be estimated as additional unbudgeted costs in the current budget year.

Trustees discussed the break down by category of funds that depicted the most significant increase in salaries and some increase in capital outlay. Other areas remained the same or were reduced by consideration of other methods to fund projects. Mr. Howard Trahan commented that with a total salary package of 84% there would not be much left over for other areas. Mr. Trahan questioned the percentage for benefits not reflecting an increase when local industries were experiencing significant changes. Mr. Saleme reviewed the district's attempt to keep cost down by maintaining a self-funded health program. As chairman of the consultation committee, Mr. Trahan commented that if an increase should occur in the benefits package that increase might have to be passed on to the employee as is the practice in many industries today.

Mr. Saleme reviewed the information regarding a possible bond election in the upcoming year. The district has totaled \$60,000,000 in bond monies but has the capacity for \$300,000,000. Financial institutes consider the district's debt relatively small in comparison to districts of like size around the state. The contractual obligations were issued at a low interest rate; and, while the district maintains a healthy fund balance and a relative small debt with a good tax base, the bond issuance should receive a good response.

Trustees discussed the special revenues for specific and federal programs. These additional funds are reported at \$23,821.645 presently with some programs funding parts or all payroll costs.

President Hicks asked Trustees for additional questions, there being none; she called for communications from the audience.

There were no requests for comments to the Board of Education regarding the projected budget for 1999-2000.

#### ACTION ITEMS

**Approval of Exhibit Item "A"**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibit "A".

**Adoption of the 1999-2000 Budget** – Administration recommended acceptance of the 1999-2000 budget as present.

President Hicks called for discussion of the motion, there being none, she called for a vote.

YEAS: Ms. Hicks, Dr. Nantz, Ms. Gavrelos, Messrs. Trahan, Reece, and Terry Williams

NAYS: None

**ANNOUNCEMENTS**

President Hicks thanked Mr. Saleme and his staff for the hard work involved with the budget preparation. Mr. Saleme recognized Ms. Jane Kingsley and staff in the business office for the extra time and effort compiling the budget data.

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 6:35 p.m. August 19, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting - December 16, 1999

The Board of Education of the Beaumont Independent School District met in special public (open) session on Thursday, December 16, 1999 at 6:31 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego; and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PUBLIC HEARING**

**Public Hearing for Brown Alternative Center - Price Elementary School**

Dr. Thomas announced that law required districts to conduct a public hearing for the low performing schools. Dr. Thomas informed Trustees that a mistake had been made reporting Brown Center as a secondary school rather than in the alternative classification and that error was in the process of being corrected. Dr. Mae E. Jones-Clark, deputy superintendent for curriculum and instruction, was introduced by Dr. Thomas to conduct hearing.

**Paul A. Brown Alternative Center**

Dr. Mae E. Jones-Clark introduced Ms. Suzie Glenn, principal, at Brown Alternative Center to review the status of progress at the Brown Alternative Center.

Ms. Glenn reviewed with Trustees and patrons that the notification of the performance rating of Paul A. Brown Center began with the hosting of a parents night to inform parents of low math scores, why the ratings were received and the plan of action to bring those low scores up. Ms. Glenn reported that Paul Brown had 27% of all students meet minimum expectations on all tests at the February 1999 administration, other scores received were reported at 51% in reading, 53% in writing and 29% in math. The Exit Level TAAS test was given to 49 students in February of 1999; however only 8 students had been with the alternative center for the "at least 85 days" criteria. The other 41 students were enrolled in January 1999 and those scores should have been attributed to the home campus. The new Alternative Accountability Manual for an acceptable rating will be as follows: 30% in math and reading on the TAAS test, 80% for the year for attendance and 10% or less for the drop out rate. The Paul A. Brown Center has chose "Number of credits earned by students" as the "other" criteria to be measured since the center offers an accelerated credit program. To meet the new commended category, an alternative campus must meet the following: 30% passing for all groups, all students (African-American Hispanic, White and Economically Disadvantaged), 94% in attendance, and 6% or less for every group, all students (African-American, Hispanic, White and Economically Disadvantaged). Ms. Glenn stated that the Paul A. Brown Center plans to strive for a "commended" rating, but will definitely achieve the "acceptable" rating for this year.

Ms. Glenn reported the following strategies for improvement of scores:

- The TABE Reading Diagnostic test;
- District "TAP" program for disaggregation of TAAS data;
- Staff development on the usage of the TAP Program;
- School-wide TAAS thrust;
- Math teachers piloting "RiverDeep" math program with training provided by a representative from the company;
- Release test administration and evaluation;
- TAAS tutoring classes;
- NovaNet—TAAS remediation program
- Teacher lesson plan with TAAS objectives for selective course
- TAAS date for in-coming students provided by counselor;
- Absentees called daily
- Phone log required each week from teachers

Ms. Glenn concluded with the following enrollment statistics for the fall semester of 99-2000.

- Current enrollment – 220
- Dropped students
  - poor attendance/age: 6
  - Pathways Placement 12
  - Moved out of town 4
  - Charter school 3
  - GED 19
  - Transferred to home campus 14
- % of Daily Attendance-Current % 81.87  
(maintained above 80% for the whole semester)

Mr. Trahan questioned what would happen if the campus received an "unacceptable" rating in a two year period. Dr. Thomas stated the state would order closure of the school program on the campus. Dr. Thomas continued to explain that the correct reporting of data for Paul A. Brown Center as an alternative campus, the school would not have been reported low performing.

Mr. Woodrow Reece thanked Ms. Glenn for the outstanding job she does at the center. Mr. Reece asked Dr. Thomas if the district could have stopped TEA from scheduling a peer review visit. Dr. Thomas responded that the campus got started late and TEA categorized Brown inappropriately; therefore, scores were judged as a "regular" school". Dr. Thomas commented that this would be an opportunity for the district to have the program analyzed and we could all benefit from the peer review visit.

Mrs. Christine Gavrelos asked Ms. Glenn if most of the students have full or part time job and if contact with the employer is part of administrators' responsibilities. Ms. Glenn responded that she did work with employers and students to regulate working hours and provide optimum time for schoolwork altering a student's schedule when necessary.

### **Price Elementary School**

Dr. Mae E. Jones-Clark introduced Mr. Frank Stokes, principal at Price Elementary School, to present data for the school's low performance rating.

Mr. Frank Stokes, principal at Price Elementary School, reviewed the strategies being implemented at Price. Mr. Stokes' presentation reflected that the 97-98 and 98-99 TAAS results for all students were above the 45%; however, in the subgroup of African American the score fell below the acceptable score to 42.9%. The campus determined these significant factors as impacting the condition of performance: the failure to have adequate planning time with peers; the failure to conduct frequent monitoring of teaching strategies and students' performance; the failure to identify and teach to students' learning styles; the failure of parents to participate in the learning process of their children; the failure of students to take school seriously; and the failure of students coming to school with prior knowledge.

Mr. Stokes reported the following strategies for improvement of scores:

- writing improvement for all students,
- computer lab,
- sixty minutes collaborative planning time,
- reading mastery program,
- after school tutorials,
- instructional calendar,
- extracurricular activities.

Mr. Stokes reported to Trustees that a meeting was held in September to inform parents of the campus accountability and in September, October, and November progress reports were sent to parents. Another meeting was held in December to provide parents with a status report of the school's performance. Mr. Stokes emphasized that in the coming year the staff would keep in place the strategies to improve performance.

M. report by recognizing the parents, CEIC members, and staff.

Mr. Woodrow Reece stated to Dr. Thomas that the fourth grade results reported at Price Elementary School were unacceptable and that the accountability begins with the superintendent. Dr. Thomas agreed with Mr. Reece that he definitely takes responsibility and had appointed a district intervention team to work with the staff at Price Elementary. The team assured Dr. Thomas that significant improvement would be seen in scores for this year at Price Elementary. The campus is monitored every six (6) weeks to assure improved performance and the tests at the six weeks is based upon TEKS.

Mr. Howard Trahan noted that one of the significant factors impacting the condition of performance reported at Price was the failure of parents to participate in the learning process of children, failure of students to take school seriously and the failure of students coming to school with prior knowledge. Mr. Trahan questioned Mr. Stokes' plan of action to eliminate these factors. Mr. Stokes reported that administration had enlisted the Title I department, held PTA meetings and programs, initiated an open door policy for parents with concerns, and solicited parents who might be willing to organize an active PTA program. Mr. Stokes also shared strategies to improve communications with students by using "straight talk", quick assessments of problems, accepting no excuses, and addressing problems in classroom immediately. A reward program has been implemented for the straight "A" and "AB" students at the 4th and 5th grade level for each semester. Mr. Stokes shared with Trustees the parent educational meetings held to discuss student mastery of subject areas and the level of mastery expected at each level and in each subject.

Mrs. Christine Gavrelos questioned numbers of students involved in the after school TAAS tutorials. Mr. Stokes shared schedule with Trustees and reported that 4th graders are tutored twice a week after school in writing plus the class time devoted to the writing objectives.

Mr. Howard Trahan asked Mr. Stokes to introduce Mr. Al Price, president of the campus improvement educational committee at Price Elementary School.

President Hicks asked which grades used the Distar program. Mr. Stokes said that kindergarten and 4th grade were presently using the program; however, if the budget permitted, he would like to add a grade level each year. Ms. Rose Garment gave the training for the program for each grade level.

President Hicks asked Mr. Stokes how priority funds were used at his campus. Mr. Stokes reported to Trustees that funds were used to support programs in place to build student self esteem, build student experiences so those children could write about happenings. Priority funds support one (1) aide, additional staffing at Price is supported through Title I funds.

Discussion by Dr. Nantz, Mr. Woodrow Reece, and Mr. Stokes included teacher/student ratio and the budget committed to personnel versus student achievement opportunities. Mr. Stokes pointed out that while additional monies would be advantageous, the campus had restructured the budget and seen improvement almost immediately. Mr. Stokes stated he had solicited the assistance of Ms. Chavis for additional funds towards a teacher for reading enrichment.

### **Comments**

President Hicks called for comments from the public regarding the low performance at Paul A. Brown or Price Elementary School.

**LaTonya Bernard**, PTA president at Price, 3406 Elinor, reported that she had recently met with Mrs. Kibbles and the involvement office to work on improving communication with parents. She noted that parents are a key element; and if parents were more aware of the elements of the TAAS test, they might be able to help their children.

**Representative Al Price**, 3395 Elinor Street, stated he had been asked to serve on the CEIC committee for Price Elementary School and the experience had been very fulfilling. Rep. Price said it gave him a lot of pride to help teachers do what "they do best" and he looked forward to seeing Price Elementary improve to an "exemplary" rating.

**Public Hearing on the Academic Excellence Indicators System (AEIS\_ Report)**

Dr. Thomas announced to Trustees and patrons that school districts are required by law to submit for public review the annual school report card and the annual Academic Excellence Indicator System Report (AEIS).

Dr. Thomas asked Dr. Mae E. Jones-Clark, deputy superintendent for curriculum and instruction, to present the report at the district level.

Dr. Jones-Clark reported to Trustees that the district's rating was acceptable, as supported in the report. The compiled data included a state performance report, the district's performance report, the district's profile section, individual campus performance and profile section plus a glossary. Also included is a summary of all subjects tested with the sums of grades 3 through 8 and 10 reflecting last two scores reported. The report from 1997 to 1998 reported attendance with a slight decline from 94.3% to 94.2%, the drop out rate increased from 1.3% to 2.2%; however, if the drop out rate is below 3% we are considered to be a recognized school district.

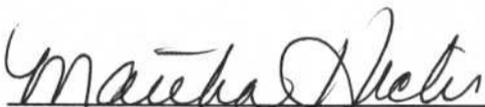
Dr. Jones-Clark asked for questions from the Trustees.

Dr. Nantz commented that as he looked through the report a major concern was the individual drops in certain areas and the exemption levels at campuses.

President Hicks called for communications from the public regarding the school report card and the AEIS report; there were none.

**ADJOURNMENT**

President Hicks adjourned the meeting at 7:14 p.m., December 16, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – December 16, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, December 16, 1999, at 7:46 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Ashley Wells, a third grade student at Dunbar Elementary School led in the pledge of allegiance.

**INVOCATION**

Sean Patterson, an 8th grade student at Marshall Middle School gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the regular board meeting of November 18, 1999.

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Recognition of Certificate of Achievement for Excellence in Financial Reporting for the Comprehensive Annual Financial Report for the Fiscal Year ended August 31, 1999** - Dr. Thomas recognized Ms. Jane Kingsley, and staff in the business office as recipients of this award which is the highest form of recognition in governmental accounting and financial reporting. Ms. Cheryl Hernandez, accountant, the person primarily responsible for the report, also received an "Award of Financial Reporting". President Hicks presented certificates and plaque to Ms. Kingsley. The award was given by the Government Finance Officers Association of the United States and Canada (GFOA).
2. **Recognition of the Region V Texas Association of Secondary School Principals (TASSP) Assistant Principal of the Year** - Mr. Ivan Jones, assistant principal at West Brook High School, was recognized by President Hicks for receiving the honor of Region V Texas Association of Secondary School Principals (TASSP) Assistant Principal of the Year.
3. **Recognition of School/Business Partnerships** - Dr. Thomas welcomed Courtyard by Marriott into the School/Business Partnership Program. President Hicks greeted Ms. Teresa Guevera of Courtyard by Marriott and Ms. Ether Labrie, principal, and Debbie Stager, hospitality teacher, of Taylor Career Center. Partners received recognition plaques.

### REPORTS

1. Status of priority funds report presented in agenda book.
2. Capital projects report were presented in agenda book.
3. District Educational Improvement Committee Minutes of September 13, 1999 meeting

### COMMUNICATIONS

1. **Marie Hubbard**, 1990 Nora Street, stated her appreciation to the Board of Trustees and administration for the changes made in the district during the past several years. Ms. Hubbard commended Trustees for their work in bringing the district together and for trying to offer quality educational facilities to all "races" and every child in the district. She requested Trustees to consider naming a new building or facility for a woman the next time an opportunity arises.

### SIGN - UP

1. **Samuel L. Bean**, 1045 Shakespeare Drive, addressed the Trustees regarding the negatives the news media reported of the recent financial transactions of the district. Mr. Bean reminded Trustees of the embarrassing conditions of some facilities prior to the issuance of bond monies for capital projects and where the district now stands

after the completion of projects. Mr. Bean stated it was with a great deal of pride he would recommend families to live in the district.

2. **Nelson L. Mouton**, 4275 Cadillac Lane, president of the Pear Orchard Association, stated that the community stands behind the Trustees' efforts to complete Ozen High School which was designed as a magnet school with components to attract students throughout the entire city. Commenting that the business community also supports the financial plan to complete Ozen, Mr. Mouton asked Trustees to continue with the project as planned.
3. **Brenda Spivey**, 6010 Chandler, spoke with the primary purpose of expressing her full support of the Board in the recent action of forming a corporation for the purpose of funding construction projects at Ozen High School. Ms. Spivey noted that construction had stopped for lack of funding. Ms. Spivey stated that voters should allow Trustees to perform the job they were elected to do by the voters.
4. **Gerald Ulmer**, 1190 Alma Street, spoke regarding the Trustees' vision to provide a quality education for all students. Mr. Ulmer noted that the focus should be on the children and what they can bring to our community when afforded quality educational facilities such as Ozen.
5. **Sandra Mitchell**, 2845 Westmoreland, spoke on behalf of the Ozen High School community. Ms. Mitchell stated that Trustees should look into the student related problems at Ozen High School and the interaction of the administrative staff. Ms. Mitchell stated that many students have problems at home that carry over to school and administration. Ms. Mitchell asked Trustees to direct administrators to be sensitive to these problems.

#### ACTION ITEMS

#### **APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", and "D.3".**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", "G", "H", "I" and "J".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$2,673,266.14 including certification of tax collection for the month of November 1999, reconciliation of disbursements to collections for the month of November 1999, report of collections for November 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of November 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of November 1999; year to date tax receivable; taxes due at November 30, 1999 by

of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, November 1999, debt service reports, November 1999, capital projects report, November 1999, internal service funds, November 1999; scholarship fund report, November 1999, investment report, November 1999.

**Amendments to 1999-00 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#047
211/0	ESEA Title I,-Improving Basic Programs	#048
227/0	IDEA Part B Formu7la RDSPD	#049
228/0	IDEA Part B Preschool Deaf	#050
235/X	Title VI Professional Staff Development	#051
244/0	Vocational Education – Basic grant	#052
286/0	National Science Foundation	#053
383/X	Professional Staff Development	#054
393/X	Texas Successful Schools	#055
397/X	Advanced Placement Incentives	#056
399/9	Campus Deregulation/Restructuring–Caldwood	#057
399/9	Campus Deregulation/Restructuring–Homer Dr.	#058
420/0	Child Care Local Initiatives	#059
422/0	Texas After-School Initiative – King	#060
422/0	Texas After-School Initiative – Odom	#061
422/0	Texas After-School Initiative – Vincent	#062
423/0	Accelerated Reading Instruction Program	#063
424/0	Texas commission for the Blind	#064
482/0	Apprenticeship Training – Local	#065
485/0	Mobil Green Team	#066
487/X	Mobil Reading Initiative Program	#067
488/0	Rogers Grant, Love, Respect & Dignity	#068
493/0	Grants/School Business Partners-Bingman	#069
495/X	Special Revenue Gifts – Blanchette I& Sp.Ed.	#070
650/0	Capital Project	#071

**Consider and, if Appropriate, Take Action to Approve the Comprehensive Annual Financial Report for the Year Ended August 31, 1999 (Exhibit "B")** - Administration recommended approval of the Comprehensive Annual Financial Report (CAFR) for the year ended August 31, 199 prepared by the Business Department of Beaumont I.S.D. and audited by the CPA firm of Gayle W. Botley and Associates.

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "C")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

**Approved Renewal of J. S. Edwards and Sherlock Insurance Agency as the District's Consultant and Risk Manager Regarding Property/Casualty/Workers Compensation Programs (Exhibit "D")** - Administration recommended approval of agreement with J. S. Edwards to evaluate and assist the district with bidding and selection of various insurance policies.

**Accepted Bids for Electronic Fluorescent Ballast for T-12 Lighting Systems for Number 17, 1999 through February 28, 2000 (Exhibit "E")** - Bids were distributed to twenty-five (25) companies in addition to the appropriate advertisements. There were six (6) responses. This is a partial rebid of items previously awarded. Administration recommended acceptance of the bid from All Phase Electric for Groups I and II.  
(Bids are on file in the Purchasing Department.)

**Approved the Academic Excellence Indicator System Report (AEIS) and Campus Report Cards for 1998-99 (Exhibit "F")** - Administration recommended acceptance of the Academic Excellence

Indicator System Report (AEIS) and Campus Report Cards for 1998-99 submitted under separate cover.

**Approved the Purchase of Iowa Test of Basic Skills (ITBS) and Cognitive Abilities Test (CogAT) Testing Materials from Riverside Publishing Company (Exhibit "G")** – Administration recommended approval of purchase of testing materials from Riverside Publishing Company as a "sole source" funded by the research, planning and evaluation budget in the approximate amount of \$50,000.

**Approved the Payment of the DARE Program for 1999-2000 to Jefferson County Sheriff's Department (Exhibit "H")** – Administration recommended approval of payment of the DARE Program for 1999-2000 to Jefferson County Sheriff's Department in the amount of \$17,333.03 funded by the Safe & Drug Free Schools and Communities Grant.

**Approved the Purchase of K-4 Elementary Writing Materials from Great Source Educational Group (Exhibit "I")** – Administration recommended approval of purchase of K-4 elementary writing materials from Great Source Educational Group as a "sole source" provider funded by the Academics 2000 Grant in the approximate amount of \$48,000.

**Adopted the First Reading of Legal Policy Update 62 (Exhibit "J")** – Administration presented Legal Policy Update 62 for review and offered adoption to the Board of Trustees.

Mr. Reece stated he came prepared to vote against any additional expenditures; however, he had changed his mind and would vote in favor of Exhibit "C" in order for the Trustees to stand unanimous. Mr. Reece applauded President Hicks and Dr. Thomas for their recent radio broadcast targeting the formation of the Beaumont I.S.D. Public Facilities Corporation as a means to finance additional capital projects at Ozen High School. Dr. Thomas commended the Trustees in uniting for the good of the district and community, and stated that area businesses were committed to supporting the district.

President Hicks recognized Mr. LeRoy Saleme and his staff in regards to the completion of the year-end audit. Mr. Saleme introduced Mr. Gayle Botley of Gayle W. Botley and Associates which rendered the audit for Beaumont I.S.D. Mr. Botley commended the district for achieving an "unqualified" opinion and shared with Trustees procedures involved in an annual audit.

Dr. Nantz asked Mr. Botley the significance of the \$24 million projection for fund balance reflected in the report. Mr. Botley stated that TEA required the opinion; however, since it was a projection the accounting firm was not responsible for the determination. Botley determined that TEA used this projection to monitor districts that might be considered "wealthy".

Ms. Christine Gavrelis stated that she would like for the record to reflect that in her district (#7) she had not received one phone call or contact against the organization of the Beaumont I.S.D. Public Facilities Corporation as a means of financing the remaining projects at Ozen High School. Ms. Gavrelis also reported that parents and teachers she spoke with indicated that they were pleased with the performance of the district.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### RECESS

President Hicks announced in the public (open) meeting at 8:25 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:20 p.m. and the Board in public (open) session acted on the following matters:

### APPROVAL OF EXHIBIT "L"

Mr. Howard Trahan moved, seconded by Mr. Woodrow Reece to approve the appraisal instrument of the superintendent of schools.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### PERSONNEL

Mr. Howard Trahan moved, seconded by Mr. Woodrow Reece, to accept the following: one (1) retirement, eight (8) resignations, and four (4) new employee contract recommendations.

#### **1. Retirement**

Marke A. Smith, Level 4, Curtis Elementary, effective December 17, 1999.

#### **2. Resignations**

Geralann Barnes, Mathematics, Ozen High, effective December 17, 1999;

Kathryn A. Cormier, Title I Level 2, French Elementary, effective December 17, 1999;

Madeline DeHart, Assistant Band Director, Central high, effective December 17, 1999;

Allison A. Dominguez, Level 2, French Elementary, effective December 17, 1999;

Terry J. Johnmartin, Special Education, South Park Middle, effective December 17, 1999;

Martha S. Newton, Level 4, Dunbar Elementary, effective December 17, 1999;

David E. Perkins, Science, West Brook High, effective December 17, 1999;

Shelly A. Perkins, Level 3; Caldwood Elementary, effective December 17, 1999.

**3. New Employee Contracts:**

Carla D. Berotte, Kindergarten, Fehl Elementary, effective November 11, 1999 and ending May 26, 2000;

Loula Chatman, Reading, South Park Middle, effective November 11, 1999 and ending May 26, 2000;

Ronda K. Dunwoody, Reading, Vincent Middle, effective November 3, 1999 and ending May 26, 2000;

Maribeth H. Jones, French/Social Studies, West Brook High, effective January 3, 2000 and ending May 26, 2000.

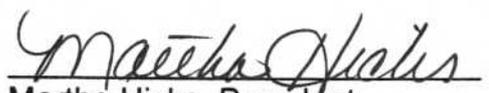
President Hicks called for discussion of the motion, there being none, she called for a vote.

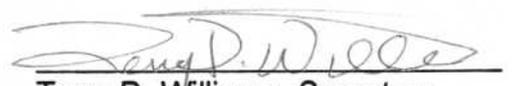
Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:22 p.m. December 16, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – February 18, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, February 18, 1999, at 7:16 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz  
Woodrow Reece  
John Williams

Absent: Howard J. Trahan, Jr.

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

The West Brook High School NJROTC presented the colors and Lindsey Sorrell, a kindergarten student at Roy Guess Elementary School, led in the pledge of allegiance.

**INVOCATION**

Morgan Jackson, a third grade student at Bingman Elementary School, gave the invocation

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the Regular Board Meeting January 21, 1998.

Mr. John Williams moved, seconded by Rev. Whitaker, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, John Williams, and Terry Williams

Nays: None

### REPORT OF THE PRESIDENT OF THE BOARD

1. **Board Member Continuing Education Hours** – At the meeting which the election is called, it is required that the President of the Board announce the number of continuing education hours for each school board member. Along with the guidelines, President Hicks reported the following hours for the past year of service:

Martha Hicks	24.0	Hrs.
Ollis E. Whitaker	17.0	Hrs.
Terry Williams	44.0	Hrs.
William Nantz	9.0	Hrs.
Woodrow Reece	24.0	Hrs.
Howard Trahan	17.0	Hrs.
John Williams	13.0	Hrs.

### REPORT OF THE SUPERINTENDENT

1. **Recognition of School Business Partnerships** – Dr. Thomas welcomed Ms. Jane Taylor of the National Society of Black Engineers at Lamar University as a business partner with South Park Middle School, represented by the principal, Ms. Paula Ainsworth. Also recognized, as a district-wide business partner was Beaumont Fire/Rescue Services represented by Fire Chief Jack Maddox and Inspector Steve Ayres. President Hicks, representing the district, joined Fire Chief Jack Maddox and Inspector Steve Ayres as Ms. Joy James, coordinator of the school volunteer department in the district, presented plaques to all participants.

2. **Dr. Thomas announced the following dates to remember:**

February 23, 1999	TAAS Writing Test
February 23, 24, 25, 1999	TAAS Test (10th Grade)
Texas Academic Decathlon	February 26,27,28, 1999
March 1-5, 1999	Texas Public School Week

President Hicks asked all of the staff working on the state meet for the Texas Academic Decathlon to stand. Ms. Hicks announced that the planning for this event had been in process for over a year and many long hours by B.I.S.D. employees had been devoted to the success of this meet.

Trustee John Williams announced that Pat Calhoun's students from the Career Center would be competing at Lamar University this weekend in vocational events. Dr. Thomas thanked Mr. Williams for bringing that information to the podium and introduced Mr. Hubie Hilzs, Central High agriculture teacher, and his student, Landon Ardoin. Also introduced by Dr. Thomas were West Brook agriculture teacher, Mr. Jeff Boyd and his students, Brian Hayes and Andre Padilla. Dr. Thomas wished these teachers and students good luck during their competition.

### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**
3. **District Educational Instructional Committee Minutes**

### COMMUNICATIONS

1. **Marge Culloty**, 2615 Hazel, BTA President, spoke on behalf of the teacher organization regarding the Superintendent's salary and benefits. Ms. Culloty stated that many teachers were very displeased with the premature offering of a bonus and the questionable amount of a car allowance. Ms. Culloty pleaded that the Board should focus on protecting those persons whose future depends on their decisions. Ms. Culloty also asked Trustees to practice spending the limited funds available in the district on the students rather than on administration salaries.

### SIGN - UP

1. **Thelma Eller**, 2332 Evalon, spoke to the Trustees about the Incredible Reading Rally. Ms. Eller thanked Trustees and Dr. Thomas for the opportunity to hold the "1999 Incredible Reading Rally" on several campuses. Ms. Eller emphasized that there would be no door-to-door solicitations. Ms. Eller announced that several celebrity readers would be visiting the participating schools in conjunction with the special events on March 2, 1999, which is designated, "Read to American Kid Day".

### DISCUSSION

1. **Update of Pietzsch/MacArthur and Ozen Projects** – Dr. Thomas introduced Ms. Dorthy Patterson as Project Coordinator to update Trustees on the projects. Ms. Patterson reviewed Trustees on the status of the two remaining bond projects. The last two projects included in the plans appropriated by bond monies are the Pietzsch/MacArthur and Bingman projects. Ms. Patterson handed to each Trustee a report indicating the current status of all the bond projects. Ms. Patterson commended the Board on the excellent results of the \$56 million bond monies. An overview of the building design for Pietzsch/MacArthur was presented along with the introduction of architects from Bay Architecture of Houston.

Ms. Patterson reviewed the design phase of Bingman's gym stating that the completion of this project would bring to an end the bond projects.

Additional monies not funded by the sale of bonds support the Ozen project. Ms. Patterson stated that Ozen is being transformed before the eyes of the citizens of Beaumont. Ms. Patterson reviewed the three different phases of construction required to complete Ozen during the two-year period. Ms. Patterson introduced the architects from Architectural Alliance of Beaumont.

Mr. John Williams asked if approval of the request in "Exhibit "F" was just for drainage. Ms. Patterson stated that the bid included the entire site preparation work. Ms. Patterson reminded Trustees that all those properties surrounding Ozen were quite low and the City of Beaumont had requested regulating "ponds" and "ditches" to comply with city ordinances.

Mr. Reece asked if the 20 classroom project would be completed before the first day of school. Ms. Patterson assured Trustees that the estimated completion date should meet opening school requirements.

2. **Cheerleader and Drill Team Sponsor Handbook** - Dr. Thomas noted to Trustees that all factors had been considered before the handbook was revised and those people involved had been provided an opportunity to provide input. Dr. Thomas noted results of that input were indicated by the "red" print for Trustees to review. Dr. Thomas noted that the biggest concern was eligibility and eliminating any barriers that might prevent students from participating.

Mr. Woodrow Reece asked if the District was totally committed to presenting a squad that represented the entire school's population. Dr. Thomas stated that barriers had been removed so all would feel welcome to participate in the try-out process. Mr. Reece stated he was not happy with the diversity of the cheerleader and drill team squads. Mr. Reece referenced two squads that were African American and one squad that was Caucasian. Mr. Reece stated that if there is a substantial amount of a different culture in a school's student population, then that faction of students should be equally represented, provided the "playing field is fair".

Mr. Terry Williams stated he felt that squads and teams are presently being selected fairly, and if teams do not reflect a certain student population, it is because those students did not choose to participate or were not qualified.

Rev. Whitaker cited that the student assignment plan was a factor in the makeup of a school's population and ethnicity. He also pointed out that students cannot be forced to participate, but the Trustees should make sure that they have every opportunity to participate if they so choose.

Dr. Thomas stated that changes had been made in the selection process to address some ongoing concerns, especially in the eligibility area of requirements. Dr. Thomas assured Trustees that the District is committed to fairness for all students.

3. **District Summary of Academic Performance for Middle Schools** - Dr. Thomas asked Ms. Fischenich to present the compiled data reflecting score comparisons of the TAAS test for the middle school students. Charts and reports were submitted for the schools years 1995-96, 1996-97 and 1997-98 for each individual middle school. The charts and reports reflected the percentage of increase for each subject area tested and in all tests taken by each grade. While the overall percentage of growth has improved, administration will continue to hold high standards and provide whatever means it might take to attain those standards.

President Hicks asked middle school principals to stand so Trustees might applaud their hard work toward the improvement of TAAS scores.

Dr. Nantz asked if a comparison study of "same" students from year to year could be made available to the Trustees. Ms. Fischenich responded that administration would be glad to furnish that information to the Trustees.

Mr. John Williams commented that the exemplary elementary campuses did not carry over to the feeder schools providing exemplary middle schools and questioned the drastic dip in scores. Mr. Williams asked administration to find out why middle schools are not performing at the exemplary level when some elementary schools continually perform exemplary. Dr. Thomas shared with Trustees the fact that middle school performance has been a statewide problem and research is being done that might help in the secondary levels.

Mr. Reece asked if Trustees would see an improvement when the scores are in for the 1998-99 school year. Dr. Thomas said he felt there would be a vast improvement in the 8th grade scores this year due to curriculum that has been rewritten, Chapter I money provided at the secondary level, tutorials, summer school programs, and Saturday classes.

Dr. Thomas thanked the Trustees for the comments and requests regarding the discussion items. President Hicks thanked the support personnel for attending the meeting and presenting the information for the Trustees.

### **COMMUNICATIONS**

President Hicks noted that a request to speak for three minutes had been overlooked, apologized for the inconvenience and asked to hear the request.

2. **Get Williams**, 3420 Fannin Street, TUSE representative, questioned Trustees as to why several employees are paid "the same or less than their counterparts" who have less years of experience that they do and are on different steps. Ms. Williams compared different levels of maintenance workers' salaries by scale and steps to show comparisons. Differences were noted where years of service and steps were the same. Ms. Williams pleaded to the Trustees to find out why these discrepancies exist and what plan of action might be taken to rectify the situation.

### **ACTION ITEMS**

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", "Addendum to G", "H", "I", "J", "K.1", "K.2", "K.3", "L", and "M"**

Mr. John Williams moved, seconded by Mr. Terry Williams to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", "Addendum to G", "H", "I", "J", "K.1", "K.2", "K.3", "L", and "M".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$55,354,651.81 including certification of tax collection for the month of January 1999, reconciliation of disbursements to collections for the month of January 1999, report of collections for January 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of January 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of January 1999; year to date tax receivable; taxes due at January 31, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, January 1999, debt service reports, January 1999, capital projects report, January 1999, internal service funds, January 1999; scholarship fund report, January 1999, investment report, January 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#087
211/9	ESEA Title I, Improving Basic Programs	#088
244/9	Vocational Education - Basic Programs	#089
397/9	Advanced Placement Incentives	#090
399/9	Campus Deregulation/Restructuring - Smith	#091
401/9	Optional Extended Year Program	#092
419/9	Pregnancy Education/Parenting Middle School	#093
435/9	Regional Day School for the Deaf - State	#094

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "B")** - Administration recommended approval of resolution and order authorizing substitution and acquisition of other property not listed in the "Property List" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et seq., Texas Local Government Code.

(Copy of resolution and order attached and made a part of these minutes.)

**Approved of Election Order and Resolution Ordering the May 1, 1999 School Trustee Election (Exhibit "C")** - Administration recommended approval of election order and resolution proposing the Trustee Election be conducted jointly with the city of Beaumont and the Port of Beaumont.

(Copy of order and resolution attached and made part of these minutes.)

**Acceptance of Bids for Trustees Errors and Omissions Insurance Program (Exhibit "D")** - Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Hanover/Forrest T. Jones/T. E. Moor bid to provide a limit of \$2,000,000.00 for an annual premium of \$21,936.00 effective March 1, 1999 to March 1, 2000.

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Financing Service for Computer Equipment (Exhibit "E")** - Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended the bid from Bank One Leasing Corp. for the total amount of \$19,817.84.

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Site Drainage and Athletic Field Layout for Ozen High School (Exhibit "F")** - Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bid from Lawson Equipment Rental in the total amount of \$894,250.00.

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Classroom Furniture, Audio-Visual Equipment, Bookcases, File Cabinets, Cafeteria Tables and Miscellaneous Furniture and Equipment (Addendum to Exhibit "G")**

– Bid packets were distributed to twenty-six (26) companies in addition to the appropriate advertisements. There were seventeen (17) responses. Administration recommended acceptance of the following by group:

A/V Aids Corp	\$ 2,007.10
AVES	11,305.10
Boise Cascade	602.51
Finger Furniture	672.00
J. J. Hammett	2,475.00
Hernandez Office Supply	1,152.10
Indeco Sales	8,991.94
Manning's School Supply	25,722.10
Master A/V, Inc.	5,100.00
School Specialty	7,280.00
Southwest Bldg.	436.46
Surburban TV	1,562.00
Tesco	10,332.00
Virco	17,570.00

(Group II, item 23 and Group VI, item 15 were "No Bids")

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Trucks for the Vocational Agricultural Science Department (Exhibit "H")**

– Bid packets were distributed to fifteen (15) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from Philpott Ford in the amount of \$42,462.00.

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Radios for the Transportation Department (Exhibit "I")**

– Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were seven (7) responses. Administration recommended acceptance of the bid from Coastal Radio and Radar Inc. in the amount of \$27,556.00.

(Bids are on file in the Purchasing Department.)

**Acceptance of Bids for Removal and Replacement of Entries for West Brook High School (Exhibit "J")**

– Bid packets were distributed to four (4) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from A-1 Glass Company in the amount of \$55,837.00.

(Bids are on file in the Purchasing Department.)

**Approved General Consent Items (Exhibit "K")**

- 1. Purchase of Computers from HACH Computer Company** – Administration recommended purchase of computers from HACH Company, as the sole source in the amount of \$27,000 for special education students from the Federal Special Education fixed assets budget.
- 2. Purchase of Phonics and Level Readers for All of Beaumont I.S.D. Primary Grades from Dominie Press** – Administration recommended purchase of phonics and level readers for all primary grades from Dominie Press in the amount of \$42,520 from the Texas Reading Academics grant.
- 3. Purchase of Pair-It Informational Text Level Readers for All of BISD Primary Grades from Steck-Vaughn Company** – Administration recommended purchase of Pair-It informational text level readers for primary grades from Steck-Vaughn Company in the amount of \$56,563 from the Texas Reading Academics grant.

**Approved the Site-Based Decision-Making Plan, Updated Edition, February, 1999 (Exhibit "L")** – Administration recommended approval of the updated edition of the Site-Based Decision-Making Plan as presented under separate cover.

**Approved the List of Textbook Adoptions for 1999-2000 (Exhibit "M")** – Administration recommended the following textbook adoption for 1999-2000:

Math Advantage

K-5 Harcourt Brace

Mathematics: Applications and Connections Courses 1,2,3,

6-8 Glencoe/McGraw-Hill

Glencoe Pre-Algebra An Integrated Transition to Algebra 7,8

7,8 Glencoe/McGraw-Hill

Patterns of Interaction – World History

McDougal Littell

Biology and Technology of the Marine Environment – Aquatic Science

Curriculum Research and Development Group

Choral Connections Beginning Levels 1, 2, 3, 4

Glencoe/McGraw-Hill

The Stage and the School – Theatre Arts

Glencoe/McGraw-Hill

President called for discussion.

Mr. John Williams asked if additional information could be given to him regarding the selection of Bank One as the financial institute involved in the purchase of computers. Another concern voiced by Mr. Williams was the fact that some of our district programs might better serve the need for additional furniture. An example might be the pieces of furniture that our students could build in shop classes. This would provide a service to our district while students learn the trade.

Mr. Woodrow Reece asked if the entryways in Exhibit "J" had already been presented for approval. Dr. Thomas assured Trustees this entryway was a new request and in great need of repair. Mr. Reece noted there were several doors at the school needing some attention. Dr. Thomas reminded the Trustees that repairs at West Brook High School were trying to be completed prior to the Academic Decathlon Competition; however, this particular project would not be finished before that date.

Dr. Nantz referred to Exhibit "M" and the possibility that a district might consider a dual textbook adoption and if it would financially feasible. Ms. Busceme responded that there would not be a financial cost for a dual adoption if the district did not exceed 110% of its student population. Dr. Nantz asked if schools were permitted to purchase non-conforming texts from campus funds for additional resource materials. Ms. Busceme assured Trustees that additional resources are purchased by the schools according to their instructional program and needs. Dr. Nantz also asked administration if it might be possible to track those students who have had the opportunity to study Saxon math. Dr. Thomas responded that those students would have to be identified first and then set up some type of monitoring system. Ms. Busceme shared with the Trustees a concern of teaching solely from a non-conforming text. Teachers would have to go beyond the non-conforming text to include the requirements of the essential elements for the TAAS test. Saxon math books do not include 40% of the essential elements and skills required to master the TAAS objectives.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, John Williams, and Terry Williams

Nays: None

### **RECESS**

President Hicks announced in the public (open) meeting at 8:05 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551 .071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:37 p.m. and the Board in public (open) session acted on the following matters:

### **PERSONNEL:**

Mr. John Williams moved, seconded by Mr. Terry Williams to accept the following: two (2) resignations, eight (8) new employee contract recommendations, one (1) coaching contract recommendation, and one (1) administrative recommendation for a counselor at Pathways

#### **1. Resignations**

Cynthia A. Blevins, Vincent Middle, Reading, effective February 19, 1999;

Lois A. Snider, Fletcher Elementary, ESL, effective January 6, 1999.

#### **2. New Employee Contract Recommendations**

Brandie E. Collier, Field Elementary, Title I-Level 3, effective January 4, 1999 and ending May 28, 1999;

Nannette M. Decker, South Park Middle, Special Education, effective February 4, 1999 and ending May 28, 1999;

Brian M. East, South Park Middle, Band Director, effective February 2, 1999 and ending May 28, 1999;

Carmelita A. Harris, Austin Middle, Theatre Arts, effective February 8, 1999 and ending May 28, 1999;

Wendell P. Lee, Paul Brown Center, Social Studies, effective February 16, 1999 and ending May 28, 1999;

Tuan V. Nguyen, South Park Middle, Science, effective January 4, 1999 and ending May 28, 1999;

Pamela E. Sylvester, Martin Elementary, Special Education, effective January 25, 1999 and ending May 28, 1999;

Howell E. Wright, Jr., Pathways, High School Science, effective January 28, 1999 and ending May 28, 1999.

#### **3. Coaching Contract Recommendation**

Michael J. Guillory

West Brook

Boys' Basketball

**4. Administrative Recommendation**

Veronica Durden

Pathways

Counselor

President Hicks called for discussion of the motion, there being none, she called for a vote.

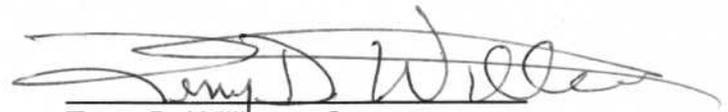
Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, John Williams, and Terry Williams

Nays: None

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:38 p.m. February 18, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – January 21, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, January 21, 1999, at 7:05 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz (entered at 7:30 p.m.)  
Woodrow Reece  
Howard J. Trahan, Jr.  
John Williams

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

The Ozen High School NJROTC presented the colors and Jordan Benoit, a 3rd grade student at Roy Guess Elementary School, led in the pledge of allegiance.

**INVOCATION**

Amanda Wilsker, a senior at Central High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the Special Board Meeting December 17, 1998 and the Regular Board Meeting December 17, 1998.

Mr. John Williams moved, seconded by Rev. Whitaker, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Amanda Chapman** was recognized by Dr. Thomas and Trustees for having been the winner of this year's Holiday Greeting Card Contest. The Art Museum of Southeast Texas awarded 32 middle schools students a year's membership to the Museum along with art supplies as finalists in the contest. Amanda Chapman received a framed "happy holidays" card to commemorate her as the district winner. Amanda Chapman's parents and teacher joined her at the podium.
2. **United Way Employee Gold Award for the 1998-99 Campaign for Beaumont I.S.D. Employees** – Dr. Thomas announced that Beaumont I.S.D. had received the Gold Award from United Way as one of the outstanding employee groups that increased its corporate gift by 20 percent of more.
3. **Texas Public Schools Weeks, March 1-5, 1999** – Dr. Thomas announced to all administrators and visitors to be looking toward celebrating public schools' week during the first week of March. Dr. Thomas also announced the dates of the State Academic Decathlon 1999 Meet being held at West Brook High School would be February 25, 26, 27, 1999. Dr. Thomas asked principals to encourage parents to attend the Urban Education Summit on February 6, 1999 at Central High campus.
4. **Recognition of Beaumont I.S.D. Board of Trustees** (recognition would following the action items on the agenda)

### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**
3. **District Educational Instructional Committee Minutes**

### COMMUNICATIONS

NONE

### SIGN - UP

1. **Jesse Waller**, 13330 Moss Hill, a senior at the Taylor Career Center thanked the Board for their support and his scholarship that would offer him the financial support he needs to pursue a career.
2. **Peggy Waller**, 13330 Moss Hill, thanked the Board for the curriculum offered by Beaumont I.S.D. at the Career Center.
3. **Marge Culloty**, 2615 Hazel, BTA President, and **Thelma Eller**, 2332 Evalon, offered a "token of appreciation" to each Trustee as

representatives of the Beaumont Teachers' Association. Each Trustee received a "goodie" bag.

4. **Shantell Doffoney**, 590 Campus Street, a student in Beaumont I.S.D. also offered expressions of thank you to the Trustees. Shantell shared her career plans with the Trustees and the opportunities at the Center that would afford her a career in health science technology.

#### ACTION ITEMS

#### **APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", "G", "H", "I.1", "I.2", and "J"**

Mr. John Williams moved, seconded by Mr. Howard Trahan to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", "G", "H", "I.1", "I.2", and "J".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$14,505,670.31 including certification of tax collection for the month of December 1998, reconciliation of disbursements to collections for the month of December 1998, report of collections for December 1998, tax collection year 1997; monthly tax receivable update for tax year 1997, month of December 1998; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of December 1998; year to date tax receivable; taxes due at December 31, 1998 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, December 1998, debt service reports, December 1998, capital projects report, December 1998, internal service funds, December 1998; scholarship fund report, December 1998, investment report, December 1998.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#074
211/9	ESEA Title I, Improving Basic Programs	#075
235/9	ESEA Title VI, Professional Staff Development	#076
235/9	ESEA Title VI, Professional Staff Development	#077
235/9	ESEA Title VI, Professional Staff Development	#078
383/9	Professional Staff Development - Caldwood	#079
383/9	Professional Staff Development - Fehi	#080
383/9	Professional Staff Development - Southerland	#081
389/9	Apprenticeship Training - State	#082
392/9	Non-Educational Community-Based Support	#083
435/9	Regional Day School for the Deaf - State	#084
496/9	Reading is Fundamental, Family of Readers	#085
650/9	Capital Project	#086

**Approved the Annual Investment Report (Exhibit "B")** - The Public Funds Investment Act and district policy requires the reporting of this investment information including disclosure of market values for the beginning and ending periods under review as well as investment transactions for the year. Administration recommended approval of this report as submitted.

**(Pulled from agenda)** Consider and, if Appropriate, Take Action to Approve Long Term Lease Agreement with Buckner Children and Family Services for New Oaks Facility – **Exhibit "C"**

**Approved Designation of Additional Hazardous Bus Route (Exhibit "D")** – Administration recommended approval of additional route in accordance with the Texas Education Code, Section 16.156(d) and 21.177(d) within the two mile limit designated for regular school bus transportation but of sufficient pedestrian hazard to merit bus transportation.

**Approved the Purchase of Stock Copy Paper for the District (Exhibit "E")** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were ten (10) responses. Administration recommended acceptance of the bid from Unisource in the total amount of \$83,825.00.

**Approved the Purchase of Two Lawn Mowers for Maintenance (Exhibit "F")** – Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended the acceptance of the bid from A & B Outdoor Equipment in the total amount of \$11,200.00.

**Updated (LEGAL) Policies and Adopted (LOCAL) Policies for Update 59 (see attached list) (Exhibit "G")** – Administration recommended approval of the second reading and adoption of local policies as presented.

**Adopted A Resolution for the Observance of "School Nurse Awareness Week" January 25-29, 1999 (Exhibit "H")** – Administration recommended adoption of this resolution and appropriate recognition thereof.

**Approved Purchase of Magnetic Chart Stands from Learning Tools (Exhibit "I.1")** – Administration recommended approval of purchase from Learning Tools in the amount of \$22,500 for magnetic chart stands for kindergarten and first grade teachers funded by the Mobil Reading Initiative grant.

**Approved the Purchase of Software from School Vision (Exhibit "I.2")** – Administration recommended approval of the purchase of software from School Vision in the amount of \$21,900 to support the Texas Reading Initiative and teachers in Pre-K through 3rd grades funded by the Texas Reading Academics grant.

**Approved Requests for Maximum Class Size Waivers (Exhibit "J")** – The district's survey indicated that three campuses exceeded the allowable class size limit of 22:1 in any section(s). Administration recommended submission of a waiver for the following campuses:

Caldwood Elementary	Kindergarten	23:1
French Elementary	Kindergarten	23:1
Pietzsch Elementary	Level 1	23:1

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas:

Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

President Hicks turned the meeting over to Dr. Thomas.

Dr. Thomas announced that January is "Board Appreciation Month" giving administrators and the community an opportunity to thank the Trustees for the time and effort they take to do their job.

Dr. Thomas introduced each Trustee to the audience stating the number of years each one has served on the Board of Education. Dr. Thomas presented each Member a framed certificate of appreciation from the District.

Dr. Thomas recessed the meeting at 7:22 p.m. for all administrators and visitors to personally greet each Trustee and enjoy refreshments.

### RECESS

President Hicks announced in the public (open) meeting at 8:04 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 10:15 p.m. and the Board in public (open) session acted on the following matters:

#### **PERSONNEL:**

**Denied Request for a Level IV Grievance Hearing** – President Hicks announced that Trustees examined the written grievance and determined that the grievance was unmeritorious. According to Board policy DGBA (LOCAL), this action by the Board sustains the decision of the Superintendent at the Level III, which decision is final.

Mr. John Williams moved, seconded by Mr. Howard Trahan to accept the following: three (3) retirements, five (5) resignations, eleven (11) new employee contract recommendations, one (1) coaching contract recommendation, and one (1) administrative recommendation for an assistance principal at Vincent Middle School.

#### **1. Retirements**

Betty J. Campbell, Teen Parent, Career Center, effective January 31, 1999;

Alma G. Simon, English, Central High, effective January 31, 1999;

Fred A. Simon, Music, Guess Elementary, effective January 31, 1999.

#### **2. Resignations**

Lisa M. Bond, Level 4, Caldwood Elementary, effective December 15, 1998;

Joanna L. Fischer, Title I-Level 3, Field Elementary, effective December 18, 1998;

Paula M. Kiker, Speech, Austin Middle, effective January 4, 1999;

Chad C. Norwood, Science, Pathways Center, effective January 5, 1999.

Lynda M. Pittman, Reading, Odom Academy, effective December 18, 1998.

**3. New Employee Contract Recommendations**

Priscilla Ammons, Level 1, Ogden Elementary, effective January 7, 1999 and ending May 28, 1999;

Kristi L. Berryman, SOI, Caldwood Elementary, effective January 4, 1999 and ending May 28, 1999;

Melissa N. Bruno, Prekindergarten, Martin Elementary, effective January 4, 1999 and ending May 28, 1999;

Paula J. Dean, Special Education, Oaks, effective January 4, 1999 and ending May 28, 1999;

Staci J. Dorrell, Mathematics, Odom Academy, effective January 7, 1999 and ending May 28, 1999;

Lacey E. Earle, Reading/English, Odom Academy, effective January 18, 1999 and ending May 28, 1999;

Madge M. Fontenot, Kindergarten, Blanchette Elementary, effective January 7, 1999 and ending May 28, 1999;

Michael J. Guillory, Level 4, Fehl Elementary, effective January 4, 1999 and ending May 28, 1999;

Stephanie R. Gunner, Level 3, Homer Elementary, effective January 4, 1999 and ending May 28, 1999;

Aaron B. Plaunty, Science, King Middle, effective December 11, 1998 and ending May 28, 1999;

Lois A. Snider, ESL, Fletcher Elementary, effective January 4, 1999 and ending May 28, 1999.

**4. Coaching Contract Recommendation**

Kevin M. Hawkins                      Girls/Tennis                      Ozen High

**5. Administrative Recommendation**

Richard J. Cantu                      Assistant Principal                      Vincent Middle

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas:                      Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays:                      None

**Approved Appraisal and Contract of the Superintendent of Schools** - President Hicks called for a motion to approve the Superintendent of Schools Appraisal and Contract as "clearly outstanding". Mr. Howard Trahan made the following motion with a second by Rev. Whitaker:

"I move that the Board take the following action on the Superintendent's contract:

1. An additional one (1) year extension of the contract term;
2. The contractual 3.9% salary increase;
3. A car allowance of \$1,000 per month;
4. Total four (4) weeks annual vacation, of which up to two (2) weeks can be "bought back";
5. An incentive of \$100,000 which will only vest if Dr. Thomas is employed as Superintendent of Beaumont I.S.D. continuously to June 30, 2002."

President Hicks called for discussion of the motion, there being none, she called for a vote.

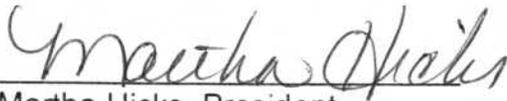
Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

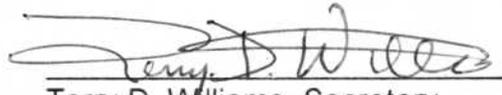
Dr. Thomas thanked the Board for the appraisal and contract results and then continued with an introduction of Mr. Richard Cantu, the new assistant principal at Vincent M.S.

#### ADJOURNMENT

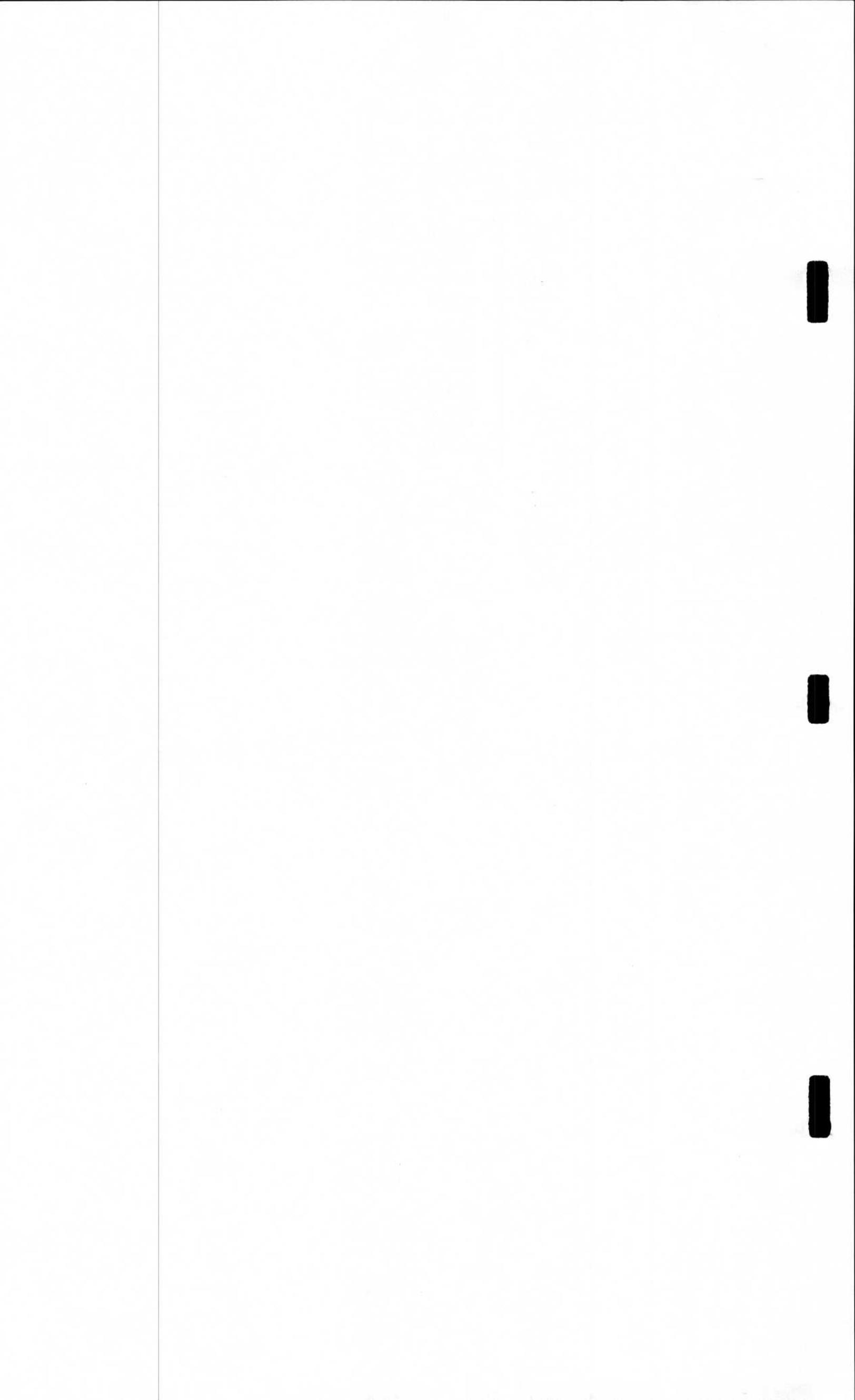
President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 10:17 p.m. January 21, 1999.



Martha Hicks, President  
Beaumont ISD Board of Trustees



Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – July 29, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, July 29, 1999, at 7:17 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Kelli Laday, 8th grade student at South Park, led in the pledge of allegiance.

**INVOCATION**

Ashley Kilpatrick, 1999 graduate of West Brook High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of special board meetings, June 10, 17, 24, and the regular board meeting June 17, 1999.

Dr. Nantz moved, seconded by Mr. Terry Williams, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow  
Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Section 504** – Ms. Busceme, director of research, planning and evaluation, presented the purpose of the Section 504 program in Beaumont I.S.D. which resulted from the rehabilitation act of 1973 by the U.S. Congress. The intent of the program is to prohibit discrimination and assure that the learning disabled student has the same educational opportunities as any other student. To be eligible for the program a child must be within permissible school age, live within the boundaries of Beaumont I.S.D., possess a record of having a physical and/or mental impairment which substantially limits a major life activity such as learning. Ms. Busceme reviewed the referral, placement, and monitoring procedures of the program. A committee of several different resource members reviews all student information and determines if the disability is severe enough to cause a learning problem in the classroom. After the determination that there is indeed a learning disability, then special curriculum is given to this child who still works within the regular classroom setting. Monitoring of student progress and evaluation of progress flows through the "504" committee.
2. **Referrals to Special Education** –Ms. Patty Edwardsen, director of special education, presented the procedure that is required to refer a student to the special education program. Ms. Edwardsen stated that a student should be referred to special education only after all programs and resources available on a campus have failed to be successful. The special education system should be considered the very last step taken since it is the most restrictive environment in which to place a student. Regular mainstream teachers will discuss the packet with the parent or guardian. The parent's rights are presented with the referral packet information. After all parties have completed the packet of information, the referral is returned to the campus administrator who then submits the packet to the special education office. The packet is reviewed by special education diagnosticians and specialized personnel. These trained personnel assess the data and schedule appropriate testing. From the very first date recorded in the referral packet to the determination of eligibility, a timeline of 30 days is mandated by the state. Following the assessment of the student, an additional 30 days is allowed to schedule the Admission, Review and Dismissal (ARD) meeting. Eligibility and appropriate services become the responsibility of the ARD committee. Ms. Edwardsen reported to Trustees that all district personnel were working diligently to keep referrals to a minimum.
3. **Dyslexia** – Ms. Irene Brock, supervisor of Dyslexia, English and reading, reviewed the screening process required for a student to become part of the dyslexia program required by state law on each campus. Each campus is required to have a certified teacher designated to the program and to the screening process. Ms. Brock reported the governance of the program is by two definitions for dyslexia: one, a disorder of constitution origin manifested by difficulty in learning to read, write or spell despite conventional instruction, adequate intelligence and socio-cultural opportunities; two, related disorders which are similar to developmental auditory interception,

dysphasia, specific developmental dyslexia, developmental dysphasia, and development spelling disability. Screening must determine if the student's disability meets criteria from the state. Ms. Brock paralleled the concern of special education referrals that other interventions or different methods of teaching should be tried before a referral to the dyslexia program is considered. Referrals to the program may be made by either Beaumont I.S.D. personnel or a parent or guardian; however, written permission for screening from the parent is required along with information of the child's background. After the screening has been conducted, a committee reviews the student's portfolio. An individual assessment with the child is also part of the process. Written permission is also required from the parent to begin instruction in the program. Monitoring of progress and follow-up evaluations are scheduled throughout the program and become the responsibility of the committee.

Mr. Howard Trahan asked how many students the dyslexia program served. Ms. Brock stated that when school ended in May of 1999, 509 students had participated in the program.

Mr. Woodrow Reece stated a concern that had been brought to his attention was individualized tutoring for special education students after becoming part of the program. Mr. Reece ask Ms. Edwarden how could a student master a summer course with an "A" or "B" while during the regular school year the student had failed the course. Ms. Edwardsen explained the different levels of programs offered during summer school for special education students. The extended year program during the summer targets the more severely challenged students. This program is designed to focus on several objectives the student has not mastered and must master before starting back to school in the fall.

Mr. Woodrow Reece also questioned if parents attended ARD meetings and if they were adequately notified of all referral procedures. Ms. Edwardsen responded that the program is bound by law to invite parents and keep them fully aware of the referral procedure. The special education department practices sending at least three meeting notices inviting the parents to the ARD meetings. Follow-up phone calls and additional contacts are made to ensure that parents are fully aware of activities involving their child. The special education department believes that the parent is an integral part of the referral process and encourages parent involvement at all levels of the program.

Mr. Woodrow Reece addressed a concern by many parents that they are afraid to discuss with administrators some of their child's needs because of retaliation or harassment; there are even those who feel they have been run out of the district because of certain conversations held with administrators of the special education department. Mr. Reece stated that it is the obligation of the district to treat all children fairly. Dr. Thomas responded that if a student violated policy, there had to be certain consequences; however, if a student with a learning disability had a behavioral problem then the discipline would have to be considered within the scope of the program for the benefit of the child.

Ms. Christine Gavrelos asked if follow-up phone calls are a part of the process when trying to contact parents. Ms. Edwardsen responded that when parents do not return notices it had always been a practice

in the district to follow up with a phone call. Ms. Edwardsen assured Trustees that every effort is made to contact parents and make them a part of the process. Ms. Busceme also stated that at some part of the process the parent is included whether they attend the meetings or not.

Dr. Thomas responded that the curriculum for these students also includes the reteach policy that is a districtwide policy.

Mr. Howard Trahan asked what levels are the early childhood programs available to parents. Ms. Edwardsen responded the early childhood program had been renamed to read the Preschool Program for Children with a Disability (PPCD) and is available for three (3) year olds. Other programs are available to children at birth if they are blind or deaf along with additional support for parents from the Beaumont State Center. Ms. Edwardsen reported that there are number of special education students in the dyslexia program also.

Mr. Howard Trahan asked if administration might consider more advertisement for public awareness of these programs. Ms. Edwardsen stated there are always looking for ways to improve community awareness and presently flyers are mailed twice a year to pediatricians, clergy, health clinics, grocery stores, day care centers and public bulletin board services

President Hicks asked for additional comments, hearing none, she called for reports.

### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**

### COMMUNICATIONS

1. **Thelma Eller**, president of BTA, spoke on behalf of the organization. Ms. Eller addressed the continuing concern of the 21+ year teachers and the approved salary schedule for 1999-2000. Ms. Eller reported rumors from these teachers included plans to perform at a "minimum" level since administration considered them "minimum" teachers by salary standards. A figure of \$6.7 million received from Senator David Bernsen's office was quoted by Ms. Eller as more than enough to cover those long term teachers with some type of compensation other than the \$3000 mandated by the state. BTA suggested to Trustees that they consider a "longevity" stipend of at least \$750 for those teachers. This stipend could be divided into two payments, one at Christmas and one at the end of the year.
2. **Dana Andrews**, 2010 Tenaha Street, as a parent and Beaumont I.S.D. employee, spoke on the subject of prayer in the school. Ms. Andrews works in transportation, and as a district employee, sees a need for the return of prayer to the classroom. Ms. Andrews referred to the petition sent earlier to Trustees that included 130 signatures supporting voluntary prayer in the classroom. Ms. Andrews asked the Trustees to consider openly this concern in the wake of the Littleton, Colorado tragedy and the current safety issues throughout the nation for our public schools.
3. **Rene Danna**, 542 Humble Camp Road, spoke in regard to the students in the Oak Park area and transfers to another school without

transportation privileges. Ms. Danna cited this area, as a "unique rural community" that while tracked to Bingman, the desire of the majority was to transfer to Dishman Elementary School. Ms. Danna reported that their track elementary school held the "lowest passing rate, major teacher turnover, (especially in fourth grade) and unreliable administration at the campus". Ms. Danna asked the Trustees to consider transportation for those parents who had sought and acquired transfers for their children to attend another elementary school.

4. **Brenda Latta**, 7200 Hillebrandt Road, continued reporting the statistical facts of providing a bus for these students. Ms. Latta asked Trustees to consider the cost savings to the district, along with the educational and safety issues for these students, to be tracked to Dishman, Vincent and West Brook. Ms. Latta reported to Trustees an incident that took place at the track school involving her child and the resulting discipline. Ms. Latta did not feel that administration at this campus had adhered to district policy regarding the "assault of a student" and asked administration to look into the incident.
5. **Marvie Bonnette**, 522 Humble Camp Road, commended bus drivers on the West Brook route for having searched their buses and returned her son's watch after a month. Ms. Bonnette shared with Trustees an ongoing problem for her child at Odom and the bus route on Fridays. The transportation office had not been able to correct the problem of the driver chastising the students because her route on Fridays included their neighborhood. Ms. Bonnette also requested that Trustees consider a "grandfather" clause for families with several children so that brothers and sisters could graduate from the same school as the older sibling.
6. **Get Williams**, TUSE representative, absence
7. **Peggy Robinson & Rev. Hagger**, 3570 Waco Street, absence
8. **Glenda Hale**, 1559 Westville Drive, reported her son's incident involving the student aide and a disciplinary problem. The aide had been accused of striking the child with enough force to cause bruising. When the aide was approached with allegations, she pleaded "no contest", paid a fine and was given four years probation. Ms. Hale stated that she had acquired records indicating that this aide was still working and asked for her discharge. Ms. Hale asked Trustees to investigate circumstances and act accordingly to protect other students. In conclusion, Ms. Hale asked her son to hold up colored photos of bruising from the incident.
9. **Geneva Dixon**, 540 Devon Drive, spoke to Trustees thanking administration for the opportunity to attend the TSII academy held in June. A math teacher at Vincent and the regional president of TSTA, Ms. Dixon told Trustees how important it was for teachers to take part in the TSII academy and network with other districts through out the state when reviewing the new legislation.
- 10 **Chris Underhill**, Port Acres, spoke as a teacher in the Beaumont I.S.D. and the pride that he and fellow NEA/BTA members have about Beaumont I.S.D. Mr. Underhill recited the five beliefs listed below as goals and objectives of the organizations:
  1. **believes** that the nation's public schools must be safe from all violence, especially gun violence as seen recently in Colorado and Georgia;

2. **believes** our nation must recognize our ongoing racially and economic segregation of public schools;
3. **believes** vouchers are harmful to the public school system;
4. **believes** the federal government should commit more funds to modernize our nation's public schools because so many are deteriorating across the country;
5. **believes** there must be greater cooperation among trustees, administration and professional staff in order for the nation's public schools to be productive, proactive and truly professional.

### SIGN - UP

1. **Susie Thrash**, vice president of ATPE, told Trustees that the ATPE members would like for them to know how much teachers were looking forward to starting the new year. Ms. Thrash stated that while the salary gains are applauded, ATPE would like for more attention to be given to teachers at all levels when considerations come back to salaries in the future. Ms. Thrash stated that teachers were looking forward to accepting the challenge to create a school climate conducive for all students to learn.
2. **Rhonda McCoy**, secretary of BTA, shared BTA's commitment to continue to work toward shared dedication with the district for the safety and welfare of the children of Beaumont. Ms. McCoy read the "taunting pledge" and urged all BISSD personnel present at the meeting to recite the pledge with her and consider using this pledge at the beginning of each day.

### ACTION ITEMS

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", "D.3", "D.4", "E", "F.1", "F.2", "G.1", "G.2", "G.3", "G.4", "G.5", "G.6", "G.7", and "G.8".**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", "D.3", "D.4", "E", "F.1", "F.2", "G.1", "G.2", "G.3", "G.4", "G.5", "G.6", "G.7", and "G.8".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$438,020.88 including certification of tax collection for the month of June 1999, reconciliation of disbursements to collections for the month of June 1999, report of collections for June 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of June 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of June 1999; year to date tax receivable; taxes due at June 3, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, June 1999, debt service reports, June 1999, capital projects report, June 1999, internal service funds, June 1999; scholarship fund report, June 1999, investment report, June 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#159
203/9	Pregnancy education - TANF	#160
205/9	Head Start	#161
210/0	ESEA Title II, Professional Staff Development	#162
213/9	ESEA Title I, Evan Start Family Literacy	#163
286/9	National Science Foundation	#164
244/0	Vocational Education Basic Grant	#165
289/0	IDEA Part H Early Childhood Intervention Deaf	#166
389/9	Apprenticeship Training - State	#167
394/9	Pregnancy Education and Parenting Prgm	#168
401/9	Optional Extended Year Program	#169
419/9	Pregnancy Education and Parenting/M.S.	#170
420/9	Child Care Local Initiatives	#171
484/9	After School Program/Dishman Elementary	#172
650/9	Capital Project	#173

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "B")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

(Copy of order and resolution attached and made a part of these minutes.)

**Accepted Bids for Student Accident Insurance for the 1999-2000 School Year (Exhibit "C")** - Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the Gerber Life Catastrophe Plan from the Brokerage Store at a total cost of \$62,260.00 for 1999-2000

**Approved General Consent Items (Exhibit "D")**

- 1. Acceptance of Bids for Caldwood Elementary School Concrete Paving** - Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. in the total amount of \$58,978.00 funded from the local capital project fund.
- 2. Acceptance of Bids for Science Laboratory Equipment for South Park Middle School** - Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Indeco Sales in the total amount of \$16,672.80 from contractual obligation funds.

3. **Acceptance of Bids for Library Furniture for French Elementary School** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from J. L. Hammett Co. in the total amount of \$24,743.61 from contractual obligation funds.
4. **Accept Bids for Band Instruments for West Brook High School** – Bid packets were distributed to sixteen (16) companies in addition to the appropriate advertisements. There were seven (7) responses. Administration recommended acceptance of the bids as follows purchased from the West Brook High School appropriated funds:
 

East Texas Music	\$8,600.00
Interstate Music Supply	\$7,899.00
Kessler & Son Music, Inc.	\$6,090.00
The Woodwind & Brasswind	\$8,600.00

**Acceptance of Bids for Security Services for the 1999-2000 School Year (Exhibit "E")** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Delta Security, Inc. charged from Special Services, Food & Nutrition Services and the Business Office appropriated funds.

**Approved General Consent Items (Exhibit "F")**

1. **Acceptance of Bids for Copy Paper for Warehouse Stock for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were eight (8) responses. Administration recommended acceptance of the bid from Boise Cascade in the total amount of \$91,600.00 charged to various appropriated funds.
2. **Acceptance of Bids for Maintenance Department Supplies and Materials Discount Bid for the 1999-2000 School Year** – Bid packets were distributed to one hundred and fifty-eight (158) companies in addition to the appropriate advertisements. There were fifty-two (52) responses. Administration recommended acceptance of all bids submitted allowing the district to purchase from a broader base of supplies.

**Approved General Consent Items (Exhibit "G")**

1. **Acceptance of Bids for Dirt for the 1999-2000 School Year** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Century Trucking, Inc. charged from Maintenance Department appropriated funds.
2. **Acceptance of Bids for Roofing Products for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Action Roofing charged to Maintenance Department appropriated funds.

3. **Acceptance of Bids for Carpeting and Tile Flooring for the 1999-2000 School Year** – Bid packets were distributed to twenty-eight (28) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from Orange County Building Materials, Inc.
4. **Acceptance of Bids for Installation of Suspended Ceilings for the 1999-2000 School Year** – Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. charged to Maintenance Department appropriated funds.
5. **Acceptance of Bids for Fencing for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the overall low bid from Hinds Quality Fence charged to Maintenance Department appropriated funds.
6. **Acceptance of Bids for Miscellaneous Concrete Work for the 1999-2000 School Year** – Bid packets were distributed to thirty-five (35) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. charged to Maintenance Department appropriated funds.
7. **Acceptance of Bids for Temporary Walkway Covers for the 1999-2000 School Year** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from American 21st Century Construction charged to Maintenance Department appropriated funds.
8. **Acceptance of Bids for Doors and Hardware for the 1999-2000 School Year** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the overall lowest bid from Beaumont Architectural charged to Maintenance Department appropriated funds.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "H.1", "H.3", "H.3", "H.4", "H.5", "H.6", "H.7", "H.8", "I.1", "I.2", "I.3", "I.4", Addendum to "J", "K.1", "K.2", "L.1", "L.2", "M", and "N" ("I.5" pulled from agenda)**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "H.1", "H.2", "H.3", "H.4", "H.5", "H.6", "H.7", "H.8", "I.1", "I.2",

"I.3", "I.4", Addendum to "J", "K.1", "K.2", "L.1", "L.2", "M", and "N" ("I.5" pulled from agenda).

**Approve General Consent Items (Exhibit "H")**

1. **Acceptance of Second Year Option on Repair, Service and Installation of Electrical Systems for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Gold Crest Electric Co. charged to Maintenance Department appropriated funds.
2. **Acceptance of Second Year Option on Maintenance of Mechanical Work on Tractors for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Audilet Tractor Sales charged to Maintenance Department appropriated funds.
3. **Acceptance of Second Year Option on Maintenance of Master and Time Recording Clocks for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Carpenter's Time System charged to Maintenance Department appropriated funds.
4. **Acceptance Second Year Option on Mop Rental and Treatment for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Shepherd's Uniform & Linen Supply Company charged to Maintenance Department appropriated funds.
5. **Acceptance Second Year Option on Water Treatment and Service Program for Air Conditioning Thermal Water System for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Worth Hydrochem of the Gulf Coast, Inc. charged to Maintenance Department appropriated funds.
6. **Acceptance Second Year Option on Air Conditioning Filter Maintenance Service for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Gulf Coast Filter Company charged to Maintenance Department appropriated funds.

7. **Acceptance Second Year Option on Design, Fabrication, Repair and/or Replacement of Architectural Sheet Metal and HVAC Related Duct Work for the 1999-2000 School Year** - Included as a part of the 1998-99 bids was a second year option to extend the contracts at the option of the district. Administration recommended extending the contracts with all vendors as they provided quality services and met the bid requirements.
8. **Acceptance Second Year Option on Uniforms for the Maintenance and Transportation Departments for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract of Cintas Corporation charged to Maintenance Department appropriated funds.

**Approved General Consent Items (Exhibit "I")**

1. **Acceptance Bids for Cafeteria Linen Service for the 1999-2000 School Year** - Bid packets were distributed to two (2) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Shepherd's Uniform & Linen Supply charged to Food & nutrition Service Department appropriated funds.
2. **Acceptance Bids for Cafeteria Small Equipment for the 1999-2000 School Year** - Bid packets were distributed to thirteen (13) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bids as follows charged to Food & Nutrition Service Department appropriated funds:
  - Kommerical Kitchen
  - Pasco
  - Stepco
  - Sysco
  - Warren
3. **Acceptance Bids for Canned Beverages for the 1999-2000 School Year** - Bid packets were distributed to three (3) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of all the bids at an approximate cost of \$12,000.00 annually charged to Food & Nutrition Service Department appropriated funds.
4. **Acceptance Bids for Cafeteria Cleaning and Sanitation Supplies for the 1999-2000 School Year** - Bid packets were distributed to nine (9) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from CSC Distributing at an approximately \$69,700.00 annually charged to Food & Nutrition Service Department appropriated funds.
5. *Accept Bids for AS400 and Peripherals Hardware Maintenance for the 1999-2000 School Year - PULLED FROM AGENDA*

**Approved Student Transfers into the Beaumont Independent School District (Addendum to Exhibit "J")** – Administration recommended approval of the following transfers:

Victoria R. Fontenot, Hardin-Jefferson to Dishman Elementary;  
John-Mychal Fontenot, Hardin Jefferson to Dishman Elementary;

Abreanna Fontenot, Hardin-Jefferson to Dishman Elementary.

These students will pay tuition and transfers are filed with the Texas Education Agency.

**Approved General Consent Items (Exhibit "K")**

1. **First Reading of New Board Policy (LOCAL) EHB "In-Home Services to Students Receiving Extended Day Services"** – Administration recommended approval of new policy as presented by the Texas Association of School Boards policy service department.
2. **Second Reading of Revised Board Policy (LOCAL) EIC "Modified Courses"** – Administration recommended approval of revisions as presented by the Texas Association of School Boards policy service department.

**Approved General Consent Items (Exhibit "L")**

1. **Purchase of Reading Mastery Workbooks and Teacher Materials from SRA McGraw-Hill for Pietzsch-MacArthur Elementary** – Administration recommended approval of request to purchase materials from SRA McGraw-Hill for Pietzsch-MacArthur Elementary in the amount of \$25,268.00 from SCE funds.
2. **Payment to Region 5 for the Reading Recovery Training and Materials for Two (2) Teachers** – Administration recommended approval of request of payment to Region 5 for the Reading Recovery training and materials for two (2) teachers at Bingman and Fletcher Elementary in the amount of \$15,000 from the Mobil Reading Initiative grant.

**Approved the Professional Development and Appraisal System (PDAS) 1999-2000 Appraisal Calendar (Exhibit "M")** – Administration recommended approval of 1999-2000 appraisal calendar as presented in draft form.

**Approved Issuance of a Lifetime Pass to Former Trustees of the Beaumont I.S.D. (Exhibit "N")** – Administration recommended approval of a lifetime pass to former trustees plus a guest for attendance at any Beaumont I.S.D. function with the exception of individual fund raising events.

Dr. Nantz asked what were the differences in the Professional Development and Appraisal System (PDAS) 1999-2000 Calendar from the prior year. Dr. Jones-Clark reported to Trustees that the appraisal dates were changed in the document and all teachers would be receiving an update.

President Hicks asked Dr. Thomas to clarify the transfers on the Addendum to Exhibit "J". Dr. Thomas reported that these students would be paying tuition and changes resulting in the addendum were

due to the fact that the requested school was at capacity and the request had to be changed to a campus with space available. Out-of-district transfers are not approved for a campus if Beaumont I.S.D. students cannot transfer due to limited space at that campus.

Mr. Woodrow Reece applauded Dr. Thomas for the outstanding idea of a lifetime pass for former trustees as presented in Exhibit "N".

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

#### **Approval of Exhibit "O"**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibit "O".

**Approved Criteria for Math Teachers Qualifying for the Math Incentive (Exhibit "O")** – Administration recommended discussing option I and option II as presented: the salary schedule for 1999-2000 includes a \$1500 stipend for secondary math teachers presently teaching math. A teacher must meet criteria to be eligible.

**OPTION I** Must be a secondary math major; or must have taken twenty-four (24) hours of math with at least three (3) semesters of calculus.  
This stipend will be paid at the end of the year and a teacher must have taught the full contract year.

**OPTION II** Must be a secondary math major; or must be certified to teach high school math (grades 9-12).  
This stipend will be paid in twelve (12) monthly increments.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

President Hicks asked for comments on the differences between the options. Ms. Hicks stated that she was concerned over option one and the requirement for "required" three semesters of calculus. Ms. Hicks stated that some possibly excellent candidates might be overlooked since many students had not been required to take calculus if they had met certain criteria when entering college. Higher college math courses could be taken if a student had "tested out" at certain institution. Ms. Hicks stated she would support option number 2. Mr. Terry Williams, Mr. Howard Trahan, Rev. Whitaker, Ms. Christine Gavrelos, and Mr. Woodrow Reece agreed with President Hicks that option 2 would best suit the needs of Beaumont I.S.D. for the present.

Dr. Nantz said he could not support option 2. Dr. Nantz stated he felt like any teacher certified to teach secondary math should have

sufficient course studies in calculus, acquired by either number of courses or by number of hours.

Trustees discussed that calculus might not be on a student's college transcript if the person had taken calculus in high school and placed out of further calculus in college. Placing out of these courses would not appear on the person's college transcript, only the higher math courses taken would appear; so that would actually disqualify those math teachers. Dr. Nantz disagreed with comment and also stated that he felt like the incentive monies should be paid at the end of the year rather than through increments during the school year. Dr. Nantz stated that he felt like option 1 would be the best recruiting tool.

Mr. Howard Trahan stated that he felt the intent was to offer an incentive and holding the entire amount until the end of the contract time might not be sensitive to the newly hired teachers. Mr. Trahan suggested that the district should not set the bar too high or applicants would not consider the district, but seek incentives elsewhere. Mr. Trahan said he felt that the objective of the incentive was to secure certified secondary math teachers immediately so some type of award should be seen immediately. Ms. Gavrelos commented that she also agreed with that line of thinking; in that, the overall quality and number of math teachers was much more important than just consideration of how much calculus an applicant might have taken.

Dr. Nantz concluded the discussion with a statement that he could not support option two and he felt there would not be "quality teachers" hired by using the criteria set up in option two.

#### **Approval of Option 2 of Exhibit "O"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve option II as proposed by the administration.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: Dr. Nantz

#### **Approval of Exhibits "P" and "Q"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibit "P" and "Q"

**Redefined Priority for the Campus Incentive Plan Only (Exhibit "P")** – Administration recommended that a school be considered "priority" for incentive pay purposes only if a school has at least fifty-five (55%) of students qualifying for free or reduced meals.

**Changed Title of Math Supervisor to District-wide Math Lead Teacher (Exhibit "Q")** – Administration recommended a change in title from math supervisor to district-wide math lead teacher.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### **RECESS**

President Hicks announced in the public (open) meeting at 8:40 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551 .071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:35 p.m. and the Board in public (open) session acted on the following matters:

### **PERSONNEL**

Mr. Howard Trahan moved, seconded by Mr. Woodrow Reece, to accept the following: twenty-seven (27) resignations, two (2) coaching contract resignation, forty-three (43) new employee contract recommendations, one (1) contract recommendation, two (2) coaching contract recommendations, and four administrative recommendations.

#### **1. Resignations**

Sandra A. Abbage, Level 1, Amelia Elementary, effective June 15, 1999;

Sandra L. Allen, English, West Brook High, effective June 21, 1999;

Robert S. Austin, Assistant Band Director, Austin Middle, effective June 25, 1999;

Catherine N. Clark, Level 2, Lucas Elementary, effective July 9, 1999;

Josephine A. Coburn, Home Economics, Smith Middle, effective June 30, 1999;

Myreta Cooper, Special Education, Central High, effective June 22, 1999;

Donna A. Davis, Level 3, Homer Elementary, effective June 28, 1999;

Robert J. DeMay, Science, West Brook High, effective July 13, 1999;

Darrell A. Evans, English, Odom Academy, effective July 14, 1999;

Nicole M. Guidry, Level 2, Price Elementary, effective July 13, 1999;

Terry L. Grillo, Mathematics, Austin Middle, effective May 28, 1999;

Peggy E. Hagar, Level 1, Pietzsch/MacArthur, effective June 23, 1999;

Laurie P. Henderson, PreKindergarten, Southerland School, effective June 27, 1999;

Jacquelyn C. Huffman, ESL, Martin Elementary, effective June 21, 1999;

Cynthia M. Jackson Social Studies, Austin Middle, effective July 8, 1999;

Chandra M. Johnson, English, Ozen High, effective July 8, 1999;

Jeffrey A. Keener, Science/coach, West Brook High, effective July 6, 1999;

Angela M. Lavergne, Therapist, Regina Elementary, effective July 19, 1999;

Catina K. Leggington, Spanish, Ozen High, effective July 16, 1999;

Amanda L. Lundy, Mathematics, West Brook High, effective July 19, 1999;

Elizabeth M. McMillan, English, Odom Academy, effective June 23, 1999;

Deidre K. Maxey, Choir, Marshall Middle, effective July 2, 1999;

Andrea S. Miller, Special Education, Homer, effective July 12, 1999;

Youlander F. Morris, Special Education, Central High, effective July 1, 1999;

Marquis J. Saveat, HPE/coach, Ozen High, effective July 19, 1999;

Tammy J. Sturrock, Title I Kindergarten, Pietzsch/MacArthur Elementary, effective June 29, 1999;

Otilia Urbina, Ph.D., Science, Austin Middle, effective June 28, 1999.

**2. Coaching Contract Resignations**

Michael J. Huhn, Industrial Arts, Odom Middle;

Latonya M. Waters, Social Studies, Central High.

**3. New Employee Contract Recommendations**

Cheryl A. Ballou, Level 2, Fehl Elementary, effective August 4, 1999 and ending May 25, 2000;

Dhanna M. Bell, Language Arts, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Robert A. Border, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Mary E. Bowser, Business, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Tashia C. Brannon, Level 2, Lucas Elementary, effective August 4, 1999 and ending May 26, 2000;

Paul J. Breaux, Level 4, Bingman Elementary, effective August 4, 1999 and ending May 26, 2000;

Nicole A. Martin, Special Education, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Janine F. Modica, Level 2, Pietzsch/MacArthur Elementary, effective August 4, 1999 and ending May 26, 2000;

Patti Jo Morgan, Social Studies, South Park Middle, effective August 4, 1999 and ending May 26, 2000;

Nancy M. Neeley, English, Odom Academy, effective August 4, 1999 and ending May 26, 2000;

Barbara J. Norris, Title I-Level 1, Homer Elementary, effective August 4, 1999 and ending May 26, 2000;

Bobbie Patterson, Distributive Education, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Stephen D. Patterson, Mathematics, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Gina M. Plaunty, Science, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Devon L. Richey, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Linda R. Risinger, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Judith A. Runnels, Level 2, Field Elementary, effective August 4, 1999 and ending May 26, 2000;

Trisha A. Rupert, Level 5, Fehl Elementary, effective August 4, 1999 and ending May 26, 2000;

Paul E. Shipman, Mathematics, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Lois Snider, ESL, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Loranda R. Vasquez, Title I-Level 1, Ogden Elementary, effective August 4, 1999 and ending May 26, 2000;

Karleen E. Watson-Golias, Level 5, Regina Elementary, effective August 4, 1999 and ending May 26, 2000;

Deborah E. Williams, Nurse, Martin Elementary, effective August 4, 1999 and ending May 26, 2000.

**5. Contract Recommendation**

Beth Lastovica, Kindergarten, Price Elementary, two year term contract.

**6. Coaching Contract Recommendation**

Brenda B. White    Volleyball    Central High School

Frank F. Breuer, Mathematics/coach, West Brook High, effective August 4, 1999 and ending May 26, 2000;

Deborah J. Broome, Social Studies, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Daria M. Bryant, Spanish, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Karen L. Clausen, Art/Music, Ogden Elementary, effective August 4, 1999 and ending May 26, 2000;

Kimbrellyn N. Coleman, Special Education, Pietzsch/MacArthur, effective August 4, 1999 and ending May 26, 2000;

Charles H. Colvin, Gymnastics, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Keili L. Dunagan, Kindergarten, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Linda C. Eddy, Level 3, Amelia Elementary, effective August 4, 1999 and ending May 26, 2000;

Christy E. Elliott, English, Odom Academy, effective August 4, 1999 and ending May 26, 2000;

Stephanie M. Franklin, Art, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Rebecca J. Frazier, Art, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Ildeliza Garcia, Spanish, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Joan M. Garza, Science, Pathways, effective August 4, 1999 and ending May 26, 2000;

Donna M. Harvison, Special Education, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Dimitrise C. Haynes, Kindergarten, Dunbar Elementary, effective August 4, 1999 and ending May 26, 2000;

Kimberly D. Hoecker, Social Studies, South Park Middle, effective August 4, 1999 and ending May 26, 2000;

Melody A. Johnson, Level 5, Regina Howell Elementary, effective August 4, 1999 and ending May 26, 2000;

Anita Josh, Level 3, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Freida K. Langley, Special Education, Vincent Middle, effective August 4, 1999 and ending May 26, 2000;

Michael K. Majors, Mathematics, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

**7. Administrative Recommendations**

Gloria Harrison	Principal	Southerland School
Susan Caffrey	Vocational Counselor	Career Center
Birdie Harrison	Student Assist.Counselor	Central High
Elizabeth Clark	Student Assist.Counselor	Ozen High
Susan Jones	Student Assist.Counselor	West Brook High

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**Request for a Level IV Grievance Hearing**

President Hicks asked for a motion regarding the request.

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to sustain the decision of the Superintendent at the Level 3 Hearing.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**ANNOUNCEMENTS**

Dr. Thomas announced that Ms. Gloria Harrison, newly appointed principal of Southerland School, was present at the meeting and asked her to come forward. Ms. Harrison thanked the Trustees for the vote of confidence and assured everyone she would work very hard for the district and community at Southerland School.

President Hicks asked everyone to remember Ms. Gavrelos daughter, Paige Gavrelos, who was hospitalized shortly before the beginning of the meeting.

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:40 p.m. July 29, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

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**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – June 10, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, June 10, 1999, at 5:40 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: Rev. Ollis E. Whitaker

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Ms. Beth Fischenich, Assistant Superintendent for Secondary Schools, led in the pledge of allegiance.

**INVOCATION**

Dr. W. Preston Shaw, Assistant Superintendent for Administration, gave the invocation.

**EXECUTIVE SESSION**

President Hicks announced in the public (open) meeting at 5:45 p.m. that the Board would go into executive (closed) session to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 6:45 p.m. and the Board in public (open) session acted on the following matters:

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to accept the following administrative recommendations:

**Administrative Recommendations**

Principal, Southerland	Doris Gill
Assistant Principal, Brown	Kimberly Ann Smith

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams .

Nays: None

**DISCUSSION**

**BUDGET WORKSHOP**

**Consultation Committee Report**

Mr. Howard Trahan, chairman of Consultation Committee, gave a report of the Consultation Committee meeting held on June 8, 1999 in the Superintendent's office.

Present at the meeting were committee members, Mr. Howard Trahan and Ms. Christine Gavrelos, along with representatives of two teacher groups and administrators. Rev. Ollis Whitaker was unable to attend. The discussion of salaries yielded to the legislative mandate of \$3000 plus a step for teachers, nurses, and librarians. Legislation also stated counselors would be given \$3000 but failed to include the diagnosticians by job description as devised by the state. A \$1500 stipend was discussed for teachers holding a math degree and teaching secondary math courses. At the conclusion of the meeting debate between Mr. Trahan and Ms. Gavrelos concluded that all other employees would be considered for a salary increase in the 3.5% area.

Mr. Howard Trahan asked President Hicks to recognize a minority opinion held by Ms. Christine Gavrelos. Ms. Gavrelos stated she would like to suggest consideration of a 4.0% increase for paraprofessionals on down and a 2.0% increase for administrators. Ms. Gavrelos also stated that perhaps all teachers could be considered for a 1% to 1.5% increase along with the state mandates. Mr. Trahan called for discussion of the recommendations.

Questions among members drew Dr. Thomas to state that the state hopefully would continue to fund the \$3000 and that all monies received, whether state or local, are put in to one fund, the district monies. President Hicks reminded Trustees that basically there had been a change in the funding procedure between the state and local entities. Dr. Thomas reported that the district could expect about \$5.8 to \$6.3 million additional dollars (approximate amount) from the state.

Discussion about the category the diagnosticians and assistant principals fall into along with other personnel followed. Continued debate over the two opinions of the Consultation Committee members yielded dialogue among Trustees to consider holding more

Consultation Committee meetings. Mr. Woodrow Reece stated he would like the opportunity to speak openly about the ideas regarding salary schedules. Each Trustee was given an opportunity to ask questions of and provide input to committee members and Superintendent. Controversy among Trustees came while discussing that a 2% increase for administrators would include that amount for diagnosticians and assistant principals as well. Several Trustees felt that administrators should receive at least a cost of living raise, which should definitely be above a 2% increase.

Dr. Thomas asked for a directive from the Trustees stating that once salary schedules are firm, the budget procedure can go forward. Differences ranging from a 2% to 4% increase continued among committee members beyond the teacher, counselor, nurse, and librarian group. Dr. Thomas reminded Trustees that the expected \$6.3 million would need to be considered for the total number of Beaumont I.S.D. employees, and it is always an option to raise some groups and not others. Comments regarding maintenance of high salaries in the future were received along with fair comparisons to the outside job market for non-teaching positions. Dr. Thomas provided information to Trustees regarding the percentages of increase each teacher would receive for the step stipend.

President Hicks asked the chairman, Mr. Howard Trahan to review the majority recommendation from the committee to Trustees after a lengthy discussion period. Mr. Howard Trahan stated the district would provide the mandated \$3000 plus a step stipend for teachers, nurses, and librarians (counselors would receive \$3000 only). All other employees would receive a 3.5% (which includes diagnosticians). Mr. Trahan reported that Rev. Whitaker, who was not in attendance either at Consultation or the workshop, agreed that a 3.5% across the board would be fair for all other employees. The two members present at the Consultation Committee meeting who disagreed earlier compromised at a 3.5% increase. Mr. Trahan stated he felt that the district shouldn't give a pay increase for bad performance; however with a state mandate for certain increases there is no alternative but to consider all personnel for a fair salary increase.

Mr. Woodrow Reece asked for clarification of a 3.5% increase across the board. Mr. Howard Trahan reported this 3.5% increase would include administrators as well as all auxiliary personnel; while the teacher group is set to receive anything from a 6.2% to 12.7% increase. The differences of percentages in the teacher group occurs between the number of years of service and the common \$3000 awarded all. Much discussion included pulling the diagnosticians out of the administrative group and awarding those persons a higher increase. Some Trustees suggested no increase for all administrators, while others contested the idea.

Mr. Woodrow Reece asked for a report on the major concerns of the teacher group representatives attending the committee meeting. Mr. Howard Trahan shared with Trustees that their main concern was that the 21+ year teachers would not get the stipend along with the \$3000. Mr. Trahan reported that there had to be a ceiling at some point for salary increases. Mr. Reece asked if anything could be done for those teachers beyond the \$3000. Dr. Thomas responded that Trustees could set salary schedules at any increase, but should look at all budget obligations and consider the maintenance of funds in the coming years. Dr. Thomas shared his opinion that he felt as if this package offered to Beaumont I.S.D. would be one of the best in the

state by comparison. He reminded Trustees that student drop out rates are down, graduation rates are up, and the overall performance at the secondary level is up. Along with that comment, Dr. Thomas suggested administrators should not be overlooked for a salary increase for the coming year.

President Hicks reported that, so far, Trustees agreed upon: \$3,000 plus step stipend for teacher category (teachers, nurses, counselors and librarians) and a recommendation for all other personnel in the district was still outstanding. President Hicks called upon Ms. Christine Gavrelos to present her recommendation again. Ms. Gavrelos stated she would like to see paraprofessionals on down receive a 4% increase, administrators receive a 2% increase, and something above the \$3000 and step for all teachers. Ms. Gavrelos held firm to her recommendation for auxiliary and administrative personnel, but understood budgetary constraints prohibited further teacher salary increases. It was determined by further discussion that a 2% increase at the administrative level would not release enough funds to cover additional teacher increases. Dr. Nantz agreed with recommendation.

President Hicks stated that a public forum discussion excluding the administrators in the salary increase recommendations was uncomfortable and the intent of the Consultation Committee has historically been to bring only one recommendation before the Trustees during a budget workshop. President Hicks stated that if a consensus could not be agreed upon then more meetings might be necessary to agree upon a recommendation. Mr. Woodrow Reece applauded the fact that the differences between committee members had allowed non-committee Trustees the opportunity to offer input and discuss individual ideas regarding salary schedules.

Comparison figures of salaries were discussed among tenure teachers, counselors, and assistant principals. It is a known fact that tenure teachers definitely make more money on a day to day schedule than some administrators. Administrators, on the other hand, work more days so the overall annual salary looks greater. The object of this state-mandated award is to entice teachers to stay in the classroom.

President Hicks again asked Trustees about a recommendation for the administrators and discussed what percentage would be fair. President Hicks asked if a majority of Trustees present could come to some type of consensus. Dr. Thomas reminded Trustees that presently the diagnosticians were included in the 2% increase and concerns would be coming to Trustees from this group. Dr. Thomas reviewed the consensus of the teacher pay scale, all others at a 4% increase and a 2% increase for administrators. The math stipend of \$1500 was discussed as a recruiting tool. Criteria for this stipend would be detailed later at the approval of the Trustees.

Dr. Thomas discussed a proposal that teacher inservice days might be offered on Saturdays eliminating excessive teacher absences from the classroom.

Mr. Reece asked if there were any diagnosticians working beyond their contract days. Dr. Thomas responded that if indeed there were proper compensation should be paid.

Mr. Reece commended committee chairman, Howard Trahan, and committee member, Christine Gavrelos, for the time spent in

consultation. Comments of appreciation were also stated to President Hicks and the manner in which the workshop was conducted. All Trustees had been offered an opportunity to speak to the recommended salary schedules for the 1999-2000 year and a consensus had been reached among members.

### RECESS

President Hicks announced in the public (open) meeting at 8:00 p.m. that the Board would remain in public (open) session after a five (5) minute recess.

### **REVENUE**

Mr. Saleme briefed Trustees on the present status of the district's funds and obligations. Mr. Saleme reviewed the last ten fiscal years property tax rates and the property tax levies/collections (excluding penalty and interest) as collected from the Jefferson County Appraisal District and the Jefferson County Education District. The assessed and estimated actual value of taxable property was made available for review along with a table depicting the general fund expenditures for the last ten fiscal years with budget and actual figures noted. A summary of expenditures broke the budget down by separate fund percentages. The reappraisal taking place in the school district will allow approximately \$130,000,000 in new value. The effective tax rate formulas have not been set and the district might have to consider rolling taxes back. The formulas will dictate what the district is able to do as far as setting the tax rate. The Foreign Trade Zone agreement with Mobil and upcoming merger will definitely effect the district. While the district has used contractual obligations the last few years to fund equipment, consideration to future equipment purchases should be included in budget planning.

Mr. Saleme reviewed the debt service summary of revenues and expenditure providing fund balance figures for September 1 and August 31 in years 1998 actual, 1999 budget, and 2000 projection. With a State of Texas prescribed legal debt limit of 10% of assess valuation, the district is substantially below this legal limit. A schedule of current debt service requirements was provided by issue and year.

In conclusion, Mr. Saleme asked for questions from the Trustees. Mr. Howard Trahan asked if the district files protests if the local tax appraisal by the state is higher than our own figures. Mr. Saleme stated that we do file protests and have been historically successful.

Mr. Howard Trahan also asked why the teacher groups were reporting a high projection of funding from the state than the district projections. Mr. Saleme responded that our figures are conservative and others were more liberal. Later in the summer a more concrete projection would be available.

### **Budget 1998-99**

Dr. Thomas reviewed the non-budgeted expenditures drawn from the 1998-99 funds. These include the start up and renovation of Ozen, the start up and repairs at Paul Brown Center, the track at West Brook and the new roof at Smith Middle School.

### **Additional Funding**

Possible additional funding sources might be available through Early Childhood and Title I. Social promotions and the availability of some of

these federal funds might help equalize class sizes with the proper number of personnel to obtain an adequate pupil/teacher ratio.

#### **New Debt Considerations**

Dr. Thomas asked Trustees to continue to keep in mind the district's commitment to renovate, replace and enhance the existing facilities.

#### **Chapter 41/Wealty District**

The Mobil/Exxon purchase was briefly discussed with some speculation as to whether the same relationship might exist between the industry and the district. Also, the foreign trade zone agreement with Mobil would continue to be considered as to what might happen next year when it is up for renewal.

#### **1999-2000 Budget Considerations**

Dr. Thomas announced the following budget considerations for 1999-2000:

- \$3000 + step stipend for teachers, nurses, and librarians;
- \$3000 for counselors;
- Salary schedule for all other Beaumont I.S.D. employees;
- Stipend for math teachers with a math degree teaching math;
- Employee sick bank;
- Furniture at Pietzsch/MacArthur;
- Windows at French Elementary;
- Roof replacement (metal) at Austin Middle and Dunbar Elementary;
- Renovation of the old agriculture building at South Park;
- Replacement facility for special needs students;
- Purchase of advanced placement textbooks;
- Purchase of ten (10) buses;
- Provide radio/TV lab for students at Odom and Ozen/magnet component;
- Provide softball field lighting at Central/West Brook High Schools.

Dr. Thomas summarized these as highlight items but at a high cost that should be considered when building the budget for the year. There are some additional considerations such as the possible lease/purchase of property at Central High School, the lease/purchase of property for future Beaumont I.S.D. sites, and the lease/purchase of a good storage facility.

Dr. Thomas announced he would like to be able to recommend a salary schedule for approval at the regular board meeting so the budget procedure could continue as proposed on the 1999-2000 budget calendar.

#### **ANNOUNCEMENTS**

Dr. Thomas introduced Ms. Doris Gill, president elect of the elementary principal association, as the new principal of Southerland School. Ms. Gill was present at the meeting and stayed after the meeting to greet Trustees and administrators at Dr. Thomas' request.

#### **ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 8:30 p.m. June 10, 1999.

Martha Hicks  
Martha Hicks, President  
Beaumont ISD Board of Trustees

Terry D. Williams  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – June 24, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, June 24, 1999, at 5:35 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**DISCUSSION**

Dr. Thomas briefed Trustees regarding the budget procedure as it relates to the legislation. He reviewed the successful adoption of the salary schedule for 1999-2000 and the impact that this 80% has on the overall budget for the district. Projects to be considered during the upcoming year were reviewed with estimated cost figures factored into the budget for consideration.

Dr. Thomas reviewed a report received from the director of special services, Mr. Zane Bledsoe. The average daily attendance was compared by rates by year to date from 1995 to 1999 along with student gain in membership, student gain in daily attendance and student gain in ADA by percentages. The report was positive with membership on the rise as well as attendance across the district.

**ACTION ITEMS**

**Approval of Exhibit Item "A"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibit "A".

Accepted Quotations to Provide Fire Alarm Inspections for July and August 1999 (Exhibit "A") - Quotations were submitted to vendors licensed to conduct fire inspections. There were three (3) responses. Administration recommended the acceptance of the quote from Texas Fire & Communications, Inc. for an estimated amount of \$20,000 charged to the Maintenance Department 1998-99 appropriated funds.

President Hicks called for discussion of the motion, there being none, she called for a vote.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Trahan, Reece, and Terry Williams

NAYS: None

**Approval of Addendum to Exhibit Item "B"**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Addendum to Exhibit "B".

Approved Settlement of Legal Matter David Fournerat vs. Beaumont I.S.D. (Exhibit "B") - Administration recommended settlement in the amount of \$66,250.00 in the legal matter David Fournerat vs. Beaumont I.S.D.

Dr. Nantz asked how confidential was the information regarding this suit. Ms. Melody Thomas, school attorney, responded that the plaintiff is precluded from any discussion; however, under the open records act, certain information could be made available if requested. Personnel would be allowed to give a "stating date, ending date and non-renewal date of employment of this person if ask".

President Hicks called for discussion of the motion, there being none, she called for a vote.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Trahan, Reece, and Terry Williams

NAYS: None

**RECESS**

President Hicks announced in the public (open) meeting at 5:40 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 6:35 p.m. and the Board in public (open) session acted on the following matters:

**PROPOSAL OF EXHIBIT ITEM "C"**

Mr. Howard Trahan moved:

"WHEREAS, Ms. Rachel Hebert, Principal, Fletcher Elementary School, and Dr. Carrol Thomas, Superintendent, have recommended that Ms. Michele Hinson, a teacher at Fletcher Elementary School, be terminated for good cause, and that she be suspended without pay pending discharge; and

"WHEREAS, Dr. Thomas in his letter of June 4, 1999, with documentation, to Ms. Hinson, recommending termination and suspension without pay, has described in detail the reasons for recommending Ms. Hinson's termination and suspension without pay, including repeated failure to meet the District's standards of professional conduct; failure to maintain an effective working relationship with colleagues; interference with student/parent relationship; and other reasons constituting good cause for termination of employment; and

"WHEREAS, these recommendations from Dr. Thomas and Ms. Hebert, based on the reasons and documentation supplied, which are incorporated by reference for all purposes, have established good cause for termination, in that any one of the four specific reasons for recommending termination, in and of itself, constitutes grounds for termination for good cause;

"THEREFORE, I move that the employment of Ms. Michele Hinson be proposed for termination for good cause, and that she be suspended without pay, effective immediately, pending discharge, and that she be notified of this action by the Board of Trustees."

A second to the motion was made by Rev. Whitaker.

**Proposed Termination and Suspension without Pay Professional Employee, Michelle Hinson (Executive Session) (Exhibit "C")** – Administration recommended approval of proposed termination and suspension without pay professional employee, Michele Hinson.

President Hicks called for discussion of the motion, there being none, she called for a vote.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Trahan, Reece, and Terry Williams

NAYS: None

## **PERSONNEL**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to accept the following: five (5) resignations, fifteen (15) new employee contract recommendations, one (1) contract recommendation, and one (1) coaching contract recommendation.

### **1. Resignations**

Janna T. Carter, Level 3, Martin Elementary, effective June 10, 1999;

Deborah N. Lawrence, Reading, Marshall Middle, effective June 14, 1999;

Amy L. McGallion, Science, Ozen High, effective June 14, 1999;

Shannon D. Mittleman, Science, Pathways Center, effective June 17, 1999;

Maria S. Sims, Kindergarten, Price Elementary, effective June 16, 1999.

## **2. New Employee Contracts**

Carl D. Collins, Band Director, Central High, effective August 4, 1999 and ending May 26, 2000;

Patricia A. Culbertson, Language Arts, South Park Middle, effective August 4, 1999 and ending May 25, 2000;

Barton E. Gaskin, Mathematics, Vincent Middle, effective August 4, 1999 and ending May 26, 2000;

Kimberly D. Grimes, Science, West Brook High, effective August 4, 1999 and ending May 26, 2000;

James W. Hale, Special Education, Smith Middle, effective August 4, 1999 and ending May 26, 2000;

Evelyn A. Harkless, Level 1, Martin Elementary, effective August 4, 1999 and ending May 26, 2000;

James L. Herron, Health-Physical Education/Coach, West Brook High, effective August 4, 1999 and ending May 26, 2000;

Connie M. Joubert, Level 2, Pietzsch/MacArthur Elementary, effective August 4, 1999 and ending May 26, 2000;

Paula Y. Kelley, Kindergarten, Homer Elementary, effective August 4, 1999 and ending May 25, 2000;

Stephanie R. Nance, Kindergarten, Field Elementary, effective August 4, 1999 and ending May 25, 2000;

Tamela J. Rector, Special Education, Smith Middle, effective August 4, 1999 and ending May 26, 2000;

Lisa M. Reeves, Social Studies, Smith Middle, effective August 4, 1999 and ending May 26, 2000;

Carol D. Robinson, Level 4, Pietzsch/MacArthur Elementary, effective August 4, 1999 and ending May 26, 2000;

Raymond C. Sandacz, Mathematics, Central High, effective August 4, 1999 and ending May 26, 2000;

Carma E. Weinman, Level 4, Guess Elementary, effective August 4, 1999 and ending May 26, 2000.

## **3. Contract Recommendation**

Unika K. Gilder, Reading, King Middle, one (1) year probationary with certification deficiencies.

## **4. Coaching Contract Recommendation**

James Herron      Varsity Football/Girls' Varsity Track

YEAS:      Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Trahan,  
Reece, and Terry Williams

NAYS:      None

#### ANNOUNCEMENTS

Dr. Thomas introduced Carl Collins, band director at Central High, to the Trustees.

Dr. Thomas announced the following personnel transfers:

Mr. Michael Ryals, principal at Bingman would immediately be reassigned to Pathways Center;

Ms. Doris Gill, director of Southerland, would immediately be reassigned to Bingman Elementary;

And the job vacancy notice for the principal at Southerland School be posted immediately for application and to be filled at the next regularly scheduled board meeting.

President Hicks announced the awarding of Superintendent of the Year for Region V to Dr. Carrol A. Thomas. The state level award will be made at the October fall conference sponsored by Texas Association of Administrators and the Texas Association of School Boards in Houston, Texas. All Trustees congratulated Dr. Thomas.

#### ADJOURNMENT

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 6:40 p.m. June 24, 1999.

  
\_\_\_\_\_  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
\_\_\_\_\_  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – July 29, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, July 29, 1999, at 7:17 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Kelli Laday, 8th grade student at South Park, led in the pledge of allegiance.

**INVOCATION**

Ashley Kilpatrick, 1999 graduate of West Brook High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of special board meetings, June 10, 17, 24, and the regular board meeting June 17, 1999.

Dr. Nantz moved, seconded by Mr. Terry Williams, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow  
Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Section 504** – Ms. Busceme, director of research, planning and evaluation, presented the purpose of the Section 504 program in Beaumont I.S.D. which resulted from the rehabilitation act of 1973 by the U.S. Congress. The intent of the program is to prohibit discrimination and assure that the learning disabled student has the same educational opportunities as any other student. To be eligible for the program a child must be within permissible school age, live within the boundaries of Beaumont I.S.D., possess a record of having a physical and/or mental impairment which substantially limits a major life activity such as learning. Ms. Busceme reviewed the referral, placement, and monitoring procedures of the program. A committee of several different resource members reviews all student information and determines if the disability is severe enough to cause a learning problem in the classroom. After the determination that there is indeed a learning disability, then special curriculum is given to this child who still works within the regular classroom setting. Monitoring of student progress and evaluation of progress flows through the "504" committee.
2. **Referrals to Special Education** –Ms. Patty Edwardsen, director of special education, presented the procedure that is required to refer a student to the special education program. Ms. Edwardsen stated that a student should be referred to special education only after all programs and resources available on a campus have failed to be successful. The special education system should be considered the very last step taken since it is the most restrictive environment in which to place a student. Regular mainstream teachers will discuss the packet with the parent or guardian. The parent's rights are presented with the referral packet information. After all parties have completed the packet of information, the referral is returned to the campus administrator who then submits the packet to the special education office. The packet is reviewed by special education diagnosticians and specialized personnel. These trained personnel assess the data and schedule appropriate testing. From the very first date recorded in the referral packet to the determination of eligibility, a timeline of 30 days is mandated by the state. Following the assessment of the student, an additional 30 days is allowed to schedule the Admission, Review and Dismissal (ARD) meeting. Eligibility and appropriate services become the responsibility of the ARD committee. Ms. Edwardsen reported to Trustees that all district personnel were working diligently to keep referrals to a minimum.
3. **Dyslexia** – Ms. Irene Brock, supervisor of Dyslexia, English and reading, reviewed the screening process required for a student to become part of the dyslexia program required by state law on each campus. Each campus is required to have a certified teacher designated to the program and to the screening process. Ms. Brock reported the governance of the program is by two definitions for dyslexia: one, a disorder of constitution origin manifested by difficulty in learning to read, write or spell despite conventional instruction, adequate intelligence and socio-cultural opportunities; two, related disorders which are similar to developmental auditory interception,

dysphasia, specific developmental dyslexia, developmental dysphasia, and development spelling disability. Screening must determine if the student's disability meets criteria from the state. Ms. Brock paralleled the concern of special education referrals that other interventions or different methods of teaching should be tried before a referral to the dyslexia program is considered. Referrals to the program may be made by either Beaumont I.S.D. personnel or a parent or guardian; however, written permission for screening from the parent is required along with information of the child's background. After the screening has been conducted, a committee reviews the student's portfolio. An individual assessment with the child is also part of the process. Written permission is also required from the parent to begin instruction in the program. Monitoring of progress and follow-up evaluations are scheduled throughout the program and become the responsibility of the committee.

Mr. Howard Trahan asked how many students the dyslexia program served. Ms. Brock stated that when school ended in May of 1999, 509 students had participated in the program.

Mr. Woodrow Reece stated a concern that had been brought to his attention was individualized tutoring for special education students after becoming part of the program. Mr. Reece ask Ms. Edwarden how could a student master a summer course with an "A" or "B" while during the regular school year the student had failed the course. Ms. Edwardsen explained the different levels of programs offered during summer school for special education students. The extended year program during the summer targets the more severely challenged students. This program is designed to focus on several objectives the student has not mastered and must master before starting back to school in the fall.

Mr. Woodrow Reece also questioned if parents attended ARD meetings and if they were adequately notified of all referral procedures. Ms. Edwardsen responded that the program is bound by law to invite parents and keep them fully aware of the referral procedure. The special education department practices sending at least three meeting notices inviting the parents to the ARD meetings. Follow-up phone calls and additional contacts are made to ensure that parents are fully aware of activities involving their child. The special education department believes that the parent is an integral part of the referral process and encourages parent involvement at all levels of the program.

Mr. Woodrow Reece addressed a concern by many parents that they are afraid to discuss with administrators some of their child's needs because of retaliation or harassment; there are even those who feel they have been run out of the district because of certain conversations held with administrators of the special education department. Mr. Reece stated that it is the obligation of the district to treat all children fairly. Dr. Thomas responded that if a student violated policy, there had to be certain consequences; however, if a student with a learning disability had a behavioral problem then the discipline would have to be considered within the scope of the program for the benefit of the child.

Ms. Christine Gavrelos asked if follow-up phone calls are a part of the process when trying to contact parents. Ms. Edwardsen responded that when parents do not return notices it had always been a practice

in the district to follow up with a phone call. Ms. Edwardsen assured Trustees that every effort is made to contact parents and make them a part of the process. Ms. Busceme also stated that at some part of the process the parent is included whether they attend the meetings or not.

Dr. Thomas responded that the curriculum for these students also includes the reteach policy that is a districtwide policy.

Mr. Howard Trahan asked what levels are the early childhood programs available to parents. Ms. Edwardsen responded the early childhood program had been renamed to read the Preschool Program for Children with a Disability (PPCD) and is available for three (3) year olds. Other programs are available to children at birth if they are blind or deaf along with additional support for parents from the Beaumont State Center. Ms. Edwardsen reported that there are number of special education students in the dyslexia program also.

Mr. Howard Trahan asked if administration might consider more advertisement for public awareness of these programs. Ms. Edwardsen stated there are always looking for ways to improve community awareness and presently flyers are mailed twice a year to pediatricians, clergy, health clinics, grocery stores, day care centers and public bulletin board services

President Hicks asked for additional comments, hearing none, she called for reports.

#### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**

#### COMMUNICATIONS

1. **Thelma Eller**, president of BTA, spoke on behalf of the organization. Ms. Eller addressed the continuing concern of the 21+ year teachers and the approved salary schedule for 1999-2000. Ms. Eller reported rumors from these teachers included plans to perform at a "minimum" level since administration considered them "minimum" teachers by salary standards. A figure of \$6.7 million received from Senator David Bernsen's office was quoted by Ms. Eller as more than enough to cover those long term teachers with some type of compensation other than the \$3000 mandated by the state. BTA suggested to Trustees that they consider a "longevity" stipend of at least \$750 for those teachers. This stipend could be divided into two payments, one at Christmas and one at the end of the year.
2. **Dana Andrews**, 2010 Tenaha Street, as a parent and Beaumont I.S.D. employee, spoke on the subject of prayer in the school. Ms. Andrews works in transportation, and as a district employee, sees a need for the return of prayer to the classroom. Ms. Andrews referred to the petition sent earlier to Trustees that included 130 signatures supporting voluntary prayer in the classroom. Ms. Andrews asked the Trustees to consider openly this concern in the wake of the Littleton, Colorado tragedy and the current safety issues throughout the nation for our public schools.
3. **Rene Danna**, 542 Humble Camp Road, spoke in regard to the students in the Oak Park area and transfers to another school without

transportation privileges. Ms. Danna cited this area, as a "unique rural community" that while tracked to Bingman, the desire of the majority was to transfer to Dishman Elementary School. Ms. Danna reported that their track elementary school held the "lowest passing rate, major teacher turnover, (especially in fourth grade) and unreliable administration at the campus". Ms. Danna asked the Trustees to consider transportation for those parents who had sought and acquired transfers for their children to attend another elementary school.

4. **Brenda Latta**, 7200 Hillebrandt Road, continued reporting the statistical facts of providing a bus for these students. Ms. Latta asked Trustees to consider the cost savings to the district, along with the educational and safety issues for these students, to be tracked to Dishman, Vincent and West Brook. Ms. Latta reported to Trustees an incident that took place at the track school involving her child and the resulting discipline. Ms. Latta did not feel that administration at this campus had adhered to district policy regarding the "assault of a student" and asked administration to look into the incident.
5. **Marvie Bonnette**, 522 Humble Camp Road, commended bus drivers on the West Brook route for having searched their buses and returned her son's watch after a month. Ms. Bonnette shared with Trustees an ongoing problem for her child at Odom and the bus route on Fridays. The transportation office had not been able to correct the problem of the driver chastising the students because her route on Fridays included their neighborhood. Ms. Bonnette also requested that Trustees consider a "grandfather" clause for families with several children so that brothers and sisters could graduate from the same school as the older sibling.
6. **Get Williams**, TUSE representative, absence
7. **Peggy Robinson & Rev. Hagger**, 3570 Waco Street, absence
8. **Glenda Hale**, 1559 Westville Drive, reported her son's incident involving the student aide and a disciplinary problem. The aide had been accused of striking the child with enough force to cause bruising. When the aide was approached with allegations, she pleaded "no contest", paid a fine and was given four years probation. Ms. Hale stated that she had acquired records indicating that this aide was still working and asked for her discharge. Ms. Hale asked Trustees to investigate circumstances and act accordingly to protect other students. In conclusion, Ms. Hale asked her son to hold up colored photos of bruising from the incident.
9. **Geneva Dixon**, 540 Devon Drive, spoke to Trustees thanking administration for the opportunity to attend the TSII academy held in June. A math teacher at Vincent and the regional president of TSTA, Ms. Dixon told Trustees how important it was for teachers to take part in the TSII academy and network with other districts through out the state when reviewing the new legislation.
- 10 **Chris Underhill**, Port Acres, spoke as a teacher in the Beaumont I.S.D. and the pride that he and fellow NEA/BTA members have about Beaumont I.S.D. Mr. Underhill recited the five beliefs listed below as goals and objectives of the organizations:
  1. **believes** that the nation's public schools must be safe from all violence, especially gun violence as seen recently in Colorado and Georgia;

2. **believes** our nation must recognize our ongoing racially and economic segregation of public schools;
3. **believes** vouchers are harmful to the public school system;
4. **believes** the federal government should commit more funds to modernize our nation's public schools because so many are deteriorating across the country;
5. **believes** there must be greater cooperation among trustees, administration and professional staff in order for the nation's public schools to be productive, proactive and truly professional.

### SIGN - UP

1. **Susie Thrash**, vice president of ATPE, told Trustees that the ATPE members would like for them to know how much teachers were looking forward to starting the new year. Ms. Thrash stated that while the salary gains are applauded, ATPE would like for more attention to be given to teachers at all levels when considerations come back to salaries in the future. Ms. Thrash stated that teachers were looking forward to accepting the challenge to create a school climate conducive for all students to learn.
2. **Rhonda McCoy**, secretary of BTA, shared BTA's commitment to continue to work toward shared dedication with the district for the safety and welfare of the children of Beaumont. Ms. McCoy read the "taunting pledge" and urged all BISSD personnel present at the meeting to recite the pledge with her and consider using this pledge at the beginning of each day.

### ACTION ITEMS

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", "D.3", "D.4", "E", "F.1", "F.2", "G.1", "G.2", "G.3", "G.4", "G.5", "G.6", "G.7", and "G.8".**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", "D.3", "D.4", "E", "F.1", "F.2", "G.1", "G.2", "G.3", "G.4", "G.5", "G.6", "G.7", and "G.8".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$438,020.88 including certification of tax collection for the month of June 1999, reconciliation of disbursements to collections for the month of June 1999, report of collections for June 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of June 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of June 1999; year to date tax receivable; taxes due at June 3, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, June 1999, debt service reports, June 1999, capital projects report, June 1999, internal service funds, June 1999; scholarship fund report, June 1999, investment report, June 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#159
203/9	Pregnancy education - TANF	#160
205/9	Head Start	#161
210/0	ESEA Title II, Professional Staff Development	#162
213/9	ESEA Title I, Evan Start Family Literacy	#163
286/9	National Science Foundation	#164
244/0	Vocational Education Basic Grant	#165
289/0	IDEA Part H Early Childhood Intervention Deaf	#166
389/9	Apprenticeship Training - State	#167
394/9	Pregnancy Education and Parenting Prgm	#168
401/9	Optional Extended Year Program	#169
419/9	Pregnancy Education and Parenting/M.S.	#170
420/9	Child Care Local Initiatives	#171
484/9	After School Program/Dishman Elementary	#172
650/9	Capital Project	#173

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "B")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

(Copy of order and resolution attached and made a part of these minutes.)

**Accepted Bids for Student Accident Insurance for the 1999-2000 School Year (Exhibit "C")** - Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the Gerber Life Catastrophe Plan from the Brokerage Store at a total cost of \$62,260.00 for 1999-2000

**Approved General Consent Items (Exhibit "D")**

- 1. Acceptance of Bids for Caldwood Elementary School Concrete Paving** - Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. in the total amount of \$58,978.00 funded from the local capital project fund.
- 2. Acceptance of Bids for Science Laboratory Equipment for South Park Middle School** - Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Indeco Sales in the total amount of \$16,672.80 from contractual obligation funds.

3. **Acceptance of Bids for Library Furniture for French Elementary School** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from J. L. Hammett Co. in the total amount of \$24,743.61 from contractual obligation funds.
4. **Accept Bids for Band Instruments for West Brook High School** – Bid packets were distributed to sixteen (16) companies in addition to the appropriate advertisements. There were seven (7) responses. Administration recommended acceptance of the bids as follows purchased from the West Brook High School appropriated funds:
 

East Texas Music	\$8,600.00
Interstate Music Supply	\$7,899.00
Kessler & Son Music, Inc.	\$6,090.00
The Woodwind & Brasswind	\$8,600.00

**Acceptance of Bids for Security Services for the 1999-2000 School Year (Exhibit "E")** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Delta Security, Inc. charged from Special Services, Food & Nutrition Services and the Business Office appropriated funds.

**Approved General Consent Items (Exhibit "F")**

1. **Acceptance of Bids for Copy Paper for Warehouse Stock for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were eight (8) responses. Administration recommended acceptance of the bid from Boise Cascade in the total amount of \$91,600.00 charged to various appropriated funds.
2. **Acceptance of Bids for Maintenance Department Supplies and Materials Discount Bid for the 1999-2000 School Year** – Bid packets were distributed to one hundred and fifty-eight (158) companies in addition to the appropriate advertisements. There were fifty-two (52) responses. Administration recommended acceptance of all bids submitted allowing the district to purchase from a broader base of supplies.

**Approved General Consent Items (Exhibit "G")**

1. **Acceptance of Bids for Dirt for the 1999-2000 School Year** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Century Trucking, Inc. charged from Maintenance Department appropriated funds.
2. **Acceptance of Bids for Roofing Products for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Action Roofing charged to Maintenance Department appropriated funds.

3. **Acceptance of Bids for Carpeting and Tile Flooring for the 1999-2000 School Year** – Bid packets were distributed to twenty-eight (28) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from Orange County Building Materials, Inc.
4. **Acceptance of Bids for Installation of Suspended Ceilings for the 1999-2000 School Year** – Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. charged to Maintenance Department appropriated funds.
5. **Acceptance of Bids for Fencing for the 1999-2000 School Year** – Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the overall low bid from Hinds Quality Fence charged to Maintenance Department appropriated funds.
6. **Acceptance of Bids for Miscellaneous Concrete Work for the 1999-2000 School Year** – Bid packets were distributed to thirty-five (35) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bid from Brammer Construction, Inc. charged to Maintenance Department appropriated funds.
7. **Acceptance of Bids for Temporary Walkway Covers for the 1999-2000 School Year** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from American 21st Century Construction charged to Maintenance Department appropriated funds.
8. **Acceptance of Bids for Doors and Hardware for the 1999-2000 School Year** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the overall lowest bid from Beaumont Architectural charged to Maintenance Department appropriated funds.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "H.1", "H.3", "H.3", "H.4", "H.5", "H.6", "H.7", "H.8", "I.1", "I.2", "I.3", "I.4", Addendum to "J", "K.1", "K.2", "L.1", "L.2", "M", and "N" ("I.5" pulled from agenda)**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "H.1", "H.2", "H.3", "H.4", "H.5", "H.6", "H.7", "H.8", "I.1", "I.2",

"I.3", "I.4", Addendum to "J", "K.1", "K.2", "L.1", "L.2", "M", and "N" ("I.5" pulled from agenda).

**Approve General Consent Items (Exhibit "H")**

1. **Acceptance of Second Year Option on Repair, Service and Installation of Electrical Systems for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Gold Crest Electric Co. charged to Maintenance Department appropriated funds.
2. **Acceptance of Second Year Option on Maintenance of Mechanical Work on Tractors for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Audilet Tractor Sales charged to Maintenance Department appropriated funds.
3. **Acceptance of Second Year Option on Maintenance of Master and Time Recording Clocks for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Carpenter's Time System charged to Maintenance Department appropriated funds.
4. **Acceptance Second Year Option on Mop Rental and Treatment for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Shepherd's Uniform & Linen Supply Company charged to Maintenance Department appropriated funds.
5. **Acceptance Second Year Option on Water Treatment and Service Program for Air Conditioning Thermal Water System for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Worth Hydrochem of the Gulf Coast, Inc. charged to Maintenance Department appropriated funds.
6. **Acceptance Second Year Option on Air Conditioning Filter Maintenance Service for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract with Gulf Coast Filter Company charged to Maintenance Department appropriated funds.

7. **Acceptance Second Year Option on Design, Fabrication, Repair and/or Replacement of Architectural Sheet Metal and HVAC Related Duct Work for the 1999-2000 School Year** - Included as a part of the 1998-99 bids was a second year option to extend the contracts at the option of the district. Administration recommended extending the contracts with all vendors as they provided quality services and met the bid requirements.
8. **Acceptance Second Year Option on Uniforms for the Maintenance and Transportation Departments for the 1999-2000 School Year** - Included as a part of the 1998-99 bid was a second year option to extend the contract at the option of the district. Administration recommended extending the contract of Cintas Corporation charged to Maintenance Department appropriated funds.

**Approved General Consent Items (Exhibit "I")**

1. **Acceptance Bids for Cafeteria Linen Service for the 1999-2000 School Year** - Bid packets were distributed to two (2) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Shepherd's Uniform & Linen Supply charged to Food & nutrition Service Department appropriated funds.
2. **Acceptance Bids for Cafeteria Small Equipment for the 1999-2000 School Year** - Bid packets were distributed to thirteen (13) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bids as follows charged to Food & Nutrition Service Department appropriated funds:
  - Kommerical Kitchen
  - Pasco
  - Stepco
  - Sysco
  - Warren
3. **Acceptance Bids for Canned Beverages for the 1999-2000 School Year** - Bid packets were distributed to three (3) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of all the bids at an approximate cost of \$12,000.00 annually charged to Food & Nutrition Service Department appropriated funds.
4. **Acceptance Bids for Cafeteria Cleaning and Sanitation Supplies for the 1999-2000 School Year** - Bid packets were distributed to nine (9) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from CSC Distributing at an approximately \$69,700.00 annually charged to Food & Nutrition Service Department appropriated funds.
5. *Accept Bids for AS400 and Peripherals Hardware Maintenance for the 1999-2000 School Year - PULLED FROM AGENDA*

**Approved Student Transfers into the Beaumont Independent School District (Addendum to Exhibit "J")** – Administration recommended approval of the following transfers:

Victoria R. Fontenot, Hardin-Jefferson to Dishman Elementary;  
John-Mychal Fontenot, Hardin Jefferson to Dishman Elementary;

Abreanna Fontenot, Hardin-Jefferson to Dishman Elementary.

These students will pay tuition and transfers are filed with the Texas Education Agency.

**Approved General Consent Items (Exhibit "K")**

1. **First Reading of New Board Policy (LOCAL) EHB "In-Home Services to Students Receiving Extended Day Services"** – Administration recommended approval of new policy as presented by the Texas Association of School Boards policy service department.
2. **Second Reading of Revised Board Policy (LOCAL) EIC "Modified Courses"** – Administration recommended approval of revisions as presented by the Texas Association of School Boards policy service department.

**Approved General Consent Items (Exhibit "L")**

1. **Purchase of Reading Mastery Workbooks and Teacher Materials from SRA McGraw-Hill for Pietzsch-MacArthur Elementary** – Administration recommended approval of request to purchase materials from SRA McGraw-Hill for Pietzsch-MacArthur Elementary in the amount of \$25,268.00 from SCE funds.
2. **Payment to Region 5 for the Reading Recovery Training and Materials for Two (2) Teachers** – Administration recommended approval of request of payment to Region 5 for the Reading Recovery training and materials for two (2) teachers at Bingman and Fletcher Elementary in the amount of \$15,000 from the Mobil Reading Initiative grant.

**Approved the Professional Development and Appraisal System (PDAS) 1999-2000 Appraisal Calendar (Exhibit "M")** – Administration recommended approval of 1999-2000 appraisal calendar as presented in draft form.

**Approved Issuance of a Lifetime Pass to Former Trustees of the Beaumont I.S.D. (Exhibit "N")** – Administration recommended approval of a lifetime pass to former trustees plus a guest for attendance at any Beaumont I.S.D. function with the exception of individual fund raising events.

Dr. Nantz asked what were the differences in the Professional Development and Appraisal System (PDAS) 1999-2000 Calendar from the prior year. Dr. Jones-Clark reported to Trustees that the appraisal dates were changed in the document and all teachers would be receiving an update.

President Hicks asked Dr. Thomas to clarify the transfers on the Addendum to Exhibit "J". Dr. Thomas reported that these students would be paying tuition and changes resulting in the addendum were

due to the fact that the requested school was at capacity and the request had to be changed to a campus with space available. Out-of-district transfers are not approved for a campus if Beaumont I.S.D. students cannot transfer due to limited space at that campus.

Mr. Woodrow Reece applauded Dr. Thomas for the outstanding idea of a lifetime pass for former trustees as presented in Exhibit "N".

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

#### **Approval of Exhibit "O"**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibit "O".

**Approved Criteria for Math Teachers Qualifying for the Math Incentive (Exhibit "O")** – Administration recommended discussing option I and option II as presented: the salary schedule for 1999-2000 includes a \$1500 stipend for secondary math teachers presently teaching math. A teacher must meet criteria to be eligible.

**OPTION I** Must be a secondary math major; or must have taken twenty-four (24) hours of math with at least three (3) semesters of calculus.  
This stipend will be paid at the end of the year and a teacher must have taught the full contract year.

**OPTION II** Must be a secondary math major; or must be certified to teach high school math (grades 9-12).  
This stipend will be paid in twelve (12) monthly increments.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

President Hicks asked for comments on the differences between the options. Ms. Hicks stated that she was concerned over option one and the requirement for "required" three semesters of calculus. Ms. Hicks stated that some possibly excellent candidates might be overlooked since many students had not been required to take calculus if they had met certain criteria when entering college. Higher college math courses could be taken if a student had "tested out" at certain institution. Ms. Hicks stated she would support option number 2. Mr. Terry Williams, Mr. Howard Trahan, Rev. Whitaker, Ms. Christine Gavrelos, and Mr. Woodrow Reece agreed with President Hicks that option 2 would best suit the needs of Beaumont I.S.D. for the present.

Dr. Nantz said he could not support option 2. Dr. Nantz stated he felt like any teacher certified to teach secondary math should have

sufficient course studies in calculus, acquired by either number of courses or by number of hours.

Trustees discussed that calculus might not be on a student's college transcript if the person had taken calculus in high school and placed out of further calculus in college. Placing out of these courses would not appear on the person's college transcript, only the higher math courses taken would appear; so that would actually disqualify those math teachers. Dr. Nantz disagreed with comment and also stated that he felt like the incentive monies should be paid at the end of the year rather than through increments during the school year. Dr. Nantz stated that he felt like option 1 would be the best recruiting tool.

Mr. Howard Trahan stated that he felt the intent was to offer an incentive and holding the entire amount until the end of the contract time might not be sensitive to the newly hired teachers. Mr. Trahan suggested that the district should not set the bar too high or applicants would not consider the district, but seek incentives elsewhere. Mr. Trahan said he felt that the objective of the incentive was to secure certified secondary math teachers immediately so some type of award should be seen immediately. Ms. Gavrelos commented that she also agreed with that line of thinking; in that, the overall quality and number of math teachers was much more important than just consideration of how much calculus an applicant might have taken.

Dr. Nantz concluded the discussion with a statement that he could not support option two and he felt there would not be "quality teachers" hired by using the criteria set up in option two.

#### **Approval of Option 2 of Exhibit "O"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve option II as proposed by the administration.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: Dr. Nantz

#### **Approval of Exhibits "P" and "Q"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibit "P" and "Q"

**Redefined Priority for the Campus Incentive Plan Only (Exhibit "P")** – Administration recommended that a school be considered "priority" for incentive pay purposes only if a school has at least fifty-five (55%) of students qualifying for free or reduced meals.

**Changed Title of Math Supervisor to District-wide Math Lead Teacher (Exhibit "Q")** – Administration recommended a change in title from math supervisor to district-wide math lead teacher.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### **RECESS**

President Hicks announced in the public (open) meeting at 8:40 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551 .071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:35 p.m. and the Board in public (open) session acted on the following matters:

### **PERSONNEL**

Mr. Howard Trahan moved, seconded by Mr. Woodrow Reece, to accept the following: twenty-seven (27) resignations, two (2) coaching contract resignation, forty-three (43) new employee contract recommendations, one (1) contract recommendation, two (2) coaching contract recommendations, and four administrative recommendations.

#### **1. Resignations**

Sandra A. Abbage, Level 1, Amelia Elementary, effective June 15, 1999;

Sandra L. Allen, English, West Brook High, effective June 21, 1999;

Robert S. Austin, Assistant Band Director, Austin Middle, effective June 25, 1999;

Catherine N. Clark, Level 2, Lucas Elementary, effective July 9, 1999;

Josephine A. Coburn, Home Economics, Smith Middle, effective June 30, 1999;

Myreta Cooper, Special Education, Central High, effective June 22, 1999;

Donna A. Davis, Level 3, Homer Elementary, effective June 28, 1999;

Robert J. DeMay, Science, West Brook High, effective July 13, 1999;

Darrell A. Evans, English, Odom Academy, effective July 14, 1999;

Nicole M. Guidry, Level 2, Price Elementary, effective July 13, 1999;

Terry L. Grillo, Mathematics, Austin Middle, effective May 28, 1999;

Peggy E. Hagar, Level 1, Pietzsch/MacArthur, effective June 23, 1999;

Laurie P. Henderson, PreKindergarten, Southerland School, effective June 27, 1999;

Jacquelyn C. Huffman, ESL, Martin Elementary, effective June 21, 1999;

Cynthia M. Jackson Social Studies, Austin Middle, effective July 8, 1999;

Chandra M. Johnson, English, Ozen High, effective July 8, 1999;

Jeffrey A. Keener, Science/coach, West Brook High, effective July 6, 1999;

Angela M. Lavergne, Therapist, Regina Elementary, effective July 19, 1999;

Catina K. Leggington, Spanish, Ozen High, effective July 16, 1999;

Amanda L. Lundy, Mathematics, West Brook High, effective July 19, 1999;

Elizabeth M. McMillan, English, Odom Academy, effective June 23, 1999;

Deidre K. Maxey, Choir, Marshall Middle, effective July 2, 1999;

Andrea S. Miller, Special Education, Homer, effective July 12, 1999;

Youlander F. Morris, Special Education, Central High, effective July 1, 1999;

Marquis J. Saveat, HPE/coach, Ozen High, effective July 19, 1999;

Tammy J. Sturrock, Title I Kindergarten, Pietzsch/MacArthur Elementary, effective June 29, 1999;

Otilia Urbina, Ph.D., Science, Austin Middle, effective June 28, 1999.

**2. Coaching Contract Resignations**

Michael J. Huhn, Industrial Arts, Odom Middle;

Latonya M. Waters, Social Studies, Central High.

**3. New Employee Contract Recommendations**

Cheryl A. Ballou, Level 2, Fehl Elementary, effective August 4, 1999 and ending May 25, 2000;

Dhanna M. Bell, Language Arts, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Robert A. Border, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Mary E. Bowser, Business, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Tashia C. Brannon, Level 2, Lucas Elementary, effective August 4, 1999 and ending May 26, 2000;

Paul J. Breaux, Level 4, Bingman Elementary, effective August 4, 1999 and ending May 26, 2000;

Nicole A. Martin, Special Education, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Janine F. Modica, Level 2, Pietzsch/MacArthur Elementary, effective August 4, 1999 and ending May 26, 2000;

Patti Jo Morgan, Social Studies, South Park Middle, effective August 4, 1999 and ending May 26, 2000;

Nancy M. Neeley, English, Odom Academy, effective August 4, 1999 and ending May 26, 2000;

Barbara J. Norris, Title I-Level 1, Homer Elementary, effective August 4, 1999 and ending May 26, 2000;

Bobbie Patterson, Distributive Education, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Stephen D. Patterson, Mathematics, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Gina M. Plaunty, Science, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Devon L. Richey, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Linda R. Risinger, English, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Judith A. Runnels, Level 2, Field Elementary, effective August 4, 1999 and ending May 26, 2000;

Trisha A. Rupert, Level 5, Fehl Elementary, effective August 4, 1999 and ending May 26, 2000;

Paul E. Shipman, Mathematics, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Lois Snider, ESL, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Loranda R. Vasquez, Title I-Level 1, Ogden Elementary, effective August 4, 1999 and ending May 26, 2000;

Karleen E. Watson-Golias, Level 5, Regina Elementary, effective August 4, 1999 and ending May 26, 2000;

Deborah E. Williams, Nurse, Martin Elementary, effective August 4, 1999 and ending May 26, 2000.

**5. Contract Recommendation**

Beth Lastovica, Kindergarten, Price Elementary, two year term contract.

**6. Coaching Contract Recommendation**

Brenda B. White    Volleyball    Central High School

Frank F. Breuer, Mathematics/coach, West Brook High, effective August 4, 1999 and ending May 26, 2000;

Deborah J. Broome, Social Studies, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Daria M. Bryant, Spanish, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Karen L. Clausen, Art/Music, Ogden Elementary, effective August 4, 1999 and ending May 26, 2000;

Kimbrellyn N. Coleman, Special Education, Pietzsch/MacArthur, effective August 4, 1999 and ending May 26, 2000;

Charles H. Colvin, Gymnastics, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Keili L. Dunagan, Kindergarten, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Linda C. Eddy, Level 3, Amelia Elementary, effective August 4, 1999 and ending May 26, 2000;

Christy E. Elliott, English, Odom Academy, effective August 4, 1999 and ending May 26, 2000;

Stephanie M. Franklin, Art, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Rebecca J. Frazier, Art, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Ildeliza Garcia, Spanish, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Joan M. Garza, Science, Pathways, effective August 4, 1999 and ending May 26, 2000;

Donna M. Harvison, Special Education, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

Dimitrise C. Haynes, Kindergarten, Dunbar Elementary, effective August 4, 1999 and ending May 26, 2000;

Kimberly D. Hoecker, Social Studies, South Park Middle, effective August 4, 1999 and ending May 26, 2000;

Melody A. Johnson, Level 5, Regina Howell Elementary, effective August 4, 1999 and ending May 26, 2000;

Anita Josh, Level 3, Caldwood Elementary, effective August 4, 1999 and ending May 26, 2000;

Freida K. Langley, Special Education, Vincent Middle, effective August 4, 1999 and ending May 26, 2000;

Michael K. Majors, Mathematics, Austin Middle, effective August 4, 1999 and ending May 26, 2000;

**7. Administrative Recommendations**

Gloria Harrison	Principal	Southerland School
Susan Caffrey	Vocational Counselor	Career Center
Birdie Harrison	Student Assist.Counselor	Central High
Elizabeth Clark	Student Assist.Counselor	Ozen High
Susan Jones	Student Assist.Counselor	West Brook High

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**Request for a Level IV Grievance Hearing**

President Hicks asked for a motion regarding the request.

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to sustain the decision of the Superintendent at the Level 3 Hearing.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**ANNOUNCEMENTS**

Dr. Thomas announced that Ms. Gloria Harrison, newly appointed principal of Southerland School, was present at the meeting and asked her to come forward. Ms. Harrison thanked the Trustees for the vote of confidence and assured everyone she would work very hard for the district and community at Southerland School.

President Hicks asked everyone to remember Ms. Gavrelos daughter, Paige Gavrelos, who was hospitalized shortly before the beginning of the meeting.

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:40 p.m. July 29, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

Handwritten text, possibly a signature or date, located at the bottom left of the page.

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – March 25, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, March 25, 1999, at 7:16 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.  
John Williams

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

The Central High School NJROTC presented the colors and Justin Blanchard, a fourth grade student at Dunbar Elementary School, led in the pledge of allegiance.

**INVOCATION**

Candace Perkins, a senior at West Brook, sang the Lord's Prayer while Dionne Lee performed a sign language tribute in dance.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the Regular Board Meeting February 18, 1999.

Mr. John Williams moved, seconded by Mr. Howard Trahan, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, John Williams, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Recognition of School Business Partnerships** – Dr. Thomas welcomed Tom Loftus, Engineering Manager; Bill Neal, Production Manager; and Ginger Payne, Executive Assistant to the Plant Manager of Elf Atochem North American, Inc. as a business partner with Ogden Elementary School represented by the principal, Ms. Maxine Moye. President Hicks presented plaques to the partners.
2. **Recognition of the 1997-98 Texas Successful Schools Award** – Dr. Thomas asked President Hicks to present certificates of acknowledgement for academic performance to the following:

#### **Recognized Performance**

Blanchette Elementary	Carolyn Broussard for Mr. Ryals
Dunbar Elementary	Principal Iris Williams
Fehl Elementary	Principal Corinne Hardy
Fletcher Elementary	Principal Rose Garment
French Elementary	Principal Clarence Francois
Plus Texas Successful School Award of \$1,900	
Lucas Elementary	Principal Alma Brown
Plus Texas Successful School Award of \$2,219	
Ogden Elementary	Principal Maxine Moye
Pietzsch/MacArthur	Principal Linda Thomas

#### **Exemplary Performance**

Curtis Elementary	D'Ann Douglas for Dr. Ogilvie
Field Elementary	Principal Phil Brooks
Guess Elementary	Principal Hoyt Simmons
Homer Drive Elementary	Principal Ava Colbert
Plus Texas Successful School Award of \$2,237	

#### **Texas Success School Award**

Regina Howell Elementary	Principal Rose Hardy
Vincent Middle School	Principal Levoris Roy

**Total Monetary Award to B.I.S.D.      \$12,615**

**President Hicks and Trustees presented additional Recognition from the Texas Education Agency to Title I Schools for outstanding academic performance.** Field Elementary attained "honored" status by meeting exemplary standards for the 1997-98 school and exemplary or recognized for the previous year. Homer Drive Elementary attained "commended" status for meeting exemplary standard for the 1997-98 school year. Both principals were presented plaques for display on their campuses.

3. **TAAS Comparison Report of "Same" Students** - Dr. Jones-Clark, assisted by Ms. Beth Fischenich, reviewed figures compiled by Ms. Marilyn Busceme and Ms. Marian Pekar tracking the same students through the testing process. The comparison showed percentages of passing for the years of 1995, 96, 97, and 98 in the third, fifth, seventh through 10th grades, in reading, mathematics, and all tests taken. The

overall comparison showed performance growth except in the 6th grade. A significant drop of performance in the 6th grade is nationwide as well as in our district. All percentages were shown in relation to the 90% standard bar mandated by the state. Strategies targeting the lower 20% of student performance have been developed by district staff and implemented through the curriculum. Trustees applauded the presentation and work involved compiling the data.

Dr. William Nantz asked if administration would continue tracking these same students. Dr. Thomas assured Trustees that reports would continue to be generated.

Mr. Howard Trahan applauded the presentation of the report along with comments of recognition of the staff from Mr. Woodrow Reece.

4. **Boy Scout Troop #601** – Scoutmaster Brian Alter asked assistant senior patrol leader, Terrell Burris to introduce the members of Troop #601. Terrell Burris announced attending the meeting were Charles Burris, John Scott, Joe Walker, Drew Nelson, Austin Martin, Michael Walston, and Mr. Walston. Patrol leader Terrell Burris announced that attendance at a community/civic meeting by the troop was required to earn the eagle rank merit badge.

#### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**
3. **District Educational Instructional Committee Minutes**

#### COMMUNICATIONS

None

#### SIGN - UP

1. **Thelma Eller**, 2332 Evalon, reported to Trustees activities students enjoyed during the Reading Rally and Dr. Seuss' birthday celebration at Fletcher Elementary School. Ms. Eller described to the Board Trustee John Williams sitting in a rocking chair reading to kindergarten students. Ms. Eller thanked Trustees for their support and read a "thank you" note to Mr. Williams.

#### ACTION ITEMS

##### **APPROVAL OF EXHIBITS "A.1", "A.2", and "A.3"**

Mr. John Williams moved, seconded by Rev. Whitaker to approve Exhibits "A.1", "A.2", and "A.3".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$11,968,155.32 including certification of tax collection for the month of February 1999, reconciliation of disbursements to collections for the month of February 1999, report of collections for February 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of February 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of February

1999; year to date tax receivable; taxes due at February 28, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, February 1999, debt service reports, February 1999, capital projects report, February 1999, internal service funds, February 1999; scholarship fund report, February 1999, investment report, February 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#095
204/9	ESEA Title IV, Safe and Drug Free Ed.	#096
210/9	ESEA Title II, Professional Staff Development	#097
211/9	ESEA Title I, Improving Basic Programs	#098
235/9	ESEA Title VI, Innovative Education Program	#099
244/9	Vocational Education - Basic Grant	#100
383/9	Professional Staff Dev.-Caldwood	#101
411/9	Technology Allotment	#102
419/9	Pregnancy Education/Parenting Middle School	#103
494/9	Learn to Read Program	#104
650/9	Capital Project	#105

President Hicks called for discussion.

Mr. John Williams asked Mr. Saleme to work on a projection of figures of what to expect regarding the liability of unencumbered funds as of August 31, 1999. Mr. Williams speculated that \$45 million did not seem like a large number considering there are five months of school left. Mr. Williams reminded administration that salaries would take 80% of that figure. Mr. Saleme confirmed that figures would be available to Trustees prior to budget preparation.

President Hicks called for addition discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, John Williams, and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "B", "C", "D", "E", "F", "G", "H", "I", "J", "K", "L", "M", "N", "O", and "N"**

Mr. John Williams moved, seconded by Mr. Howard Trahan to approve Exhibits "B", "C", "D", "E", "F", "G", "H", "I", "J", "K", "L", "M", "N", "O", and "N".

**Approved Sale of Property (Exhibit "B")** - Administration recommended approval of sale of property to St. Pius Catholic Church for \$1,000.00.

**Approved the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "C")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type

authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.  
(Copy of order and resolution attached and made a part of these minutes.)

**Recommended Certified Public Accounting Firm to Conduct Audit of 1998-99 District Financial Records (Exhibit "D")** – Administration recommended engagement of the firm of Gayle W. Botley and Associates, CPA to perform the audit for the 1998-99 school year at a proposed fee of \$51,000.  
(Copy of engagement letter attached and made a part of these minutes.)

**Approved Second Year Option of Excess Workers' Compensation Insurance (Exhibit "E")** – Administration recommended exercising the second year option of 1997-98 bid with Alexander and Alexander representing Gulf Insurance Company at an estimated cost of \$41,876.00.

**Acceptance of Bids for Workers' Compensation Claims Administration (Exhibit "F")** – Bid packets were distributed to thirteen (13) companies in addition to the appropriate advertisements. There were twelve (12) responses. The bid included a second and third year renewal option to extend the contract at the option of the district. Administration recommended acceptance of the bid from F. A. Richard and Associates, Inc. (FARA) in the amount of \$870,1767.00 from April 1, 1999 to March 31, 2000.

**Acceptance of Bids for Construction of Pietzsch/MacArthur Elementary School (Exhibit "G")** – Bid packets were distributed to fifty-nine (59) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Allco, Inc. in the total amount of \$15,869,200.00 charged to bond funds.

**Acceptance of Bids for Roof Replacement Pathways Learning Center (Exhibit "H")** – Bid packets were distributed to six (6) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from ProNoun Construction, Inc. in the total amount of \$51,755.00 charged to local capital project fund.

**Acceptance of Bids for Renovations and Resurfacing the Track for West Brook High School (Exhibit "I")** – Bid packets were distributed to four (4) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Southwest Recreational Industries, Inc. in the total amount of \$167,400.00 charged to local capital project fund.

**Acceptance of Bids for Retrofit Roofing for Ozen High School (Exhibit "J")** – Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from ICI Construction in the total amount of \$1,845,000.00 charged to the local capital project fund.

**Acceptance of Bids for Repair of Band and Orchestra Instruments (Exhibit "K")** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of all bids due to the large volume of repairs. Repairs will be made based on the lowest vendor available at the time of repair.

**Acceptance of Bids for Truck for the Athletic Ground Crew (Exhibit "L")** – Bid packets were distributed to fifteen (15) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended the acceptance of the bid from Triangle Chevrolet, Inc. in the total amount of \$20,293.00 from the Athletic Department 1998-99 appropriated funds.

**Acceptance of Bids for P. E. Lockers for Vincent Middle School (Exhibit "M")** – Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from Indeco Sales, Inc. in the total amount of \$32,464.00 charged to the local capital project fund.

**Acceptance of Bids for Corrugated Moving Boxes and Supplies (Exhibit "N")** – Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There were four (4) responses. Administration recommended acceptance of the bid from Bogel Sales, Inc. at the estimated total amount of \$6,456.25 paid from the 1998-99 Maintenance Department budgeted funds.

**Acceptance of Bids for Rental of Moving Vans (Exhibit "O")** – Bid packets were distributed to eight (8) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Ryder Truck Rental charged to various appropriate funds.

**Approved the First Amended Election Order of the General Election on May 1, 1999 (Exhibit "P")** – Administration recommended approval of amended order reflecting change in the presiding judge for voting precinct 7 (O.C. "Mike" Taylor Career Center) in accordance with information received from the City of Beaumont.

President called for discussion.

Mr. John Williams asked about the difference of funding for Exhibits "E" and "F" (worker's compensation and excess worker's compensation). Mr. Saleme stated that while we are self-funded for the most part, there are portions of the insurance package where someone else, above and beyond the district's limits, must underwrite the district.

Mr. Woodrow Reece voiced concern over the resurfacing cost of the track at West Brook High School. Mr. Reece stated that he felt there might be other areas of concern, particularly at Central High School, where those funds could be used.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

President Hicks asked Dot Patterson, Project Coordinator, to introduce the architects and contractors that were present in the audience. Ms. Patterson announced that this board meeting had been exceptional in that construction of another new building, Pietzsch/MacArthur, was approved. Ms. Patterson commended the Trustees and the District on

the handling of the bond monies satisfying the taxpayers' requests and choices. Ms. Patterson also commended the Pietzsch/MacArthur staff for the long meetings during the planning stages of the building design. Bay Architects of Houston Brad Hughes and Gerald Hurley were present along with the construction personnel from Allco, Inc.

Also present were Paul Hay and Arron Olexa from Architecture Alliance, Inc. Ms. Patterson briefly reviewed the ongoing project at the Ozen High School site that has not been funded by the bond money.

Dr. Nantz stated that the Board, District and community owed Dot Patterson a "big thank you". Everyone echoed Dr. Nantz' applause.

**Cast Ballots for Place Two and Place Five on the Board of Directors of Region V Education Service Center (Exhibit "Q")** – Trustees cast votes and returned ballots to secretary for mailing to Region V ESC for tabulation as instructed. All Trustees were present to vote by the following ballot numbers: 163965, 163966, 163967, 163968, 163969, 163970, and 163971.

#### **APPROVAL OF EXHIBIT "R"**

Mr. John Williams moved, seconded by Dr. William Nantz to approve Exhibit "R".

**Approved Resolution and Declaration of Official Intent to Lease Purchase Computer Equipment with Designation Authorizing Representatives and Executed Certificate of Incumbency (Exhibit "R")** – Administration recommended approval of the Resolution and Declaration with the Certificate of Incumbency as prepared by Banc One Leasing Corporation authorizing LeRoy Saleme and Jane Kingsley as representatives of the District for purposes of executing this lease.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

#### **RECESS**

President Hicks announced in the public (open) meeting at 8:00 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:00 p.m. and the Board in public (open) session acted on the following matters:

#### **PERSONNEL:**

Mr. John Williams moved, seconded by Mr. Howard Trahan to accept the following: four (4) retirements, three (3) resignations, and one (1) new employee contract recommendations.

##### **1. Retirements**

Connie L. Driver, ESL, Caldwood Elementary, effective May 28, 1999;

Jose Olesini, Mathematics, Ozen High, effective May 28, 1999;

Frankie R. Randall, Kindergarten, Dunbar Elementary, effective May 28, 1999;

Joel O. Soileau, Health/PE, West Brook High, effective May 28, 1999.

**2. Resignations**

Mamie D. Duke, Reading, Smith Middle, effective March 4, 1999;

Leon Gibbs, Social Studies, Ozen High, effective March 9, 1999;

Alana F. O'Neal, Science, Vincent Middle, effective March 17, 1999.

**3. New Employee Contract Recommendation**

Lonna D. Linden, English, Austin Middle, effective March 1, 1999 and ending May 28, 1999.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, John Williams, and Terry Williams

Nays: None

Mr. John Williams moved, seconded by Mr. Howard Trahan to accept the following re-election recommendations:

**4. Administrative and Support Re-Election Recommendations**

Two-year administrative term contracts recommended	89
One-year administrative term contracts recommended	03
Two-year term contracts recommended	30
One-year probationary contract recommended	01

**5. Professional Re-Election Recommendations**

Two-year term contracts recommended	588
One-year term contracts recommended	94
One-year term contracts recommended with certification deficiencies	27
One-year probationary contracts recommended	140
One-year probationary contracts recommended with certification deficiencies	91
Proposed nonrenewal of probationary contracts	12
Two-year coaching contract recommended	01
One-year coaching contracts recommended	106
One-year coaching contracts recommended with certification deficiencies	16

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., John Williams, and Terry Williams

Nays: None

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:03 p.m. March 25, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT**  
**BOARD OF EDUCATION**  
Special Meeting – May 4, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Tuesday, May 4, 1999, at 5:30 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: John Williams

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: Deputy Superintendent, Dr. Mae E. Jones-Clark

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Paige, Katherine, Ahna, and Nicholett Gavrelos, children of newly elected Trustee Christine Gavrelos, led in the pledge of allegiance.

**INVOCATION**

Rev. Ollis E. Whitaker, vice president of the Trustees, gave the invocation.

**ACTION ITEMS**

- A. **Canvass May 1, 1999 Election Returns and Certify Results** – Mr. Terry Williams moved, seconded by Rev. Whitaker to accept the certified results of the May 1, 1999 Election Returns as follows: (Copies of Certificate for Order Declaring Results of Election attached and made a part of these minutes.)

TRUSTEE DISTRICT 6

Martha Hicks

353

70.74%

Andy Reusser	146	29.26%
TOTAL	499	100.00%

TRUSTEE DISTRICT 7

John H. Williams	306	43.97%
Christine Gavrelos	390	56.03%
TOTAL	628	100.00%

President Hicks asked Mr. Leroy Saleme to read the certify results of the election.

President Hicks called for questions on the motion, there being none, she called for the vote.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Messrs. Reece, Trahan, and Terry Williams

NAYS: None

**B. Administration of Oaths of Office - Attorney Thomas and notary public, Janice Teel, administered oaths of office to:**

Martha Hicks Trustee District 6

Christine Gavrelos Trustee District 7

(Oaths of office are attached and made a part of these minutes.)

Ms. Hicks asked Ms. Gavrelos to join the Trustees at the desk. Ms. Gavrelos introduced family, friends, and neighbors attending the meeting.

Mr. Howard Trahan welcomed Ms. Gavrelos to the Board.

**C. Reorganization of Board of Trustees - Attorney Thomas presided over nominations for president of the Board of Trustees.**

Mr. Terry Williams nominated Ms. Hicks with a second by Rev. Whitaker. Ms. Thomas called for other nominations. There were no other nominations.

Ms. Thomas closed the nominations and asked for discussion. There being no discussion, she called for a vote on the nomination.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Trahan, Reece, and Terry Williams

NAYS: None

Ms. Hicks was elected President of the Board of Trustees unanimously.

Ms. Thomas congratulated Ms. Hicks on the election to serve as President of the Board. Ms. Hicks moved forward to preside over the meeting.

President Hicks called for nominations for vice president of the Board of Trustees. Dr. Nantz nominated Rev. Whitaker.

President Hicks called for additional nominations, there being none, she called for a vote on the nomination of Rev. Whitaker for vice president.

President Hicks announced the vote was unanimous.

President Hicks called for nominations for Secretary of the Board of Trustees. Rev. Whitaker nominated Mr. Terry Williams.

President Hicks called for additional nominations, there being none she called for vote on the nomination of Mr. Terry William for secretary.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Reece, Trahan, and Terry Williams

NAYS: None

President Hicks announced the vote was unanimous.

Before appointing Trustees to the standing committees within the membership of the Trustees, Ms. Hicks asked if any Member would like to consider serving on a different committee. Currently serving on the Building and Grounds is chairman, Dr. Nantz, Woodrow Reece, and Terry Williams. Consultation consists of Rev. Whitaker and Howard Trahan. Ms. Hicks announced she would like for Ms. Gavrelos to serve on the Consultation Committee, where the vacancy exists; and asked Mr. Howard Trahan if he would serve as chairman. Mr. Trahan agreed to serve as chairman. Ms. Hicks asked Dr. Nantz to continue serving as chairman of the Building and Grounds Committee. No member expressed a desire to change from one committee to another.

#### D. APPROVAL OF EXHIBIT "D"

President Hicks asked for a motion for the Exhibit "D" action item.

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibit "D".

**Approved the Depository Authority Certificate with Resolution, for a Controlled Disbursement Account with Hibernia Bank (Exhibit "D")** - Administration recommended approval of resolution to allow a sufficient timeframe for the bank to setup accounts and be operational for buyout of Chase Bank of Texas by Hibernia Bank on May 21, 1999.

Mr. Howard Trahan explained that this action item was a paper transfer resulting from the buyout of Chase by Hibernia.

YEAS: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Reece, Trahan, and Terry Williams

NAYS: None

Dr. Thomas thanked all Board Members for the manner in which the reorganization was conducted. Dr. Thomas announced that he looked forward to the challenge of working with the Board Members in reaching even higher goals and becoming one of the best Boards in the State of Texas.

Dr. Thomas announced he had a small token of appreciation for each Trustee. Ms. Hicks and Ms. Gavrelos were presented with spring bouquets

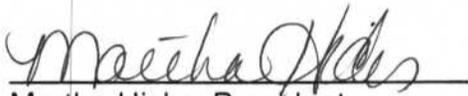
while Rev. Whitaker, Dr. Nantz, Mr. Terry Williams, Mr. Woodrow Reece, and Mr. Howard Trahan received beautiful rose boutonnieres.

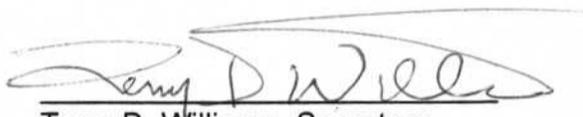
President Hicks asked Trustees to remain after the meeting was adjourned to visit with family and friends and to have pictures taken.

Joining in the celebration of the witnessing the oaths of office for the newly elected trustees was Dr. Leon Hicks, husband of President Martha Hicks.

#### ADJOURNMENT

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 5:45 p.m. May 4, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – May 20, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, May 20, 1999, at 7:17 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz (joined the meeting at 9:00 a.m.)  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Mr. Tanner Hunt

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

The West Brook High School NJROTC presented the colors and Kaine Hampton, a fifth grade student at Blanchette Elementary School, led in the pledge of allegiance.

**INVOCATION**

JaMise Jackson, senior student at Central High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of the Regular Board Meeting April 15, 1999 and Special Board Meeting May 4, 1999.

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Recognition of Outstanding Academic Achievements** – Dr. Thomas applauded the outstanding students present at the meeting for recognition by the Trustees. Mr. Terry Ingram, principal of West Brook High School; and Ms. Sybil Comeaux, principal of Central High School, presented the honor graduates for the 1998-99 school year: Valedictorian from West Brook High School, William Wajert; Salutatorian, David Keith Ashcraft; Central High School Valedictorian, Amanda Wilsker; and Co-Salutatorians, Immanuel Daniel and JaMis Jackson. Honor students and parents from West Brook High School and Central High School were presented by each campus principal respectively. Each principal also recognized the sponsoring administrators, assistant principals and counselors of the graduating classes.

President Hicks offered congratulations to students and staff for the outstanding academic achievements for the 1998-99 school year. The students were asked to remain for a recess in order that congratulatory remarks could be given personally by the Trustees.

### RECESS

Ms. Hicks recessed the meeting ten minutes to congratulate the students and visit with the parents.

### REPORT CONTINUED

2. **Recognition of John Williams as Trustee of District 7 for Nine Years** – President Hicks recognized the service of John Williams as having served nine years as a trustee for district 7 for Beaumont I.S.D. Mr. Williams was not available to receive recognition.
3. **South Park Rotary Club Donates to Amelia Elementary's Early Literacy After-School Program** – Mr. Roberson of the South Park Rotary presented to the principal of Amelia School, Ms. Anita Watson, a check in the amount of \$10,000 to be used in the early literacy after-school program.
4. **Annual Report of Beaumont Public School Foundation** – Mr. Tyronne Cooper presented the annual report of the Beaumont Public School Foundation to the Trustees as required by the bylaws. Mr. Cooper reminded Trustees about the annual golf tournament scheduled for June 7, 1999.
5. **Gifted and Talented, Honors and Advanced Placement Comparison Report** – Dr. Thomas asked Ms. Fischenich to present the information to the Trustees. Ms. Fischenich referenced a report compiled and broken down by years: 1996, 1997, 1998, and 1999. After the presentation of the report it was determined that the entire population was used at the high schools level rather than the population of the grades involved for honors and advanced placement

courses. President Hicks asked administration to revise the report with the applicable numbers and resubmit the report.

6. **Report of 10th Grade - Exit Level TAAS Results – Spring 1999 –** A report of the results was presented to the Trustees covering the years: 1997-1999. Numbers were reported by the percentage of students passing in subject areas by district and by high schools; as well as ethnicity. The economic disadvantaged group was pulled out in a separate category for a comparison study. Ms. Fischenich presented the charts from several different perspectives as well as percentage of students "passing all tests". Questions among the Trustees targeted the low scores in math and alternatives to bring those scores up.
7. **BISD Crisis Management and School Safety Report –** Dr. W. Preston Shaw, assistant superintendent for administration, and Mr. Zane Bledsoe, director of special services presented a statistical survey of the infractions in Beaumont I.S.D. and the punishment received by the students. An overview of the crisis management planned was reviewed by Ms. Hebert, coordinator of guidance and drug free school, assuring Trustees that Beaumont I.S.D. continues to network with other agencies throughout the area to provide a contingency emergency plan in case of a crisis.

Ms. Christine Gavrelos asked if some type of "panic" system could be provided for teachers in the classroom to notify the principal when a problem occurred. Dr. Shaw reported that many schools have some type of communication between the classroom and the office; however, research into the matter would be warranted. Wireless phones as well as computers were discussed as means of communication between the teacher and security personnel.

Ms. Hebert provided information regarding the community services and involvement throughout the district available through her office. Many of these programs interact with parents and family members.

Mr. Woodrow Reece thanked administration for the report and stated that he felt Beaumont I.S.D. was a safe district and personnel had worked hard to provide a setting conducive to learning. Dr. Thomas thanked Mr. Reece for the comments and assured Trustees that all agencies in the city work collaboratively to improve and provide the best possible learning environment for our children.

Dr. Thomas announced that all Trustees had requested that the entire 5th Circuit Court of Appeals hear the Clergy in School case. Dr. Thomas asked the attorney, Tanner Hunt, the status of the request. Mr. Hunt responded that this was a high profile case and the request, "on bank", was pending with no deadline to respond. A significant statement in the request cited by the attorney was the Clergy in Schools program must be active to assist the district in case there is such an incident as occurred in Colorado.

#### RECESS

Prior to hearing those patrons who had signed up to speak, President Hicks declared a five minute recess for Trustees. The meeting resumed at 10:00 p.m.

#### REPORTS

1. **Status of priority funds report presented in agenda book.**

2. **Capital projects report were presented in agenda book.**
3. **District Educational Instructional Committee Minutes were received.**
4. **Jefferson Council on Drugs and Alcohol Report – Taccada Grant – received.**

#### COMMUNICATIONS

1. **Jerry Whittington**, 2164 Cable, spoke on behalf of the Swing Out Civic Club. As president of the club, Mr. Whittington announced that the club gave scholarships to West Brook and Central, as well as the three high schools in Port Arthur. Mr. Whittington also shared with the Board the combined effort between the students at Central High School and West Brook High School during Project Graduation. As an employee of DuPont, Mr. Whittington challenged other clubs and committees to conduct fund raisers to assist the high schools.
2. **Rennick Tuck**, 1901 Corley, spoke regarding the district substitute automated system and the computerized calling procedure. Mr. Tuck asked for consideration of substitutes who were not called by certain assistant principals at certain locations. Mr. Tuck felt that some personnel were circumventing the system. Mr. Tuck referenced a log he had kept of his assignments and the changes of assignments during one day for one substitute.
3. **Thelma Eller** 2230 Evalon, spoke on behalf of the Beaumont Teachers Association requesting administrators to consider an early intervention program at the elementary level for an alternative education plan which might afford a safe and orderly environment for teaching. A packet of information was presented to Trustees. Ms. Eller asked Trustees to research district elementary schools to see what programs are in place and what might work throughout the district.
4. **Rhonda McCoy**, 1108 N. 2nd, Silsbee, a teacher in the district also spoke on behalf of BTA and a survey conducted by the organization. The survey showed a sampling of responses of the disruptive children and alternatives to address those issues at the onset. The survey indicated that elementary teachers were uncomfortable with no district wide alternative education at the lower grade levels.
5. **Marge Culloty**, 2615 Hazel, president of BTA, spoke on behalf of the associations addressing the issues of teacher salaries. Ms. Culloty stated that the district would soon lose quality teachers if higher salaries were not considered and other districts with greater options would benefit from Beaumont's loss. Ms. Culloty requested the Trustee to produce an attractive, competitive salary schedule in order to hire the "best and the brightest" in the job market.

#### SIGN - UP

1. **L.A. Spivey**, 6010 Chandler, a parent in the district asked Trustees to look at the makeup of the pupil population at Ozen High School. Mr. Spivey's concern centered around the fact that "at-risk" students were greater in number than the magnet students.
2. **Valarie Colemant**, 3670 Marie Street, parent in the district asked Trustees to look at the special education program on the different campuses. Ms. Colemant stated that these parents have just as great

a concern as the gifted and talented parents have for their children.

### ACTION ITEMS

#### **APPROVAL OF EXHIBIT "A.1"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibit "A.1".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$336,711.41 including certification of tax collection for the month of April 1999, reconciliation of disbursements to collections for the month of April 1999, report of collections for April 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of April 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of April 1999; year to date tax receivable; taxes due at April 3, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

#### **APPROVAL OF EXHIBITS "A.2", "A.3", "B", "C", "D", "E", "F", "G", "H", "I", "J.1", "J.2", "K", "L", "M", "N", "O", "P.1", "P.2", "P.3", "Q", "R.1", "R.2", "R.3", "R.4", and "R.5".**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve EXHIBITS "A.2", "A.3", "B", "C", "D", "E", "F", "G", "H", "I", "J.1", "J.2", "K", "L", "M", "N", "O", "P.1", "P.2", "P.3", "Q", "R.1", "R.2", "R.3", "R.4", and "R.5".

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, April 1999, debt service reports, April 1999, capital projects report, April 1999, internal service funds, April 1999; scholarship fund report, April 1999, investment report, April 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#125
204/9	ESEA Title IV, Safe and Drug Free Education	#126
207/9	Academics 2000:: First Things First	#127
211/9	ESEA Title I, Improving Basic Programs	#128
242/9	Summer Feeding Program (DHS)	#129
244/9	Vocational Education Basic Grant	#130
399/8	Campus Deregulation/Restructuring-Homer Dr.	#131
419/9	Pregnancy Education & Parenting - Middle	#132
482/9	Apprenticeship Training - Local	#133
487/9	Mobil Reading Initiative Program	#134
495/9	Gifts - Mobil Oil - Guess Elementary	#135
650j/9	Capital Project	#136

**Approve the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "B")** - Administration recommended approval of the

resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

(Copy of order and resolution attached and made a part of these minutes.)

**Approved the Proposed 1999-2000 Budget Calendar (Exhibit "C")** – Administration recommended approval of budget calendar for 1999-2000 as submitted with a revised date of 04/21/99.

**Adopted a Resolution Regarding the Lease of Property to the City of Beaumont (Exhibit "D")** – Administration recommended approval of requested renewal by the City of Beaumont for a five-year lease in the amount of \$50.00 developed as the Italian American Memorial.

**Granted Approval of Overhead Electric Service Easement at South Park Middle School and Pietzsch/MacArthur Elementary School (Exhibit "E")** – Administration recommended approval of document granting easement of a 20 foot wide parcel of land on Highland Avenue necessary to reroute electrical service associated with the renovation/new construction of Pietzsch/MacArthur Elementary School.

**Approved Resolution Granting Permission to Advertise Sale of Property on Avie Lane (Exhibit "F")** – Administration recommended approval of advertisement of sale of property on Avie Lane, lot no. 19, block five (5) in Woodlands Addition, unit 5 to the City of Beaumont, Jefferson County, Texas.

**Approved to Conduct Auction to Dispose of Old Furniture and Equipment (Exhibit "G")** – Administration recommended the firm of Dalby Auction Service to conduct an auction in the month of July to ease the crowded storage space.

**Acceptance of Bids for Paper for District Print Shop for the 1999-2000 School Year (Exhibit "H")** – Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bids as follows:

Bosworth Paper, Inc.  
Nationwide Papers  
Olmsted-Kirk  
Unisource

(Bids are on file in Purchasing Department.)

**Acceptance of Bids for Wood Gymnasium Flooring for Odom Academy (Exhibit "I")** – Bids packets were distributed to four (4) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the bid from A.R.M.S. Building & Maintenance in the total amount of \$59,237.00.

(Bids are on file in Purchasing Department.)

**Approve General Consent Items (Exhibit "J")**

1. **Acceptance of Bids for Large HVAC Equipment for the Maintenance Department** – Bid packets were distributed to twenty-four (24) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Project Mechanical Services in the total amount of \$50,767.00.

(Bids are on file in Purchasing Department.)

2. **Accept Bids for HVAC Air Side Cleaning for the 1999-2000 School Year** – Bid packets were distributed to four (4) companies in addition to the appropriate advertisements. There were two (2) responses. Administration recommended acceptance of the from Project Mechanical.  
(Bids are on file in Purchasing Department.)

**Acceptance of Bids for Three (3) Compartment Pot and Pan Sinks for the Food and Nutrition Department (Exhibit "K")** – Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were seven (7) responses. Administration recommended acceptance of the bids from ISI Commercial Refrigeration for a total amount of \$10,413.09 and Sysco for a total amount of \$1,795.16.

(Bids are on file in Purchasing Department.)

**Approved Two (2) Requests of Waiver of Board Policy #GKD (Facility Rental, Sunday Use) (Exhibit "L")** – Administration recommended granting a waiver of Board Policy GKD (LOCAL) for the requests of the Beaumont Blast Softball, Inc. on May 22-23, 1999 and the Beaumont Glory Sports on July 9k 10, 11, 2000 for use on Saturday and Sunday.

**Approved Second Review of Updated (LEGAL) Policies and (LOCAL) Board Policy Update 60 (attached list) (Exhibit "M")** – Administration recommended approval of revisions and new policies as submitted.

**Approved the General State Waiver Application for Staff Development (Exhibit "N")** – Administration recommended approval of Application for General State Waiver for staff development designated year 1999-2000.

**Approved the District Commitment and Application to Received Region V Media Services (Exhibit "O")** – Administration recommended approval of the District commitment and Application to receive Regional Media Services in the approximate amount of \$37,420 from Region 5 Educational Service Center funded through library services.

**Approved General Consent Items (Exhibit "P")**

1. **Purchase of Software from McGraw-Hill Lifetime Learning for M. L. King Jr. Middle School** – Administration recommended approval of M. L. King's request to purchase software, setup and software support from McGraw-Hill Lifetime Learning in the amount of \$426,800
2. **Purchase of K-6 Curriculum Programming from Lightspan Partnership for Dunbar and Homer Drive Elementary Schools** – Administration recommended approval of Dunbar and Homer Drive Elementaries' request to purchase Lightspan interactive K-6 curriculum programming from Lightspan Partnership from Title I funds.
3. **Purchase of Every Day Counts Calendar Math Kits from Great Source Education Group, Inc. for Caldwood Elementary and Additional Kits for the District** – Administration recommended approval for purchase to be used in

grades Kindergarten through 6th at Caldwood Elementary and additional kits throughout the district from Title I, the Eisenhower Grant, and the National Science Foundation grant funds.

**Approval of the Purchase of Reading Materials from Newbridge Educational Publishing (Exhibit "Q")** – Administration recommended approval of request to purchase reading materials from Newbridge Educational Publishing at a approximate amount of \$65,000 for use in eighteen BISD elementary schools participating in the Academics 2000 Grant.

**Approval of General Consent Items (Exhibit "R")**

1. **Purchase of Big Books, Small Books, Real-Along Cassettes and Sentence Strips from Mondo Publishing Company** – Administration recommended purchase of big books, small books read-along cassettes and sentence strips from Mondo Publishing Company in the amount of \$32,229.25 FUNDED BY THE Texas Reading Academies Grant.
2. **Purchase of Software to Support the PreK-3rd Grade Teachers from Mimosa Technology** – Administration recommended purchase of software supporting the PreK-3rd grade teacher from Mimosa Technology in the amount of \$25,229.30 funded by the Texas Reading Academies Grant.
3. **Purchase of Guided Reading Leveled Books from Houghton-Mifflin Publishing Company** – Administration recommended purchase of guided reading leveled books from Houghton-Mifflin Publishing Company for use on each elementary campus in the amount of \$17,000 from The Texas Reading Academies Grant.
4. **Purchase of Books from Rigby Publishing Company** – Administration recommended purchase of books from Rigby Publishing Company in the amount of \$10,000 funded by the Texas Reading Academies Grant.
5. **Purchase of Computer Technology for Elementary Campuses from School Vision, Inc.** - Administration recommended purchase of materials from School Vision for computer technology for elementary campuses in the amount of \$1,400 funded by the Texas Reading Academies Grant.

Dr. Nantz asked about the services received from Region V as proposed in Exhibit "O". Dr. Thomas stated that these were additional services beyond the capabilities of our district and it also allowed the district to network with other districts through the state.

Mr. Woodrow Reece and Rev. Whitaker asked about Exhibit "I". Dr. Thomas shared with Trustees the plans by administration to liken Odom's gym floor to the rest of the middle school campuses. Concerns included completing the floor prior to opening of school in August 1999 and the longevity of a wood floor.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas:

Ms. Hicks, Gavrelos, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

President Hicks asked for nomination for the delegate and alternate to the TASB Delegate Assembly during the annual convention in October 1999.

**Designate Delegate and Alternate to TASB Delegate Assembly during the Annual Convention October 8-11, 1999 (Exhibit "S") -**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams to nominate Christine Gavrelos for the delegate and Mr. Woodrow Reece as the alternate to the TASB Delegate Assembly October 8-11, 1999.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Gavrelos, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**Approval of Exhibits "T" and "U"**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibits "T" and "U".

**Consider and, if Appropriate, Take Action to Approve Resolution Naming Local Affiliations to the Statewide Media Honor Roll 1999 Facilitated by the Texas Association of School Boards (Exhibit "T")** - Administration recommended honoring Aubrey Webb, publisher of *Beaumont Enterprise*, and Tudy Duriso, owner of KALO radio, as local media deserving of honor roll recognition by Texas Association of School Boards for the Beaumont area.

**Consider and, if Appropriate, Take Action to Approve Provision of Hepatitis B Vaccine to Six Grade Students in Beaumont I.S.D.** - Administration recommended approval of immunization with amended clause of liability for Beaumont I.S.D. personnel.

Dr. Nantz thanked Ms. Connie Richard, coordinator of health services, for compiling an extensive amount of data in relation to the vaccine.

Ms. Gavrelos requested that administration look into the liability of the district when administering the Hepatitis B vaccine. It was determined that an amendment to the motion would secure the local liability for district personnel administering the vaccine.

Ms. Christine Gavrelos moved, seconded by Mr. Howard Trahan, to amend the motion to include research of the local liability for the Beaumont personnel administering the immunization series by the school attorney.

President Hicks called for a vote of the amended motion.

Yeas: Ms. Hicks, Gavrelos, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

President Hicks called for discussion of the amended original motion.

President Hicks called for additional discussion of the motion as amended for Exhibit "U", there being none, she called for a vote.

Yeas: Ms. Hicks, Gavrelos, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

Mr. Woodrow Reece stated that he was glad to see the media honor roll and would look forward to the district become more media friendly in the future.

### **RECESS**

President Hicks announced in the public (open) meeting at 10: 37 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551 .071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 11:35 p.m. and the Board in public (open) session acted on the following matters:

**Consider and, if Appropriate, Take Action to Approve Request for Level IV Hearing** – President Hicks announced that Trustees upheld the decision of the Superintendent at the Level III grievance on behalf of Laurie Bryant; therefore, there would be no action by the Trustees.

**Consider and, if Appropriate, Take Action to Approve Administrative Contract** – Mr. Howard Trahan moved, seconded by Dr. Nantz, to set contract dates for the Superintendent of Beaumont I.S., Carrol A. Thomas, Ed.D. from July, 1999 to June, 2004.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### **PERSONNEL:**

Dr. Nantz moved, seconded by Mr. Terry Williams, to accept the following: nine (9) retirements, seventeen (17) resignations, seven (7) new employee contract recommendations, two (2) contract recommendations, and one (1) coaching contract recommendation and two (2) administrative recommendations.

#### **1. Retirements**

Charles A. Vanderburg, Principal, Southerland, effective June 28, 1999;

Pat B. Booker, Mathematics, Central High, effective May 28, 1999;

Doris R. French, Kindergarten, Field Elementary, effective May 28, 1999;

Wilma L. Hankins, Librarian, Odom Academy, effective July 15, 1999;

Patricia M. Hayes, English, West Brook High, effective May 28, 1999;  
Louis D. McIntosh, Mathematics, Central High, effective May 28, 1999;  
Martha D. Monk, Level 1, Field Elementary, effective May 28, 1999;  
Willie E. Samuel, Mathematics, Austin Middle, effective May 28, 1999;  
Fayetta L. Taylor, Level 1, French Elementary, effective May 28, 1999.

**2. Resignations**

Lydia E. Aranda, Kindergarten, Dunbar Elementary, effective May 28, 1999;

Kathleen K. Atnip, Science, Odom Academy, May 28, 1999;

Lynne Buchwald, Reading, Austin Middle, effective May 28, 1999;

Sharon B. Carlisle, Level 4, Guess Elementary, effective May 28, 1999;

Terrence C. Comick, Social Studies, Ozen High, effective May 28, 1999;

Anna C. Edwardson, Level 4, Guess Elementary, effective May 28, 1999;

Michele A. Hensley, Level 4, Regina Elementary, effective May 28, 1999

Brenda L. Jackson, Level 1, Fehl Elementary, effective April 23, 1999;

Tuan V. Nguyen, Science, South Park Middle, effective May 28, 1999;

Regina L. Payne, Mathematics, Austin Middle, effective May 28, 1999;

Mary C. Peacock, English, Smith Middle, effective May 28, 1999;

Mark J. Pellegrin, Auto Mechanic, Career Center, effective May 28, 1999;

Robin Pircher, Reading, Odom Academy, effective May 28, 1999;

Emily H. Root, Mathematics, Odom Academy, effective May 1, 1999;

Taura N. Victorian, Level 4, Bingman Elementary, effective May 28, 1999;

Sherra A. Womack, Level 4, Bingman Elementary, effective May 28, 1999;

Glenn D. Wright, Level 1, Martin Elementary, effective May 28, 1999.

**3. New Employee Contract Recommendations**

Laura L. Duke, Mathematics, Odom Academy, effective August 4, 1999 and ending May 26, 2000;

Joseph W. Foster, Science/Coach, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Vickie I. Hays, English, Paul A. Brown Center, effective August 4, 1999 and ending May 26, 2000;

Linda N. Hoyt, French, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Amy L. McGallion, Science, Ozen High, effective August 4, 1999 and ending May 26, 2000;

Nico L. Robison, Mathematics, Central High, effective August 4, 1999 and ending May 26, 2000;

\  
Felix Simieou, III, Level 4, Homer Elementary, effective August 4, 1999 and ending May 26, 2000.

**4. Contract Recommendations:**

Mary L. Brown, English, West Brook High, 100% 1 Year Probationary;

Linda L. Hardwick, Level 1, Caldwood Elementary, 1 Year Probationary.

**5. Coaching Contract Recommendation:**

Joseph Foster                      Track/Ozen High School

**6. Administrative Recommendations:**

Howell Wright, Assistant Principal, Ozen High School

Nicole N. Williams, Counselor, Ozen High School

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas:                      Ms. Hicks, Gavrelos, Rev. Whitaker, Dr. Nantz, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays:                      None

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 11:45 p.m. May 20, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – November 18, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, November 18, 1999, at 7:20 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Southerland Head Start students, Elvin Parkerson, Shuresh Cooper, Zuentaxia Wrighting, De'Marcus Turner, Jonathan Coleman, Emani Vallair, Da Vante' Zeno, and Morghan Bobenoaux, recited the pledge for the audience.

**INVOCATION**

Lauren Duchelot, a student at Central High School, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of special board meeting of October 5, 1999 and the regular board meeting of October 21, 1999.

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. **Recognition of School Business Partnership** – Dr. Thomas welcomed Mabry Foundry/Citation into the School/Business Partnership Program. President Hicks greeted Mr. Dana Northen and Mr. Randall Clawson of Mabry Foundry/Citation and Mr. Levoris Roy, principal at Vincent Middle School. Partners received participatory plaques.
2. **Recognition of Secondary Principals** – Annually the Board of Trustees and administration honor the principals at a fall meeting. The following secondary principals were recognized and greeted by Trustees:

Ether LaBrie		Taylor Career
Michael L. Ryals		Pathways Learning
Suzanne Glenn	(absent)	Brown Alternative
Thom C. Amons		Austin Middle
Clifford D. Hardeman		King Middle
Dr. Norman Traylor		Marshall
John Nicklebur		Odom Academy
Hilliard Lewis		Smith
Paula Ainsworth		South Park
Levoris Roy		Vincent
Sybil Comeaux		Central High
Rachel Jones		Ozen High
David Dunivant		Ozen High
Terry Ingram		West Brook

3. **Recognition by Chamber of Commerce** – Dr. Thomas introduced Mr. John Brier, Dalton Babineaux, and Gary Moore of the Beaumont Chamber of Commerce. A resolution adopted by the Chamber was presented to Dr. Thomas and President Hicks in recognition of the national honor received by the Beaumont I.S.D. Board of Trustees and their local support and community involvement.
4. **Recognition of National Honor for Beaumont I.S.D. Board of Trustees** – Dr. Thomas recognized the Trustees announcing the award of national recognition while attending the annual conference of the National Alliance of Black School Educators in Nashville, TN. November 10-14, 1999. Video "Champions of Change" was viewed and framed commemorative medallions and group portraits were presented to each Trustee.

### RECESS

A brief recess was declared by President Hicks and Dr. Thomas to allow time for secondary principals to be greeted and Trustees to receive congratulatory comments from patrons.

### REPORTS

1. Status of priority funds report presented in agenda book.

2. Capital projects report were presented in agenda book.
3. Progress Reports for Price Elementary and Paul A. Brown Center

### COMMUNICATIONS

President Hicks reminded those requesting to speak that the Trustees would hear concerns but it is not the forum for a response.

1. **Thelma Eller**, president of BTA, spoke on behalf of the organization offering a formal congratulatory letter to Trustees and Dr. Thomas on the honors and awards. Ms. Eller invited Trustees and patrons to attend "celebrate families" Saturday, November 20. Pictures were shown to Trustees of students preparing for the "celebrate families" activities. Ms. Eller reminded Trustees once again that the 21+ year teachers were still dismayed by the salary schedule and read a poem describing their plight.
2. **Chris Underhill**, 6385 Nick, Port Arthur, teacher with Beaumont I.S.D. also offered congratulatory remarks to both Dr. Thomas and the Trustees on recent honors and awards. Mr. Underhill asked Trustees and Dr. Thomas to respond to the publications and cartoons appearing in the local newspaper targeting the lease purchase finance procedure and the creation of the Beaumont I.S.D. Public Facilities Corporation. Mr. Underhill pointed out that teachers would feel better about the expenditures if more information were made available.
3. **Zane Bledsoe**, director of special services with Beaumont I.S.D. introduced Captain Ken Vick, Sargent Dean Shows, Mr. Raymond Chesson, and Judge Flores as participating partners with Beaumont I.S.D. in a truancy abatement program.
4. **Captain Ken Vick**, of the Salvation Army of Beaumont, spoke to Trustees providing information concerning the Salvation Army's involvement in the truancy abatement program with Beaumont I.S.D.
5. **Sargent Dean Shows** of the Beaumont Police Department spoke as the immediate supervisor of the four officers who work in the truancy program. Sargent Shows thanked Mr. Bledsoe and his staff for the tremendous amounts of paper work involved in processing these students. He reported that the program has reported 338 students this year due to the dedication of the people involved in program and the staff in Mr. Bledsoe's office.
6. **Mr. Raymond Chesson**, director of Weed and Seed for the Justice Department thanked Trustees for the special services department involvement in the program and Beaumont I. D. S.'s part in the success of the truancy abatement program. Mr. Chesson commended all the people involved and thanked Beaumont I.S.D. personnel for their dedication.
7. **Judge Lupe Flores**, serves as Chief Municipal Judge of Beaumont, and as a board member of The Salvation Army and the Weed and Seed programs. Judge Flores noted the increase in daily attendance in Beaumont I.S.D. during the last couple of years since the beginning of the truancy abatement program. The district's ADA was reported as 92% in the beginning of the program but has increased this year up to 94.8%. Last week's ADA was up to 96% in comparison to the state average of 93%. In closing Judge Flores invited Trustees to tour the abatement centers.

8. **Lonnie Arrington**, co-chair of the Citizen's of Academic Excellence Committee (CUAEC) spoke on behalf of the committee. Mr. Arrington shared with Trustees the financial update Dr. Thomas presented to them regarding the expenditures of the \$56,000,000. Mr. Arrington commended Dr. Thomas and Trustees on the success of these expenditures. He reported that the CUAEC members realize that there were not enough funds to fully complete all the necessary projects for all facilities and commended Trustees for forming the Public Facilities Corporation in support of the alternative finance procedure to complete the work at Ozen High School.
9. **Dan Hallmark**, member of CUAEC committee, shared the members' appreciation for the superb fiscal management of the \$56,000,000 by the district. Mr. Hallmark noted that attendance and enrollment in the district had also increased providing additional cash flow to fund improvements at the "promised" third high school. Mr. Hallmark reminded patrons that part of the Student Assignment Plan (SAP) was a third high school equal to the other two high schools and this fine plan to complete the project would be an excellent alternative.
10. **Reverent Oveal Walker** – co-chair of CUAEC, reminded Trustees that the key to good relations in Beaumont was to keep citizens informed and offered the aide of the officers and members of CUAEC to the District in that endeavor. Reverend Walker also responded along with Mr. Arrington that they would be glad to respond to any "cartoon" and "article" in the news.
11. **Raymond Ambres**, member of CUAEC, spoke for members and their appreciation to the Trustees' commitment to equalize all neighborhood schools and the vision to complete the task.
10. **Kathy Bachelot**, 2582 Pecos Boulevard, president of the Central High School band booster club spoke on behalf of the students and the new band director. Ms. Bachelot told of the hard work and dedication involved by all the students and teachers to create a new "show band" for Central High School; and while this type of performance might not be appreciated by everyone in the community, it had given new pride to all students and staff at the school. Ms. Bachelot shared with Trustees the pride shown by students in their grades, appearance, and their school and the director's dedication to groom well behaved students.

#### SIGN – UP

None

#### DISCUSSION

1. **Capital Projects Expenditures and Improvement Needs Report** – Dr. Thomas shared with Trustees a report he had presented to the Citizens of United Academic Excellence Committee (CUAEC) and the PTA presidents. The report detailed each expenditure of the \$56,000,000 plus the original projected cost along with the final cost. Dr. Thomas shared the additional revenue brought to the district by increased enrollment and increased attendance allowing funding for additional capital projects without raising taxes.

Mr. Woodrow Reece commended Dr. Thomas and staff on the report of the \$56,000,000 expenditures. Mr. Reece gave a charge to Dr. Thomas to communicate to all the citizens of Beaumont the exact

historical facts of the \$56,000,000 so that all would know that the fiscal management of the funds had been excellent allowing for completion of many capital projects. Mr. Reece encouraged administration to engage the CUAEC members who had offered to help communicate these facts to the taxpayers. Dr. Thomas responded that he felt the patron are grateful for the way in which the bond monies were managed and plans were to publish a flyer in the local newspaper to outline the exactness of all the projects completed.

Mr. Howard Trahan stated that he thought it was unfair of the *Beaumont Enterprise* to portray the Trustees and Dr. Thomas as they had by the "cartoon" when public hearings had been held for community awareness and public input. Mr. Trahan challenged all new media to be present at all the meetings and to report the true happenings of the district in a fair minded, ethical manner to keep the public adequately informed. Dr. Thomas stated he would certainly take responsibility for the public not being well informed and planned to try harder to communicate plans of the district to all taxpayers.

Dr. Thomas shared with Trustees an unedited "needs assessment" report for all campuses. The "wish list" Dr. Thomas referred to was compiled by the individual principals working with their individual PTAs and CEICs.

Dr. Nantz thanked Dr. Thomas and staff for presenting the needs for all facilities and asked Trustees to review the information. Dr. Nantz, as chairman of the Building and Grounds Committee, told Trustees that the committee would meet after the holidays to study the needs and consolidate where possible.

#### ACTION ITEMS

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", and "D.3".**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D.1", "D.2", and "D.3".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$839,949.31 including certification of tax collection for the month of October 1999, reconciliation of disbursements to collections for the month of October 1999, report of collections for October 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of October 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of October 1999; year to date tax receivable; taxes due at October 31, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report including the general fund reports, October 1999, debt service reports, October 1999, capital projects report, October 1999, internal service funds, October 1999; scholarship fund report, October 1999, investment report, October 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

205/0	Head Start	#033
207/0	Academics 2000: First Things First	#034
207/0	Academics 2000: First Things First Caldwood	#035
210/0	ESEA Title II, Professional Staff Development	#036
286/0	National Science Foundation	#037
312/9	Federal – TANF for Adult Education	#038
395/0	Comprehensive Development Guidance Prgm.	#039
399/9	Campus Deregulation – Smith	#040
399/9	Campus Deregulation – Fehl	#041
414/0	Texas Reading Academies	#042
414/9	Texas Reading Academies	#043
446/0	Regional Day School for the Deaf – Local	#044
496/9	Reading is Fundamental, Family of Readers	#045

**Approved the Jefferson County Recap of the 1999 Tax Roll (Exhibit "B")** – Administration recommended adoption of resolution in accordance with the Texas Property Tax Code, Section 26.09 to approve the recap of the 1999 tax roll.

**Approve the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "C")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

**Approved General Consent Items (Exhibit "D")**

1. **Amended the Order Approving and Authorizing Publication of Notice of Intent to Contract Under the Public Property Finance Act for Constructing Certain Public School Facilities** – Administration recommended approving the amendment to include the purchase property known as 2695 Laurel Avenue to construct education facilities deemed necessary to the operation of Central High School.
2. **Engagement of Special Council Relating to the Lease Purchase Financing for the Beaumont Independent School District Public Facility Corporation** – Administration recommended approval of the engagement letter from Orgain, Bell and Tucker, represented by Lance Fox, to act as special council for the Beaumont I.S.D. Public Facility corporation project.
3. **Engagement of Bond Council Relating to the Lease Purchase Financing for the Beaumont Independent School District Public Facility Corporation** – Administration recommended approval of the engagement letter from Akin, Gump, Strauss, Hauer & Feld, represented by Paul Martin, to act as bond council for matters relating to the Lease Purchase Financing for the Beaumont I.S.D. Public Facility Corporation project.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "E", "F", "G", "H", "I", "J.1", "J.2", "J.3", "J.4", "K", and "L"**

Mr. Howard Trahan moved, seconded by Dr. Nantz, to approve Exhibits "E", "F", "G", "H", "I", "J.1", "J.2", "J.3", "J.4", "K", and "L".

**Approved Interlocal Participation Agreement to Participate in the Texas Local Government Statewide Purchasing Cooperative (Exhibit "E")** – Administration recommended approval of resolution to join and participate in the Texas Local Government Statewide Purchasing Cooperative with a membership fee of \$1,000 based on the average daily attendance.

**Granted Permission to Advertise Sale of Property on Avie Lane (Exhibit "F")** – Administration recommended granting permission to advertise the sale of the property described as "west 66 ft of Lot No. 19 of block five (5) Woodlands Addition, Unit 5 to the City of Beaumont, Jefferson County, Texas recorded Volume 2337, page 270, Number 1090895 since there are no plans for use of this lot by Beaumont I.S.D.

**Cast Votes for Jefferson County Appraisal District Board of Directors (Exhibit "G")** – Administration recommended approval of resolution reflecting the votes as follows: Eugene Landry – 1000 and C. L. Sherman – 563 for the total Beaumont I.S.D. block of votes of 1,563.

**Allowed Advertisement for Oil and Gas Lease Under Two Tracts in Jefferson County (Exhibit "H")** – Administration recommended approval of resolution to pursue acquiring bids in accordance with Section 23.29 Texas Education Code regarding property described Petroleum Company of America, represented by John S. Cameron. \_

**Accepted Bids for Construction Consultant Insurance for the 1999-2000 School Year (Exhibit "I")** – Administration recommended acceptance of the proposal as follows:

\$10,000,000 Commercial General Liability  
Carrier: Monticello/Acceptance  
Agent: R.O.Williams & Co., Inc.  
Deductible: \$250.00  
Premium: \$5,670.00

\$5,000,000 Pollution Liability  
Carrier: Unionamerica  
Agent: R. O. Williams & Co., Inc.  
Deductible: \$5,000.00  
Premium: \$5,775.00

TOTAL for all companies \$11,445.00

**Approved General Consent Items (Exhibit "J")**

**Accepted Bids for Printed Forms and Computer Paper for the 1999-2000 School Year** – Bid packets were distributed to twenty-five (25) companies in addition to the appropriate advertisements. There were nine (9) responses. Administration recommended acceptance of the following:

Boise Cascade	Group II, III	\$8,838.42
Natural Performance	Group V	1,080.00
Precept	Group I, IV, VI, VII, VIII	61,003.50
	<b>TOTAL</b>	<b>\$70,921.92</b>

(Bids are on file in the Purchasing Department)

2. **Accepted Bids for Miscellaneous A/V Equipment for the 1999-2000 School Year** - Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the following:

Aves	Items 1,2,4,	\$10,395.00
A/V Aids Corp.	Items 3, 5	1,028.12
Suburban TV	Item 6	896.00
	<b>TOTAL</b>	<b>\$12,319.12</b>

(Bids are on file in the Purchasing Department)

3. **Accepted Bids for Physical Capacity Testing for the 1999-2000 School Year** - Bid packets were distributed to four (4) companies in addition to the appropriate advertisements. There was one (1) response. Administration recommended acceptance of the bid from Moorman & Associates, P.T.

(Bids are on file in the Purchasing Department)

4. **Accepted Second Year Option for Transite Asbestos Abatement for the 1999-2000 School Year** - Administration recommended acceptance of the second year option to extend the contract with CST Environmental, Inc.

(Bids are on file in the Purchasing Department)

**Approved the 1999-2000 Campus Student Performance Improvement Plans (Exhibit "K")** - Administration recommended approval of the 1999-2000 Campus Student Performance Improvement Plans for each campus at the address for review of: "net.beaumont.k12.tx.us".

**Approved Contracted Services to Evaluate the Enterprise 2002 Grant (Exhibit "L")** - Administration recommended approval of contract service to evaluate the Enterprise 2002 grant in the amount of \$15,000 for a period of six months time compensated every two months.

Mr. Howard Trahan commented that last month Eugene Landry was named to represent Beaumont I.S.D. and the district's votes should indicate that Beaumont I.S.D. will also support C. L. Sherman by a portion of the block votes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "M.1", "M.2", "M.3", "M.4", "M.5", "M.6", "N Addendum", "O Addendum", "Q.1", and "Q.2"**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibits "M.1", "M.2", "M.3", "M.4", "M.5", "M.6", "N and Addendum", "O", "P and Addendum", "Q.1", and "Q.2".

**Approved General Consent Items (Exhibit "M")**

1. **Purchase of Reading Materials for Grades Pre-Kindergarten through Third from the Wright Group** - Administration recommended approval of result to purchase reading materials from the Wright Group in the amount of \$40,000 for grades pre-

kindergarten through third grade funded by the Texas Reading Academies grant.

2. **Purchase of A-Frame Hanging Bag Display racks for all Elementary Schools from DEMCO, Inc.** – Administration recommended approval of purchase of A-Fram Hanging Bag Display racks and hang-up bags for big and small bags for each elementary school from DEMCO, Inc. in the amount of \$9,520 funded by the Teas Reading Academies grant.
3. **Purchase of Reading Materials for Grades Pre-Kindergarten through Third from Rigby** – Administration recommended approval of request to purchase from Rigby reading materials for Pre-Kindergarten through third grades in the amount of \$25,000 funded by the Texas Reading Academies grant.
4. **Purchase of Reading Workbooks/Materials for Homer Drive Elementary School from SRA** – Administration recommended approval of request to purchase reading workbooks/materials for Homer Drive Elementary School from SRA in the amount of \$11,987 funded by Title I.
5. **Purchase of Everyday Counts® Mathematics Program/Materials and Kits for Enterprise 2002 Campuses** – Administration recommended approval of request to purchase additional kits at an approximate cost of \$15,250 funded by the Enterprise 2002 grant. Existing Enterprise 2002 campuses will purchase additional kits funded from their campus 1999-2000 budgets.
6. **Purchase of Structure of the Intellect (S.O.I.) Bridges Learning Lab for Fehl Elementary** – Administration recommended approval of request to purchase Structure of the Intellect (SOI) Bridges Learning Lab for Fehl Elementary School in the amount of \$24,467.00 funded through SCE.

**Approved the Course Offerings for the Secondary Campuses (Exhibit "N" Addendum)** – Administration recommended approval of Course Offerings for the Secondary Campuses as presented in draft form with Addendum.

**Approved the Purchase of Library Reference Materials from Gale Publications Group (Exhibit "O")** – Administration recommended approval of request to purchase the Library Reference Materials from Gale Publications for several campuses total over \$10,000.00 for the 1999-2000 school year.

**Approved Exemption of Advanced Honors and Pre-AP Courses for the No-Pass, No Play Exemption (Exhibit "P")** – Administration recommended approval of request for exemption from the Texas Education Agency (TEA) – University Interscholastic League for "Advanced Honors" and "Pre-AP" courses for the "no-pass, no-play" purposes. This will enable student to have equal opportunity to participate in all UIL activities. \_

**Approved General Consent Items (Exhibit "Q")**

1. **Second Reading and Adoption of Revised (LOCAL) Policy FDA, "Admissions and Attendance: Interdistrict Transfers"** – Administration recommended approval and adoption of the

revised policy (local) FDA, "Admissions and Attendance: Interdistrict Transfers".

**2. Second Review of Update 61 (LEGAL) Policies and Adoption of (LOCAL) Policies** – Administration recommended approval and adoption of Update 61 (Legal) and (Local) policies.

President Hicks commented that policy required that parents be notified that if a student graduates in the top 10% of their class he/she could enroll in a state school. Ms. Hebert confirmed to Trustees that the information had been made available to students and parents and would be sent home during the college night activities as well as posted in the appropriate offices.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**RECESS**

President Hicks announced in the public (open) meeting at 8:40 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 9:25 p.m. and the Board in public (open) session acted on the following matters:

**PERSONNEL**

Mr. Howard Trahan moved, seconded by Rev. Ollis Whitaker, to accept the following: two (2) retirements, eight (8) resignations, and three (3) new employee contract recommendations.

**1. Retirements**

Francine T. Turco, director/Project 2002, Administration, effective November 30, 1999;

Steve M. Shaver, Drivers Education, West Brook High, effective December 17, 1999.

**2. Resignations**

Cheryl R. Caruthers, Mathematics, Smith Middle, effective October 29, 1999;

Linda A. Hearn, Homebound, Smith Middle, effective October 29, 1999;

Anne E. Hunt, French, West Brook High, effective December 3, 1999;

Ellen E. Husband, Title VI-Level 2, Caldwood Elementary, effective November 5, 1999;

Shashikala Panatpur, Mathematics, Odom Academy, effective December 17, 1999;

Trisha A. Rupert, Title I-Level 5, Fehl Elementary, effective October 29, 1999;

Margaret S. Swope, Kindergarten, Pietzsch/MacArthur Elementary, effective December 17, 1999;

Linda J. Watson, Reading, Vincent Middle, effective October 29, 1999.

**3. New Employee Contract Recommendations**

Doris H. Malgard, Level 5, Bingman Elementary, effective November 4, 1999 and ending May 26, 2000;

Wilbert Pierre, Science, Central High, effective November 15, 1999 and ending May 26, 2000;

JoAnn Scott, Level 1, Blanchette Elementary, effective October 25, 1999 and ending May 26, 2000.

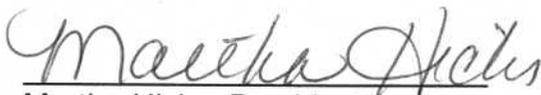
President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

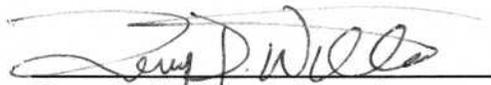
Nays: None

**ADJOURNMENT**

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 9:29 p.m. November 18, 1999.



Martha Hicks, President  
Beaumont ISD Board of Trustees



Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – October 5, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Tuesday, October 5, 1999, at 6:05 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece

Absent: Howard J. Trahan, Jr.

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Mr. LeRoy Saleme, Beth Fischenich; Executive Director of Personnel, Dr. Hubert C. Monroe; Director of Communications, Ms. Jolene Ortego; and School Attorney, Ms. Melody Thomas

Absent: None

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**ACTION ITEM**

**APPROVAL OF EXHIBIT "A"**

Dr. William Nantz moved, seconded by Mr. Terry Williams, to approve Exhibit "A".

**Approved Settlement of Legal Matter Cheri Bondin a/n/f/ Christopher Holmes vs. Derrick Lane and Beaumont I.S.D.** – Counsel for the district and administration recommended settlement of legal matter Cheri Bondin a/n/f Christopher Holmes vs. Derrick Lane and Beaumont I.S.D. in the amount of \$15,000.00.

President Hicks asked if counsel could respond to questions regarding the settlement in open session. Mr. Tanner Hunt, school attorney, responded that the case was a corporal punishment case that had been ongoing since October of 1994.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, and Terry Williams

Nays: None

## WORKSHOP

### **Issuance of Proposed Lease Revenue Bonds**

Dr. Thomas asked Trustees to read article in the *Texas Education News* regarding school tax reduction by the legislative budget board.

Mr. LeRoy Saleme gave a brief description of the four presentations of the workshop and the presentors.

### **Projects Report**

Ms. Dorthy Patterson, project coordinator, reviewed the current project status at Ozen, the next phase of construction, and future considerations at the location. A list of phase three improvements including projected cost was included along with a sketch of the plant.

Discussion among Trustees included the total estimated cost for projects at Ozen would be around \$25,000,000. Completion of the tennis courts is expected next month, the classroom project is 80% complete, but has slowed down due to masonry work and the shortage of workers. Ms. Patterson pointed out that future plans at Ozen might include concession stands and bleachers along with additional parking facilities.

### **Summary of Terms of the Proposed Issuance of Lease Revenue Bonds**

Mr. Lance Fox, an attorney with Orgain, Bell and Tucker, L.L.P., spoke to the Trustees summarizing the terms of the lease/purchase agreement. Mr. Fox pointed out the first step would be to create the "Corporation" as a non-profit corporation and the Beaumont I.S.D. Trustees should serve as the Board of Directors of the Corporation. The only function of the Corporation would be to facilitate the financing transaction (a lease purchase agreement to acquire the facilities to be financed with the bonds.) The proceeds of the bonds will construct the project and the corporation will enter into all construction contracts and similar contracts for the construction of the project and the corporation will be subject to the same legal requirements relating to public works contracts and procurements that are applicable to the District.

Mr. Fox reviewed the public notice requirement that would be prior to the issuance of the bonds, to taking any bids, entering into construction agreements, or starting any work on the project. The "notice of intent" should be published for at least 60 days with a detailed description of the project. The purpose of this notice is to advise voters of the District's intent to enter into this type of financing transaction. If 5% or more of the registered voters file a petition with the District within the 60 days that the notice is published, then the District must hold a bond election before it can proceed with the financing transaction.

Mr. Fox reviewed the sale of district land to the corporation, bond trustee and closing requirements, along with maintenance tax obligations. A fair market value of land and an appraisal will verify the market value of the land. Bond proceeds can be used to pay for the cost of the land. A corporate bank trust department will be the trustee and charge a fee for its services as trustee. The same type of lending requirements that are commonly required in a commercial real estate loan transaction, which will include (a) obtaining a site survey of the property, (b) obtaining environmental surveys of the property, (c) obtaining title insurance in the amount of the bonds being issued, and (d) obtaining insurance on the facilities being financed. As a result of these requirements, the closing expenses in this type of financing transaction are higher than a typical general obligation bond financing transaction. The lease payments made are paid out of surplus maintenance taxes and available Tier I funds. This obligation is not treated as debt service and is subject to the \$1.50 maximum maintenance tax limitations and it is also subject to the District's rollback tax rate.

#### **List of Actions**

Mr. Paul Martin, attorney at law at Akin, Gump, Strauss, Hauer, & Feld, L.L.P., explained how the District would go about the transactions of creating the corporation. The "list" was reviewed to create the Public Facility Corporation, to prepare and publish notice of intent, to engage consultants, to design and plan project, to obtain proper insurance, surveys, site values, and policy commitments. After the sixty day timeline further approval and agreements regarding lease, party wall, mortgage, security, trust indenture, bond purchase, architect's contracts, construction contracts, sale of project site, and cash contribution to the project must be completed at the organizational meeting and necessary meetings thereafter of the Public Facility Corporation by the Board of Directors duly posted.

#### **Proposed Schedule of Events, Debt Schedules**

Mr. Frank Idebrando of Dain Rauscher Inc. shared a proposed timeline of events with the Trustees listing the date, action to be taken and the participants required at each meeting. Along with the timelines was a School Facility Lease Revenue Bond Series 2000 schedule with an issue date of 02/15/00. The schedule concluded 02/15/20.

#### **Discussion**

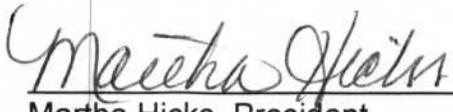
Trustees discussed the timeline and the flexibility of going out for bids the later part of December for a January 2000 approval.

Ms. Dorothy Patterson reminded Trustees that environmental impact studies would be required for this project and that she expected more requirements in the future. Ms. Patterson also reminded Trustees that any delay usually meant increase in construction costs due to increase in the labor market in the immediate area.

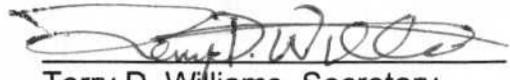
Dr. Thomas stated that the District would only borrow what was needed to complete the necessary projects at Ozen as presented.

#### **ADJOURNMENT**

President Hicks asked if there was any other business to come before the Board; there being none, Ms. Hicks adjourned the meeting at 7:09 p.m. on October 5, 1999.



Martha Hicks, President  
Beaumont ISD Board of Trustees



Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – October 21, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, October 21, 1999, at 7:17 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Ms. Beth Fischenich, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: Deputy Superintendent, Dr. Mae E. Jones-Clark

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Matthew Rodenberg, a student at Field Elementary, led in the pledge of allegiance.

**INVOCATION**

Xykia Sam, a student at Odom Academy, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of special board meeting of September 16, 1999 and the regular board meeting of September 16, 1999.

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve the minutes.



Cory R. Olsen	Bingman Elementary
Brian Barbo	Caldwood Elementary
Inisha M. Roberts	Caldwood Elementary
John O. Young	Caldwood Elementary
Matthew J. Calvert	Curtis Elementary
Jalessa R. Ruthledge	Dunbar Elementary
Lauren D. Ware	Fehl Elementary
Alex J. Owens	Guess Elementary
Jerelle D. Davis	Homer Drive Elem.
Chastity A. Morris	Pietzsch/MacArthur
Travonnie L. Slaughter	Pietzsch/MacArthur
Kaylin Hevia	Regina Howell
8th grade from 1995-99	
Natasha L. Edwards	Odom Academy
Sheena D. Walker	Odom Academy

5. **Recognition of School Business Partnerships** – Dr. Thomas announced the school business partnership between:

Dunbar Elementary represented by principal Iris Williams and Denny's Restaurant represented by Mr. Paul Booker, franchise owner and restaurant manager; Port of Beaumont, represented by Mr. Bill Kimbrough, board of commissioners' president and Mr. George Gardner, commissioner.

Plaques were presented by Trustee President Martha Hicks.

6. **Recognition of Elementary Principals** – Annually the Board of Trustees and administration honor the principals at a fall meeting. The following elementary principals were recognized and greeted by Trustees:

Ms. Anita Watson	Amelia
Mr. Alexander Simmons	Bingman
Ms. Doris Gill	Blanchette
Dr. Sally Blewett      Absent	Caldwood
Dr. Clint Ogilvie	Curtis
Mr. Jay Judith	Dishman
Ms. Iris Williams	Dunbar
Ms. Corinne Hardy	Fehl
Mr. Phil Brooks	Field
Ms. Rachel Hebert	Fletcher
Mr. Clarence Francois	French
Mr. Hoyt Simmons	Guess
Ms. Ava Colbert	Homer Drive
Ms. Alma Brown	Lucas
Mr. James Broussard	Martin
Ms. Maxine Moye	Ogden
Ms. Linda Thomas	Pietzsch/MacArthur
Mr. Frank Stokes	Price
Ms. Rose Hardy	Regina Howell
Ms. Gloria Harrison	Southerland

### REPORTS

1. Status of priority funds report presented in agenda book.
2. Capital projects report were presented in agenda book.
3. Minutes of District Educational Improvement Committee (DEIC Meeting August 17, 1999).
4. Progress Report for Price Elementary School

### COMMUNICATIONS

1. **Phyllis Lofton**, 2980 Charles, parent of a student at Smith Middle School, stated that she had a major concern regarding the misbehavior and grammar of a certain "teacher" at Smith Middle School. She briefed the Trustees on events leading up to her son's removal from the IHP class. She asked for a response to her plea that someone look into the situation at Smith Middle School and began to call the names of the teacher involved in "using bad grammar" and "misbehavior in the classroom". President Hicks stated that speakers could not personally seek out employees during public communications. President Hicks also told Ms. Lofton while the Trustees did receive comments there would be no official response to her request during the meeting.
2. **Rick Bryant**, 3685 St. Andrews, spoke on behalf of the West Brook High School softball booster club. Mr. Bryant shared statistics with Trustees showing the benefits that come from girls trying to excel in athletics such as a good self esteem, less likely to use drugs, more likely to graduate, and develop a successful career. In this scenario, Mr. Bryant wanted to share with Trustees, that while these girls were trying to excel, they were not being afforded equal opportunities. Mr. Bryant asked the Trustees to consider a first rate facility for them with proper equipment and lighting along with support of their daughters to the same extend as the district supports their sons.
3. **Louise Schriver**, 5780 Duff Street, spoke on behalf of the swimming team. Ms. Schriver shared with Trustees the use of the swimming pool at Lamar last year and the expected changes to be implemented this year due to the reorganization in administration at Lamar. Ms. Schriver pleaded that the team needed consistency during the practice time and Lamar would be closing the pool during that crucial time, thus hampering the program. Ms. Schriver also shared the number of students actively participating in the swim program at each of the high school and that these students were also maintaining good academics. Ms. Schriver pleaded that the program warranted some serious attention by administration in order for it to maintain its momentum.
4. **Steve Hale**, 1420 Infinity, spoke as a parent of a special education student. Mr. Hale shared a general concern regarding the commitment of the district to the special education program. Specifically Mr. Hale sited the life skills program at Central High School and the need of a lab so that these students could learn basic household survival skills. Mr. Hale gave many incidents where he was told that the lab would be finished and appliances "installed" and to date the lab remains unfinished. Parent volunteers had even offered time to help with the installation. Mr. Hale said that every day goes by and this project is not finished are lost opportunities for these students who desperately need these types of skills.
6. **Thelma Eller**, BTA, spoke of her personal commitment to continue to remind administration and Trustees that those teachers who had served the longest have been discriminated against this year. Ms. Eller went on to state that BTA would like to add their 800-member voice of congratulations to Dr. Thomas and the Trustees. Ms. Eller thanked Dr. Thomas and administrators for setting down with the teacher groups and actively participating in a healthy discussion of the concerns of the teacher groups. Ms. Eller also thanked Dr. Thomas for the timely exchange of information handed down to the principals of the meeting and urged administration to continue this type of communication.

7. **Susie Thrash**, ATPE, spoke on behalf of the teacher group and their endeavor to understand salary schedules across the state in comparison to Beaumont I.S.D. Ms. Thrash shared statistics with Trustees that her group had gathered specifically targeting the 21+ year teacher's place on the salary schedule. By comparison it was determined that districts across the state did not allow their teachers to reach the "top" of the salary schedule as quickly in their teaching tenure as Beaumont I.S.D. does; thus, allowing teachers more time during their tenure to enjoy a higher salary. Ms. Thrash stated that the organization hoped that this comparison chart would allow some insight into the different "top salaries" of teachers throughout the state and allow our Trustees to "pat yourselves on the back".

#### SIGN - UP

None

#### DISCUSSION

1. **Exclusive Rights Contracts** - Dr. Thomas asked Mr. LeRoy Saleme to review information gather regarding a request to look into an exclusive rights contract for beverages in the schools. Mr. LeRoy Saleme shared a comparison study of school districts with ten year beverage contracts. In each case most districts had similar types of contracts with "upfront" money in portion to the enrollment with the district. Districts such as Kathy, Richard, Northeast, and Northside ISDs were compared to Beaumont I.S.D. Our present commissions were shown to be somewhat higher than those commissions with exclusive contracts. Several districts with third party managers of the contracts had reservations over the procedure and questioned three percent of the net or "upfront" money for the manager. Mr. Saleme said when talking with other districts he found a major concern of parents was the advertising on the campus as well as the impact on the school lunch program, booster clubs, etc. The twenty ounce bottles rather than a twelve ounce can also would create a "litter" problem since these bottles would more frequently be taken out of the cafeteria.

President Hicks offered each Trustee discussion and opinion. Dr. William Nantz and Ms. Christine Gavrelos did see some merit to the program and would like to see what the results of the bids might produce. Discussion among Trustees concluded that five Trustees thought it would not be advantageous at this time to pursue an exclusive rights contract for beverages in our schools.

2. **Finance Update/Report** - Dr. Thomas shared a report with Trustees that showed projected budget changes for 2000-2001 as of October 1999. An increase in oil values would generate \$1 million, an increase in state funding for current law in 2000-2001 would generate \$1 million, a reduction of twenty-five personnel positions this current year would generate \$860,000, reduced electricity costs through a state power program allowing school district to purchase energy at reduced rates would generate \$500,000, and if necessary a tax rate increase of \$.04 would generate \$2.4 million. Dr. Thomas pointed out that this inclusion of a tax rate increase of \$.04 is the worst case scenario. President Hicks stated that a tax rate increase of that magnitude was unacceptable and we should begin to tighten our belts to do all we could do to avoid an increase of that nature. President Hicks asked

Dr. Thomas to keep the top taxpayers of the city aware of the possibilities of an increase so they would not be caught unaware, especially Mobil Oil.

Mr. Woodrow Reece stated that the community should not be afraid of a tax increase since the country was established on a tax system; and the district needed a manner in which it could afford a quality education for all students, as well as paying its employees a fair market salary. Mr. Reece stated that if the community were kept apprised of the district's accomplishments and actions, then they would be friendlier to a tax increase if it became necessary.

Dr. Thomas stated that administration would continue to do everything possible to reduce costs and cut the budget without sacrificing the educational program of the district. Mr. Reece commended administration's efforts to keep the community apprised of the district's financial situation.

Mr. Howard Trahan cited the District's five year commitment to the community when the bond issue was passed that taxes would be raised; however, in that period the district had not increased every year. Mr. Trahan also commended the staff on the budget reduction efforts.

3. **Capital Projects Expenditure Report** – Dr. Thomas presented a summary report of expenditures for projects from maintenance and bond monies. Each project was broken down in detail by expense. The summary reflected a total of \$87,952,672 in expenditures in a period of three years to upgrade and maintain all facilities and schools without raising taxes. Dr. Thomas stated there were other projects to be done and applauded the Trustees for the progress of the last three years. Rev. Ollis E. Whitaker thanked Dr. Thomas for providing the report to the Trustees.

#### ACTION ITEMS

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C.1", "C.2", "D", "E", "F", "G", "H.1", "H.2", "H.3", "I.1", "I.2", "J", "K", and "L".**

Mr. Howard Trahan moved, seconded by Rev. Whitaker, to approve Exhibits "A.1", "A.2", "A.3", "B", "C.1", "C.2", "D", "E", "F", "G", "H.1", "H.2", "H.3", "I.1", "I.2", "J", "K", and "L".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$220,704.71 including certification of tax collection for the month of September 1999, reconciliation of disbursements to collections for the month of September 1999, report of collections for September 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of September 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of September 1999; year to date tax receivable; taxes due at September 31, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, September 1999, debt service reports, September 1999, capital projects report, September 1999, internal

service funds, September 1999; scholarship fund report, September 1999, investment report, September 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#009
199/9	General Fund	#010
199/9	General Fund	#011
199/9	General Fund	#012
199/9	General Fund	#013
203/0	Pregnancy Education/Parenting Prgm.-TANF	#014
204/0	ESEA Title IV, Safe and Drug Free Education	#015
205/0	Head Start	#016
211/0	ESEA Title I, Improving Basic Programs	#017
214/0	ESEA Title I, Capital Expenses	#018
224/0	IDEA Part B Formula	#019
224/0	IDEA Part B Capacity Bldg./Improvements	#020
225/0	IDEA Part B Preschool	#021
252/0	Vocational Education-HSTW	#022
399/9	Campus Deregulation - Smith	#023
399/9	Campus Deregulation - Blanchette	#024
399/9	Campus Deregulation - Caldwood	#025
399/9	Campus Deregulation - French	#026
399/9	Campus Deregulation - Martin	#027
399/9	Campus Deregulation - Homer Drive	#028
399/9	Campus Deregulation - Pietzsch/MacArthur	#029
421/0	Texas Commission on the Arts - Odom	#030
650/0	Capital Project	#031

**Approve the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "C")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

**Approved General Consent Items (Exhibit "C")**

- 1. Order Approving and Authorizing Publication of Notice of Intent to Contract Under the Public Property Finance Act for Constructing Certain Public School Facilities** - Administration recommended adoption of the order approving and authorizing publication of notice of intent to contract under the Public Property Finance Act for constructing certain public school facilities.
- 2. Order Approving and Authorizing the Creation of the Beaumont Independent School District Public Facility Corporation** - Administration recommended adoption of the order approving and authorizing the creation of the Beaumont I.S.D. Public Facility Corporation, together with the form and substance of Exhibits A and B. The creation of a Public Facility Corporation is required as a part of the process to utilize lease revenue bonds for financing remaining renovation and construction at Ozen High School.

**Adopted Resolution to Purchase Property Known as 2695 Laurel Avenue (Exhibit "D")** - Administration recommended approving resolution to offer to purchase property known as 2695 Laurel Avenue for the current fair market value in the amount of \$725,000.00.

**Accepted Bids for Group Insurance Benefits for the Year 2000**

**(Exhibit "E")** – Administration recommended along with the district Health Insurance committee and district Insurance Consultant to accept the bid with (1) Blue Cross Blue Shield of Texas for administrative services and stop loss insurance for district's self-insured medical benefit plan for the 2000 calendar year as well as the HMO Blue as the district's optional HMO product; (2) American United Life (AUL) Insurance to provide group life and accidental death insurance; (3) Plan 21 to provide a five (5) visit employee assistance program for employees and dependents.

(Bids are on file in the Purchasing Department.)

**Accepted Bids for Science Equipment for Central High School**

**(Exhibit "F")** – Bid packets were distributed to five (5) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Vernier Software in the total amount of \$12, 344.76 charged to Central High School 99-00 appropriated funds.

(Bids on file in the Purchasing Department.)

**Accepted Bids for Projector Lamps, Audio & Video Cassette Tapes and Light Bulbs for the 1999-2000 School Year – Exhibit "G"**

- Bid packets were distributed to sixteen (16) companies in addition to the appropriate advertisements. There were nine (9) responses. Administration recommended acceptance of the bids from AV Aids, AVES, Consolidated Electrical Distributors, and Grainger charged to the Media and Maintenance departments.

(Bids on file in the Purchasing Department.)

**Approved General Consent Items – Exhibit "H"**

1. **Accepted Bids for Gasoline for the 1999-2000 School Year** - Bid packets were distributed to twelve (12) companies in addition to the appropriate advertisements. There were three (3) responses. Administration recommended acceptance of the bid from Tri-Con charged to the maintenance and transportation departments' appropriated funds.

(Bids on file in the Purchasing Department.)

2. **Accepted Bids for Paint for the Maintenance Department for the 1999-2000 School Year** - Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were six (6) responses. Administration recommended acceptance of the bid from M & D Supply, SETAPE, Inc., and Sherwin Williams charged to the maintenance department's appropriated funds.

(Bids on file in the Purchasing Department.)

3. **Accepted Second Year Option for Parking Lot Striping for the 1999-2000 School Year** - The 1998-99 school year bid as approved on October 15, 1998 included a second year option at the option of the district. Administration recommended extending the second year option with D & I Sign & Supply charged to the maintenance department's appropriated funds.

(Bids on file in the Purchasing Department.)

**Approved General Consent Items – Exhibit "I"**

1. **Accept Bids for Graphing Calculators and ViewScreens for the Curriculum Department** - Bid packets were distributed to twelve (12) companies in addition to the appropriate

advertisements. There were four (4) responses. Administration recommended acceptance of the bid from Scantex Business Systems, Inc. charged to the curriculum department 1999-2000 appropriated funds.

(Bids on file in the Purchasing Department.)

2. **Accepted Second Year Option for Magazines for the 1999-2000 School Year** - The 1998-99 school year bid as approved on October 15, 1998 included a second and third year option at the option of the district. Administration recommended extending the second year option with National Organization Service, Inc. (Bids on file in the Purchasing Department.)

**Approved the Application for a Telecommunication Infrastructure Fund Board Grant to be Placed at Austin, Bingman, Fehl, and Ogden Schools (Exhibit "J")** – Administration recommended approval of the application for a Telecommunications Infrastructure Fund Board grant for Austin, Bingman, Fehl, and Ogden.

**Approved a Contract between the Beaumont Independent School District and Communities in Schools, Southeast Texas, Inc. (Exhibit "K")** – Administration recommended approval of contract between Communities in Schools and the district. The program provides services to seven district schools for academic/TAAS remediation, supportive guidance, health and encouragement, agency-referrals, pre-employment, career referrals and job referrals for at-risk students.

**Approved Student Transfers into the Beaumont Independent School District (Exhibit "L")** – Administration recommended the following transfers:

Michael LeBlanc, 11th grade to West Brook from Lincoln High;  
Charles Wilson, 1st grade to Dishman from Chine Elementary.

Dr. Nantz asked Mr. LeRoy Saleme if there were any significant changes in premiums for the health benefits package and the impact on allocated funds. Mr. Saleme shared comments with Trustees that the self-funding program supported by the district had worked well and the district looked forward to continuing offering coverage to the employees at no cost. President Hicks noted that a change had taken place in the prescription portion of the coverage for specific drugs.

Mr. LeRoy Saleme pointed out that Mr. John Gandy, consultant for Blue Cross Blue Shield was available for comment as well as the entire insurance committee of the district.

Mr. Woodrow Reece asked *J*

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "M.1", "M.2", "M.3", "M .4", "M.5", "M.6", "M.7", "M.8", "N", "O.1", "O.2", "O.3", "O.4", "P", "Q.1", and "Q.2"**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibits "M.1", "M.2", "M.3", "M.4", "M.5", "M.6", "M.7", "M.8", "N", "O.1", "O.2", "O.3", "O.4", "P", "Q.1", and "Q.2".

**Approved General Consent Items – Exhibit "M"**

1. **Purchase of Reading Recovery Training and Materials from Region 5 for Two Additional Teachers** – Administration recommended approval of Reading Recovery training and materials from Region 5 in the amount of \$15,000 for two additional teachers from Roy Guess and Amelia Elementary funded by the Mobil Reading Initiative grant.
2. **Purchase of Computer Software and Licenses from Computer Curriculum Corporation for Price Elementary and Smith Middle School** – Administration recommended purchase of computer software and licenses in the amount of \$7,103.50 for Price Elementary funded by SCE general funds, and \$14,397.38 for Smith Middle School funded by ESEA Title I Part A.
3. **Purchase of Structure of the Intellect (S.O.I.) Materials for the Gifted and Talented and At-Risk Program** – Administration recommended purchase of S.O.I. materials for the Gifted and Talented and At-Risk Program in the estimated range of \$30,000 to \$50,000 for the year.
4. **Purchase of Waterford Early Reading Program-Level 1 and 2 License, Software, Hardware, and Training from Scott Foresman-Addison Wesley for Caldwood Elementary** – Administration recommended purchase of the Waterford Early Reading Program-Level 1 and 2 license, software, hardware, and training from Scott Foresman-Addison Wesley in the amount of \$112,891 for Caldwood Elementary funded by the Texas Reading Academies grant.
5. **Purchase of the Bridges Learning Program from Intellectual Development Systems, Inc. for Caldwood Elementary** – Administration recommended purchase of the Bridges Learning Program from Intellectual Development Systems, Inc. in the amount of \$36,283.00 for Caldwood Elementary School as an exclusive provider funded by SCE funds.
6. **Purchase of the Reading Mastery Program for Martin and Price Elementary Schools and the Purchase of Distar Reading Books for Blanchette Elementary from SRA McGraw-Hill** – Administration recommended purchase of the Reading Mastery Program for 4th and 5th graders at Martin Elementary in the amount of \$3,453.12 funded by SCE funds, and the purchase of reading materials for Price Elementary in the amount of \$8,779.41 funded by SCE funds, and the purchase of Distar reading books for Grades K-5 for Blanchette Elementary in the approximate amount of \$30,000 funded by SCE.
7. **Purchase of Two Kurzweil 3000 System Scan/Read Systems for West Brook High School from Audio Optical Systems of Austin, Inc.** – Administration recommended purchase of two (2) Kurzweil System 3000 Scan/Read Systems for West Brook High School from Audio Optical Systems of Austin, Inc. in the amount of \$10,990 funded from the IDEA, Part B Formula.

8. **Purchase of Nystrom Educational Materials for Blanchette and Ogden Elementary Schools** – Administration recommended approval of the purchase of Nystrom Educational materials (map sets and globes) for Blanchette Elementary in the amount of \$20,000 and for Ogden Elementary in the amount of \$26,000 charged to general funds.

**Approved the District Textbook Committee, 1999-2000 (Exhibit "N")**

– Administration recommended approval of the 1999-2000 District Textbook Committee:

Dwayne Augustine	Ozen
Mary Kirkpatrick	West Brook
Randess Hodgkins	Fehl
Rhonda Drake	Field
Kim Vine-Guillory	Fehl
Janice Barras	Regina
Karina Huerta	Fletcher
Elidia Wiley	Fletcher
Annette Tishberg	Fletcher
Alma McFarland	Fletcher
Clarence Francois	Principal, French Elementary
Terry Ingram	Principal, West Brook High, Principal
Marilyn Busceme	Director of Research, Planning and Evaluation

**Approved General Consent Items (Exhibit "O")**

1. **Renewal of License Contract of the NovaNet Learning Program for Paul Brown Center, Taylor Career Center, Pathways Learning Center, and Central High School** – Administration recommended approval of the renewals of the Novanet Learning Program License Contracts from September 1, 1999 through August 31, 2000 for the following:

Paul Brown Center	\$ 44,619.00
Taylor Career Center	17,850.00
Pathways Learning Center	17,850.00
Central High School	<u>39,323.00</u>
Total	\$ 199,642.00

2. **Purchase of Testing Materials from Structure of the Intellect (SOI) Systems** – Administration recommended approval of request to purchase testing materials from SOI Systems over \$10,000.00 for the school year 1999-2000.

3. **Purchase of a Training Program from REALskills Network** – Administration recommended approval of request to purchase the REALskills software license from REALskills Network Program in the amount of \$25,000.00 for the Taylor Career Center to be used in the Computer Maintenance Technician and Advanced Office Technology course.

4. **Purchase of Software and License Contract for Educational Programs at Central High School and Taylor Career Center** – Administration recommended approval of request to purchase software from Sleek Program and New Concepts Career Development Program for the following:

Central High School	\$12,052.00
Taylor Career Center	<u>12,945.00</u>
Total	\$24,997.00

**Approved a Texas Education Agency (TEA) Waiver to Separate a Two-Credit Course to Two One-Credit Courses (Exhibit "P")** –

Administration recommended approval of TEA Waiver to separate a two-credit course, "Mill and Cabinetmaking" (Peims #122523501) into two one-credit courses, "Cabinet Making" and "Advanced Cabinetmaking" to meet certification of the instructor.

**Approved General Consent Items (Exhibit "Q")**

1. **First Reading of Revised (LOCAL) Policy FDA, "Admissions and Attendance: Interdistrict Transfers"** – Administration recommended approval of the first review of local policy as presented with revisions in the paragraphs two and four.
2. **First Review of Update 61 (LEGAL) Policies and Act on (LOCAL) Policies (see attached list)** – Administration recommended approval of "Update 61 (LEGAL) Policies and (LOCAL) Policies" as listed:

Local	CH	Purchasing and Acquisition	Revised
	CRE	Insurance and Annuities Management	
		Workers' Compensation	Delete
	DEC	Compensation and Benefits	Revised
	DHC	Employee Standards of Conduct	Revised
		Sexual Harassment/Sexual Abuse	
	EIA	Academic Achievement	Revised
		Grading/Progress Reports to Parents	
	EIC	Academic Achievement	Review
		Class Ranking	
	FNCJ	Student Rights and Responsibilities	Revised
		Sexual Harassment/Sexual Abuse	

- [R. Consider and, if Appropriate, Take Action to Approve Maximum Class Size **(Pulled from agenda)**]

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**RECESS**

President Hicks announced in the public (open) meeting at 9:05 p.m. that the Board would go into executive (closed) session when it reconvened in order to discuss matters of the sort described in Section 551.071, (1) and (2) and Section 551.074 (a) (1) (2) of Texas Government Code, and that any action which the Board might take would be in public (open) session immediately following. The executive (closed) meeting ended at 10:10 p.m. and the Board in public (open) session acted on the following matters:

**ACTION TAKEN ON EXHIBIT "S"**

Mr. Howard Trahan moved, seconded by Dr. William Nantz, to accept the recommendation from administration to terminate professional employee Michele Hinson.

**Approved Termination of Professional Employee Michele Hinson**  
– Administration recommended immediate termination as follow up from proposed termination and suspension without pay procedures

initiated June 24, 1999 with no written request for hearing from Ms. Hinson.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrellos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

#### **ACTION TAKEN ON EXHIBIT "T"**

President Hicks called for a request for the Level IV Grievance Hearing for Mr. Jim Wright, hearing none, the decision of the Superintendent at the Level III hearing would be sustained.

#### **PERSONNEL**

Mr. Howard Trahan moved, seconded by Rev. Ollis Whitaker, to accept the following: six (6) new employee contract recommendations, four (4) coaching contract recommendations, one (1) administrative recommendation for an assistant principal at Ozen High School, and one reassignment of administrative staff from Ozen High School. Mr. Trahan made specific cause for motion to include clause that should the position as director of Enterprise 2002 be eliminated, Mr. David Dunivant would be afforded the opportunity to pursue a position as director or middle school principal.

##### **1. New Employee Contract Recommendations**

Kristi C. Broussard, Title I-Level 1, Blanchette Elementary, effective September 13, 1999 and ending May 26, 2000;

Alpha D. Mack, Title VI-Level 3, Blanchette Elementary, effective September 13, 1999 and ending May 26, 2000;

Ellen L. Miller, Special Education, Curtis Elementary, effective September 13, 1999 and ending May 26, 2000;

Patrick A. Seidenberger, Manufacturing Systems/coach, West Brook High, effective September 27, 1999 and ending May 26, 2000;

Gesille A. Stuberfield, Level 4, Price Elementary, effective September 28, 1999 and ending May 26, 2000.

##### **2. Coaching Contract Recommendations**

Thomas Davis	Theatre Arts/Smith	Tennis
Staci Dorrell	Math/Odom	Girls' Track
Ray Sandacz	Math/Central	Head Softball
Patrick Seidenberger	Manufacturing Systems/ West Brook	JV Baseball/ Soph. Assistant Football

##### **3. Administrative Recommendations**

Michael Shelton	Assistant Principal	Ozen High
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##### **4. Reassignment of Administrative Staff**



**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Regular Meeting – September 16, 1999

The Board of Education of the Beaumont Independent School District met in regular public (open) session on Thursday, September 16, 1999, at 7:20 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Christine Gavrelos  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: None

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark; Assistant Superintendents, Dr. W. Preston Shaw, Mr. LeRoy Saleme; Executive Director of Personnel, Dr. Hubert C. Monroe; Director, Ms. Jolene Ortego and School Attorney, Ms. Melody Thomas

Absent: Assistant Superintendent, Ms. Beth Fischenich; Executive Director of Personnel, Dr. Hubert C. Monroe

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PLEDGE OF ALLEGIANCE**

Emilie Gilman, 4th grade student at Amelia Elementary, led in the pledge of allegiance.

**INVOCATION**

Magan Jefferson, 8th grade student at South Park Middle, gave the invocation.

**APPROVAL OF MINUTES**

President Hicks called for additions or corrections to the minutes of special board meetings of August 5, 12, 19, 1999 and the regular board meeting of August 19, 1999.

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve the minutes.

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Dr. Nantz, Rev. Whitaker, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

1. Recognition of Former Beaumont I.S.D. Trustees (Dr. Thomas requested this portion be moved to the end of the business section to allow time for visiting with guests immediately following recognition.)
2. **Texas Primary Reading Inventory Report** – Dr. Thomas announced that the results of the Texas Primary Reading Inventory (TPRI) were in the packet of information for each Trustee. The summary of results is provided each year.

### REPORTS

1. **Status of priority funds report presented in agenda book.**
2. **Capital projects report were presented in agenda book.**
3. **Minutes of District Educational Improvement Committee (DEIC Meeting May 11, 1999.**

### COMMUNICATIONS

1. **Fabian Gabrysch**, 4460 Pebble Beach (absent)
2. **Jerry Whittington**, 2164 Cable Avenue, stated to Trustees that as a grandparent he was very concerned of the need for quality facilities for the schools on the north side of the freeway, especially a new library at Lucas Elementary. Mr. Whittington asked Trustees to consider the original plans recorded during the sale of bonds for a library at Lucas. Mr. Whittington announced that as a representative of the "Swing-Out" club they were proud to grant fourteen (14) elementary schools \$100.00 for school supplies funded by the membership dues of their club. The club has also initiated a program for grandparents raising grandchildren with limited income for school supplies and clothes.

### SIGN - UP

1. **Thelma Eller**, BTA president, spoke once again this month on behalf of the teachers who have taught for 21+ years and the disappointment they are experiencing with the adopted salary schedule for 1999-2000. Ms. Eller referred to the amendment of \$1,000,000 for this month and the projected expenditures at Ozen High School. Ms. Eller referred to the twenty or so teachers who have to use luggage carriers to travel from one classroom to another at Ozen and the hope that the district would pick up the expense of the needed luggage carrier. Ms. Eller also pointed out that elementary teachers were overwhelmed by the volume of paperwork required and the error-filled six weeks test recently received.

### ACTION ITEMS

**APPROVAL OF EXHIBITS "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", and "G"**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibits "A.1", "A.2", "A.3", "B", "C", "D", "E", "F", and "G".

**Tax Collection Report (Exhibit "A.1")** - Administration recommended acceptance of the Tax Collection Report in the amount of \$312,889.13 including certification of tax collection for the month of August 1999, reconciliation of disbursements to collections for the month of August 1999, report of collections for August 1999, tax collection year 1998; monthly tax receivable update for tax year 1998, month of August 1999; year to date tax receivable; monthly tax receivable update for tax year 1997 and prior, month of August 1999; year to date tax receivable; taxes due at August 31, 1999 by year .

(Copy of Certification of Tax Collection Report attached and made a part of these minutes.)

**Business Office Report (Exhibit "A.2")** - Administration recommended approval of the Business Office Report, including the general fund reports, August 1999, debt service reports, August 1999, capital projects report, August 1999, internal service funds, August 1999; scholarship fund report, August 1999, investment report, August 1999.

**Amendments to 1998-99 Budget (Exhibit "A.3")** - Administration recommended approval of amendments to the following budgets:

199/9	General Fund	#001
213/0	ESEA Title I Part B, Even Start	#002
235/0	Title VI, Professional Staff Development	#003
383/0	Professional Staff Development	#004
385/0	Visually Impaired	#005
414/0	Texas Reading Academies - Caldwell	#006
432/9	State - TANF for Adult Education	#007
650/0	Capital Project	#008

**Approved Action to Proceed with the Sale of School Facilities Revenue Bonds (Exhibit "B")** - Administration recommended approval to proceed with the Sale of School Facilities Revenue Bonds as a funding source for financing the remaining renovation and construction at Ozen High School.

**Approve the Resolution and Order Authorizing Substitution and Acquisition of Property from Contractual Obligations, Series 1998 Proceeds (Exhibit "C")** - Administration recommended approval of the resolution and order authorizing substitution and acquisition of other property not listed in the "property list" as it relates to Contractual Obligations, Series 1998; as long as such property is of the type authorized under the Public Property Finance Act, Section 271.001, et. Seq., Texas Local Government Code.

(Copy of order and resolution attached and made a part of these minutes.)

**Adopted the 1999 Tax Rate (Exhibit "D")** - Administration recommended rates be set in support of the 1999-00 budget at \$1.41 for the Maintenance and Operating Fund and \$.09 for the Debt Service for a total effective tax rate of \$1.50.

**Adopted the 1999 Over-65 Homestead Exemption (Exhibit "E")** - Administration recommended adoption of a local \$5,000 exemption for homeowners over 65 years of age residing in our school district.

**Approved Resolution Regarding Rental of Tyrell Park School Facilities (Exhibit "F")** - Administration recommended approval of resolution and lease to Beaumont Community Players, Inc for offices

and rehearsal space to groups such as the Southeast Texas Arts Council, the Symphony, and Harmony Exports assuming all responsibilities for the restoration, maintenance and other expenses that accrue as a result of using the building.

**Adopted a Resolution to Submit a Nomination for Jefferson County Appraisal District Board of Directors (Exhibit "G")** –

Administration recommended submitting as a nomination for the Jefferson County Appraisal District Board of Directors Mr. Eugene Landry.

Dr. William Nantz asked Mr. LeRoy Saleme if the Beaumont Community Players would be responsible for the upkeep of the facility and grounds at Tyrrell Park. Mr. Saleme responded that the contract would identify the group's responsibility for total maintenance during the lease and use of the facility.

Mr. Woodrow Reece complimented the staff and administrators for presenting a district budget that everyone could work within without a tax rate increase for the year 1999-2000. Mr. Reece stated that Trustees and administrators should begin looking towards the coming years and anticipate either a tax rate increase or plan to seek other avenues to create funds for capital projects.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

**APPROVAL OF EXHIBITS "H", "I", "J", "K", "L.1", "L.2", "L.3", "M", "N.1", "N.2", "N.3", "O", and "P"**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to approve Exhibits "H", "I", "J", "K", "L.1", "L.2", "L.3", "M", "N.1", "N.2", "N.3", "O", and "P".

**Accepted Bids for Canopy Painting Repair & Downspout Replacement for Homer Drive Elementary School (Exhibit "H")** –

Bid packets were distributed to ten (10) companies in addition to the appropriate advertisements. There were five (5) responses. Administration recommended acceptance of the bid from Mike Barnett Construction in the total amount of \$59,415.00.

(Bids are on file in the Purchasing Department.)

**Accepted Bids for Computer Hardware Maintenance for the 1999-2000 School Year (Exhibit "I")** –

Bid packets were distributed to seven (7) companies in addition to the appropriate advertisements. There were two (2) responses. The bid included a second year option to extend the contract through September 30, 2000 at the option of the district. Administration recommended acceptance of the bids from Decision One of Houston and Scantron of Omaha, Nebraska in the total amount of \$50,480.48.

(Bids are on file in the Purchasing Department.)

**Accepted Bids for Miscellaneous Furniture for Ozen High School (Exhibit "J")** –

Bid packets were distributed to four (4) companies in addition to the appropriate advertisements. There were four (4)

responses. Administration recommended acceptance of the bids from Corporate Express and Mannings for a total of \$21,589.75.  
(Bids are on file in the Purchasing Department.)

**Accepted Bids for Basketball/Soccer/Softball Supplies & Equipment for the 1999-2000 School Year (Exhibit "K")** - Bid

packets were distributed to sixteen (16) companies in addition to the appropriate advertisements. There were nine (9) responses. Administration recommended acceptance of the bids as follows:

BSN of Dallas, TX.	\$10,522.03
The Complete Athlete of Port Neches	49,973.94
Eurosport of North Carolina	24,723.46
F & F Sport Shop of Orange	40,870.38
Leslie G of Houston	1,593.20
Riddell of San Antonio	35.00
Texas Athletic Supply of Houston	2,923.75
Top Dog of Port Arthur	<u>\$12,358.00</u>
TOTAL	\$142,999.76

(Bids are on file in the Purchasing Department.)

**Approved General Consent Items (Exhibit "L")**

1. **Accepted Second Year Option for Cleaning of Grease Filters, Vent Hoods and Power Fans for the 1999-2000 School Year** - Included as part of the 1998-99 bid was a second year option to extend the contract as the option of the district. Administration recommended exercising the second year option with Kindra Environmental dba J & R Services.

(Bids are on file in the Purchasing Department.)

2. **Accept Second Year Option for Cleaning of Grease Traps for the 1999-2000 School Year** - Included as part of the 1998-99 bid was a second year option to extend the contract as the option of the district. Administration recommended exercising the second year option with Kindra Environmental dba J & R Services.

(Bids are on file in the Purchasing Department.)

3. **Extend Current Gasoline Contract through October 31, 1999** - Administration recommended acceptance of the offer from Tri-Con, Inc. to supply gasoline per the 1998-99 pricing through October 31, 1999 until a new bid can be approved.

(Bids are on file in the Purchasing Department.)

**Approve the Districtwide Student Performance Improvement Plan (Exhibit "M")** - Administration recommended approval of the 1996-

2000 Districtwide Student Performance Improvement Plan, Updated 1999 as submitted in draft copy under separate cover.

**Approve General Consent Items (Exhibit "N")**

1. **Purchase of 5th Grade Teacher Science Module Kits from Kendall/Hunt Publishing Company** - Administration recommended approval of a request to purchase 5th grade teacher science module kits from Kendall/Hunt Publishing Company (sole source vendor) in the amount of \$9,335.03 funded by the Enterprise 2002 Grant.

2. **Purchase of Reading Mastery Materials for Martin Elementary, Writing Teacher Materials for Pietzsch-MacArthur Elementary, and Open Court Reading Program for Amelia Elementary from SRA McGraw-Hill** -

Administration recommended approval of a request to purchase from SRA McGraw-Hill (sole source vendor) the following:

Reading Mastery Materials for Martin Elementary--\$22,536.73

Writing Teacher Materials for Pietzsch-MacArthur - \$2,100

Open Court Reading Program and Corrective Reading Program for 4th grade at Amelia Elementary - \$4,500

3. **Purchase of Elementary Reading Materials from Newbridge Publishing and Elementary Writing Materials from Great Source** – Administration recommended approval of a request to purchased elementary reading materials from Newbridge Publishing Company (sole source vendor) in the amount of \$70,000 and elementary writing materials from Great Source (sole source vendor) in the amount of \$57,000 funded by the Academics 2000 Grant.

**Approved the End-of-Course Algebra I, Biology I, English II, and U. S. History Results, Summer 1999 Administration (Exhibit "O")** – Administration recommended approval of results as presented.

**Approved the District and Campus TAAS Exit Level Results of the Summer 1999 Administration (Exhibit "P")** – Administration recommended approval of results as presented.

President Hicks called for additional discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### **PERSONNEL**

Mr. Howard Trahan moved, seconded by Mr. Terry Williams, to accept the following: eight (8) resignations, one (1) coaching contract resignation, twelve (12) new employee contract recommendations, and six (6) coaching contract recommendations.

#### **1. Resignations**

Lillian L. Barry, Special Education, Austin Middle, effective August 31, 1999;

Verlinda H. Brown, Social Studies, Ozen High, effective August 20, 1999;

Madge W. Fontenot, Title VI-Level 3, Blanchette Elementary, effective September 11, 1999;

Catherine L. Green, Level 3, Bingman Elementary, effective August 31, 1999;

Carla L. Mouton, Level 1, Caldwood Elementary, effective September 1, 1999;

Lacey M. Padgett, Title 1-Level 1, Blanchette Elementary, effective September 10, 1999;

Lisa M. Plumbar, Kindergarten, Bingman Elementary, effective August 31, 1999;

Shundria M. Walker, Special Education, Smith Middle, effective August 31, 1999.

**2. Coaching Contract Resignation**

Margaret Mallet                      Smith Middle School

**3. New Employee Contract Recommendations**

Margaret H. Bargas, Special Education, Central High, effective August 24, 1999 and ending May 26, 2000.

Dale Bennett, Title I-Technology, Dunbar Elementary, effective September 13, 1999 and ending May 26, 2000;

Dwayne C. Brannon, elementary physical education, Blanchette Elementary, effective August 4, 1999 and ending May 26, 2000;

Melissa R. Chapman, Reading, Vincent Middle, effective August 25, 1999 and ending May 26, 2000;

Pandora A. Fontenett, mathematics, Central High, effective August 4, 1999 and ending May 26, 2000;

Gary A. George, Social Studies, Austin Middle, effective August 25, 1999 and ending May 26, 1999;

Melinda D. Fortenberry, Prekindergarten, Dunbar Elementary, effective August 19, 1999 and ending May 26, 2000;

Cindy A. Henning, Special Education, Odom Academy, effective August 26, 1999 and ending May 26, 2000;

Sharon D. Kitchen, Teen Parent, Career Center, effective August 25, 1999 and ending may 26, 2000;

Kamala A. Ries, Speech Therapist, Regina Elementary/Central High, effective September 7, 1999 and ending May 26, 2000;

Susan S. Schultz, Level 2, Curtis Elementary, effective September 13, 1999 and ending May 26, 2000;

Callieani Stowers, Home Economics, Ozen High, effective August 4, 1999 and ending May 26, 2000.

**4. Coaching Contract Recommendations**

Charles H. Colvin	Gymnastics/Ozen	
David T. Deal	Mathematics/King	Head Track
Aaron B. Plaunty	Science/King	Tennis, Boys' & Girls'
Mele B. Sowers	Math/Odom Academy	Head Girls' Basketball
Tommy J. White	Special Ed./King	Head Girls' Basketball
Roxanne m. Wilkings	Science/Ozen	Junior Varsity Girls'
		Basketball/Varsity Girls'
		Track

President Hicks called for discussion of the motion, there being none, she called for a vote.

Yeas: Ms. Hicks, Rev. Whitaker, Dr. Nantz, Ms. Gavrelos, Messrs. Woodrow Reece, Howard J. Trahan, Jr., and Terry Williams

Nays: None

### REPORT OF THE SUPERINTENDENT

President Hicks announced that it was a great pleasure to have the former trustees, superintendents and administrators as guests at the meeting. President Hicks asked the Trustees to join her at the podium to greet the former trustees as they were introduced.

1. **Recognition of Former Beaumont I.S.D. Trustees** – Dr. Thomas honored each former trustee present by announcing the number of years of service to the district and any positions held. Spouses were also introduced to the Trustees. Tokens of appreciation were given to each one present along with a lifetime pass for two to district functions.

Dr. Thomas announced that there had been a total of one hundred ninety-five (195) years of voluntary service to the district represented by the former trustees present at the meeting. Adding the forty-seven (47) years of service represented by the current Board of Trustees, the district had benefited a total of two hundred forty-two (242) years of voluntary service to the children of the community.

Dr. Thomas introduced Dr. Jerry Mallett, Dr. Joe Austin, and Dr. O.C. Taylor as the past three superintendents of the district. Each past superintendent agreed that retirement was great and attending the meeting as a guest was the best ever. Former assistant superintendents Dr. Elvis Arterbury and Mr. Daniel Clark were also recognized and presented a lifetime pass with the past superintendents.

Dr. Thomas asked all the guests to remain for group pictures and visitation.

### ADJOURNMENT

President Hicks asked if there was other business to come before the board, there being none, she adjourned the meeting at 8:35 p.m. September 16, 1999.

  
Martha Hicks, President  
Beaumont ISD Board of Trustees

  
Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees

**BEAUMONT INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION**

Special Meeting – September 16, 1999

The Board of Education of the Beaumont Independent School District met in a special public (open) session on Thursday, September 16, 1999, at 6:00 p.m. in the Board Room of the Administration Building of the District located at 3395 Harrison Avenue in Beaumont, Jefferson County, Texas. The meeting was called to order by President Hicks.

It was found and determined that in accordance with the policies and orders of the Board, the notice of this meeting was posted in the Administration Building of the District in accordance with the terms and provisions of Section 551.041 and Section 551.043, V.T.C.S., and that all of the terms and provisions of those sections have been fully complied with and that the 72 hour notice required by said sections has been properly and correctly given.

**ROLL CALL**

Present: Martha Hicks  
Rev. Ollis E. Whitaker  
Terry Williams  
Dr. William Nantz  
Woodrow Reece  
Howard J. Trahan, Jr.

Absent: Christine Gavrelos Rev. Ollis E. Whitaker

School Officials Present: Superintendent, Dr. Carrol A. Thomas; Deputy Superintendent, Dr. Mae E. Jones-Clark, Assistant Superintendents, Dr. W. Preston Shaw, Mr. LeRoy Saleme; Director of Communications, Ms. Jolene Ortego; and School Attorney, Ms. Melody Thomas

Absent: Ms. Beth Fischenich, Assistant Superintendent; Dr. Hubert C. Monroe, Executive Director of Personnel

**ESTABLISHMENT OF A QUORUM**

President Hicks declared a quorum present.

**PUBLIC COMMENTS/COMMUNICATIONS**

President Hicks called for public comment, there being none; Ms. Hicks closed the request for communications portion of the meeting.

**PUBLIC HEARING**

**Proposed Tax Rate/ 1999-2000 Budget** – Dr. Carrol Thomas asked Mr. LeRoy Saleme, assistant superintendent for finance, to advise Trustees regarding the revised "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate" submitted for publication. Mr. Saleme reviewed guidelines for the notification with Trustees explaining that the wording had been revised by the state to read as follows:

"The Rate to Maintain the Same Level of Maintenance & Operations Revenue & Pay Debt Service includes ~~does not reflect~~ revenue available to the district in the 1999-2000 school year for the pay raise for classroom teachers, full-time librarians, full time counselors, and full-time school nurses enacted by the 76th Legislature. The estimated cost of the pay raise for the 1999-2000 school year is \$4,872,000."

President Hicks asked for questions or comments of Trustees and administrators; hearing none, Ms. Hicks closed the discussion of the proposed tax rate and 1999-2000 budget.

**ADJOURNMENT**

President Hicks asked if there was any other business to come before the Board; there being none, Ms. Hicks adjourned the meeting at 6:05 p.m. on September 16, 1999.



Martha Hicks, President  
Beaumont ISD Board of Trustees



Terry D. Williams, Secretary  
Beaumont ISD Board of Trustees