

# Minutes

---

LOHN INDEPENDENT SCHOOL DISTRICT  
SPECIAL CALLED MEETING

JUNE 28, 2018

THURSDAY, 6:30 P.M.      LOHN SCHOOL CAFETORIUM

1. Call to order.

**6:39 P.M.**

2. Call roll and establish a quorum.

**All Board members present. Principal Rush not present.**

3. Invocation.

4. Pledges of Allegiances to the US Flag and the Texas Flag.

5. Approve minutes from previous meeting.

**Mr. Ellis made motion to approve minutes as presented. Mr. Pearce 2<sup>nd</sup>. Motion carried unanimously.**

6. Hear from audience.

**None Present**

7. Discussion/Action on setting priority goals for 2018-19.

**Board reviewed and discussed priority goals from 2017-18. Board determined that the goals set in 2017-18 would be carried over to 2018-19. These goals remain important and viable to the progress and success of LISD. Slight modification to levels of importance were made. An action item worksheet will be incorporated to help monitor the process of working toward the end result of each goal. Mr. Ellis made motion to accept finalized list of priority goals for 2018-19. Mr. Pearce 2<sup>nd</sup>. Motion carried unanimously.**

8. Personnel.

A. Discussion/Action on hiring teacher(s).

**Mr. Freeman recommended for hire, Ms. Rachel Buck, as a certified Pre-K teacher.**

**Mr. Pearce made motion to offer a probationary contract to Ms. Buck. Mr. Tapscott 2<sup>nd</sup>. Motion carried unanimously.**

B. Action on teacher resignations(s).

**Mr. Freeman informed the board that Kellie Greer has tendered her resignation.**

**Mr. Pearce made motion to accept the resignation of Ms. Greer. Ms. Frost 2<sup>nd</sup>.**

**Motion carried unanimously.**

C. Other.

**None**

D. Executive session.

**None**

9. Discussion/Action on recommending by-laws for a Lohn School Education Foundation.

**Lohn School Education Foundation by-laws, which were edited by legal counsel O'Hanlin, Demerath & Castillo, were emailed to the board prior to meeting for review. During discussion, Mr. Ellis stated the only significant change he determined was the number of ex-officio (non-voting) trustees had been changed from 4 to 3. After further board discussion, Mr. Hemphill made motion to approve the edited by-laws and recommend them to the board of the Lohn School Education Foundation. Mr. Ellis 2<sup>nd</sup>. Motion carried unanimously.**

10. Discussion/Action on compensation packages for Lohn ISD employees.

A. Adopt benefits package for Lohn ISD employees.

**Board discussed items included in compensation packages for LISD employees. Mr. Tapscott recommended changing \$30,000.00 life insurance policy to \$60,000.00 policy. Mr. Freeman recommended that all employees be reimbursed at their daily rate for unused local leave at the end of each school year. Currently, the employees are given 2 local leave days in addition to those required by the state. These 2 local leave days have been allowed to accumulate; however, they do not transfer among districts. Mr. Freeman will report back to the board regarding the life insurance policy recommendation change. No action taken.**

B. Adopt pay scale for non-exempt and hourly employees for 2018-19.

**Mr. Ellis presented board with research results of the Concho Valley and Central West Texas salary schedules for non-exempt and hourly employees. After review, Mr. Tapscott made motion to accept pay scale for non-exempt and hourly employees as presented for 2018-19. Ms. Frost 2<sup>nd</sup>. Motion carried unanimously.**

C. Adopt pay scale for teachers for 2018-19.

Mr. Ellis presented board with research results of teacher salaries across the state and in Region 15 in schools similar to our size. Board reviewed findings which include an increase from last year in all 21 steps of the Lohn ISD Local Salary Scale. The proposed Salary Scale would keep Lohn ISD in a favorable position for recruiting quality staff. Mr. Pearce made motion to adopt pay scale for certified teachers as presented for 2018-19. Mr. Tapscott 2<sup>nd</sup>. Motion carried unanimously.

D. Review pay scale for administrators.

Board reviewed pay scale for administration in January and February when contracts were renewed. No action taken.

11. Pay bills.

After review, Mr. Pearce made motion to pay bills as presented. Mr. Ellis 2<sup>nd</sup>. Motion carried unanimously.

12. Superintendent's report.

A. Preliminary discussion on results from STAAR/EOC testing.

Mr. Freeman reported that the preliminary scores were similar to the scores from 2017-18. Summary scores for the district had not been compiled. were not Site Base Committee Meeting was held June 26, 2018 and that summary scores had not been reviewed.

B. Other.

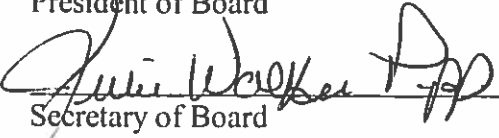
Mr. Freeman reported that a Site Base Committee Meeting had been held on June 26, 2018. The Site Base Committee had discussed Title Programs, student scores, and parental and student engagement.

Mr. Freeman reported construction of the new gym roof had been completed. Additionally, Mr. Freeman reminded the board that three current board members were up for re-election in November. These board members are Mr. Ellis, Mr. Pearce and Mr. Swenson. Additionally, the seats for members who have been appointed will be up for election.

13. Adjourn.

Mr. Tapscott made motion to adjourn. Ms. Frost 2<sup>nd</sup>. Motion carried unanimously.

  
\_\_\_\_\_  
President of Board

  
\_\_\_\_\_  
Secretary of Board

7-11-18  
\_\_\_\_\_