

HEMPSTEAD INDEPENDENT SCHOOL DISTRICT

BOARD NOTES

Regular Meeting of the Board of Trustees

October 16, 2006

Items for discussion and/or action:

- The Board approved the minutes of the Regular Board Meeting of September 18, 2006.
- Mrs. Buenger thanked the following for their donations:
 - McDonald's Restaurant (Thelma Gutierrez)
 - Donated 60 Halloween gift certificates to the elementary.
 - Hempstead Dairy Queen (Rebecca Delurgil)
 - Donated 18 ice cream gift certificates to the elementary.
 - Mr. Cajun Seafood (Reyes B. Medrano)
 - Donated a \$25.00 gift certificate for the teacher drawing at the October 9th teacher appreciation event.
 - First Baptist Church
 - Donated a food tray from Lewis' for the volleyball teams.
 - Rebecca Marshall
 - Donated \$100.00 to the elementary for needy kids to get books from the book fair. This was donated in honor of her mother, Mrs. Jean Pickering, a teacher in Hempstead for over 30 years.
- Prizes for the Hempstead Middle School Student Success Assembly were donated by the following:
 - Two CD players donated by
 - Mrs. Rosa Flores
 - Mrs. Elvira Munos
 - Cash donation by
 - \$10.00 from Mr. Tom Martinez of Tom's Auto Trim & Upholstery
 - \$10.00 from Mrs. Donna Barry
 - \$10.00 from Ms. Maribel Esqueda
 - \$30.00 from Jonelle Hammack & Richard Hayes of The Ministerial Alliance
 - \$100.00 from Dr. & Mrs. Harold Black
 - Two Wal-Mart gift cards in the amount of \$10.00 each donated by Mrs. Angelia Nichols.
 - One Waller County Fair pass donated by Mr. Mark Spivey.
- Mrs. Buenger gave the Superintendent's Report:
 - ▶ Enrollment Update
 - ▶ Resignation of Elementary Kindergarten Teacher on September 29th – Crystal Krivacka
 - ▶ Open Meetings Act Training on November 6th for all Board Members.
 - ▶ Upcoming Bond Election – distributed the bond election brochure that was mailed on Monday, October 16th for all HISD registered voters.
- Mrs. Loukanis gave the tax report, financial report and the investment report for the district. The Board approved the payment of bills for the month.

- Board approved:
 - ▶ Financial Audit – Alan Younts of HISD’s audit firm discussed the 2005-06 audit.
 - ▶ Incentive Pay Plan for Recognized/Exemplary Accountability Rating – The Board approved Option 2 (see attached)
 - ▶ Elementary and High School Campus Improvement Plans for 2006-07
 - ▶ ESL Incentive Plan – The Board approved an additional \$1,000/year to each teacher at the elementary who obtains ESL certification.
- Purchase of Ice Machines – This item was “tabled” until the November Board meeting.
- TASB Delegate and Alternate – Mr. Garfield appointed Dr. Harold Black as the delegate and Kay Kloecker as the alternate.
- Adequate Yearly Progress Report – Betty Vines explained the federal accountability system and presented the district and campus ratings. Brenda Krchnak then explained the middle school’s requirements for not meeting AYP.
- Betty Vines gave the Bilingual/ESL report.
- State Accountability – Betty Vines reported the district and campus state ratings and explained what the district must do because of the unacceptable rating.
- Quality Control Report of Custodial Services – Floyd Richard gave October’s report from each campus.

The meeting adjourned at 9:45 p.m.



Incentive Pay Plan
2006-2007

General guidelines:

- Employee must have been employed the previous year and assigned to the campus.
- Employee must have been employed and on the job prior to Feb. 1, 2007 and must have had continuous employment through December 2007.
- Retirees (been with district at least the previous five years) will receive the incentive even if they are not employed August through December 2007.
- Individual incentive amount will be based on 2006-2007 job responsibility/position/title.
- Staff assigned to multiple campuses will receive only one incentive.

Campus Staff:

If a campus attains the recognized status for the 2006-2007 year the following will be paid in December 2007:

- Non-administrative professional (teachers) - \$2500
- Non-administrative professional (nurse, librarian, counselor, parent liaison) - \$1,500
- Paraprofessionals (aides) and clerical staff - \$600
- Operations staff assigned to the campus (cafeteria & custodians) - \$300
- Assistant Principal/Instructional Coordinator - \$3500
- Principal - \$5000

If a campus attains the exemplary status the above amounts will double.

District-wide Staff:

District-wide staff will receive the following for each campus that achieves recognized status:

- \$500 – Operations Director, Technology Director, Special Education Coordinator, Administrative Assistant, Athletic Director, Public Information Officer
- \$250 – Business Manager
- \$150 – PEIMS Coordinator, HR Coordinator, Secretary to the Superintendent, Special Education Secretary, Administrative Assistant Secretary, After School Grant Assistant, Receptionist/Operations Secretary, Police Officer and Technology Assistant
- \$100 – maintenance men, bus drivers and monitors, transportation dispatcher, mechanic, transportation supervisor, cafeteria manager, custodian manager

If a campus reaches the exemplary status, the incentive for the district-wide staff will double.