

GORMAN INDEPENDENT SCHOOL DISTRICT
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MINUTES OF GORMAN I.S.D. BOARD OF EDUCATION
March 29, 2011
Special Meeting

The Board of Trustees of Gorman ISD met in special session in the High School Gym Foyer, moved from teacher work room because of large crowd, Gorman, Texas at 6:00pm on March 29, 2011.

1) Daryl Hirst gave the invocation.

2) A quorum was present and Mark Simmons called the meeting to order at 6:05pm.

Members Present: Mark Simmons, Bob Powell, Daryl Hirst, Noah Landa, Larry Thompson and Cliffa Vaughn.

Members arriving late: None

Members Absent: Don Whitten

Others present: Jeff Byrd, Mary Reeves, Terrye Nickels, Richard Rogers, Joey Casey, Linda Welch, Kenny Welch, Lisa Keeping and John Keeping.

3) **Pledge of Allegiance**

4) **Open Forum: All persons who address the board at this time must complete a registration form before the meeting begins**
Linda Welch, Kenny Welch, Lisa Keeping, John Keeping, Joey Casey

5) **To approve to cancel the school board election and to certify the "unopposed candidates elected"**

Motion made by Cliffa Vaughn and second by Bob Powell to cancel the school board election on May 14, 2011 and to certify the unopposed candidates elected as follows: Don Whitten, two year unexpired term, Noah Landa, regular term, Larry Thompson, regular term.
Aye-6; No-0

6) **Presentation from Richard Rogers of CADCO on correcting floor issues in the new building**

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7) Closed Session

Entered into closed session at 7:15pm

Personnel:

Discuss the personnel needs of the district and take action if necessary

Receipt of resignation(s)

Consider Superintendents recommendation to hire Nick Heupel for the High School Principal for the 2011-2012 school year on a 12 month 1 year probationary contract.

Consider Superintendents recommendations regarding the approval of the term and probationary contracts presented for the East End Educational Coop employees for school year 2011-2012

Recommendations regarding employment status professional staff

- Consider Superintendents recommendations regarding employment of teachers for the renewal of term contracts recommended for Gorman ISD for school year 2011-2012
- Consider Superintendents recommendations regarding employment of teachers for the re-employment of probationary contracts recommended for Gorman ISD for school year 2011-2012
- Consider Superintendents recommendations regarding non renewal of term contracts presented for Gorman ISD
- Consider Superintendents recommendation to offer an employment agreement for part time teacher to Debora Sanchez for the 2011-2012 school year
- Reconvene in open session and take action on items discussed in closed session, if any.

Reconvened in open session at 9:30pm

Consider Superintendents recommendation to hire Nick Heupel for the High School Principal for the 2011-2012 school year on a 12 month 1 year probationary contract.

Motion made by Clifffa Vaughn and second by Noah Landa to hire Nick Heupel as the High School Principal for the 2011-2012 school year on a 12 month one year probationary contract. Aye-6; No-0

Consider Superintendents recommendations regarding the approval of the term and probationary contracts presented for the East End Educational Coop employees for school year 2011-2012

Motion made by Bob Powell and second by Daryl Hirst to approve the term and probationary contracts for East End Educational Coop as presented and made a part of these minutes. Aye-6; No-0

Recommendations regarding employment status professional staff

Consider Superintendents recommendations regarding employment of teachers for the renewal of term contracts recommended for Gorman ISD for school year 2011-2012

Motion made by Larry Thompson and second by Noah Landa to remove Karan Kirk from the presented list; Motion made by Daryl Hirst and second by Clifffa Vaughn to remove Charles Bunch from the presented list; Motion made by Larry Thompson to remove Pat Caraway from presented list, no second was made and the motion died for lack of second; Motion made by Clifffa Vaughn and second by Daryl Hirst to renew the term contract recommended for Gorman ISD for school year 2011-2012 as presented and made a part of these minutes except for the two previous motions removing Karan Kirk and Charles Bunch from the list. Aye-6; No-0

Consider Superintendents recommendations regarding employment of teachers for the re-employment of probationary contracts recommended for Gorman ISD for school year 2011-2012

Motion made by Larry Thompson to remove Alfred Felan from the list, no second was made and the motion died for lack of second; Motion made by Bob Powell and second by Noah Landa to re-employ personnel on probationary contracts as recommended for Gorman ISD for school year 2011-2012 as presented and made a part of these minutes. Aye-6; No-0

Consider Superintendents recommendations regarding non renewal of term contracts presented for Gorman ISD

Motion made by Bob Powell and second by Daryl Hirst, I move to direct the superintendent to apply the criteria for decision set forth in policy DFF (LOCAL) to identify the employees subject to the reduction in force and to recommend proposed nonrenewal of those employees' term contracts based on the reduction in force.

I MOVE to accept the Superintendent's recommendation and to propose nonrenewal of the term contracts of the following professional employee(s) due to a reduction in force: Diane Casey, Sheila Johnson, Nana Vaughn and Debora Sanchez; and I move that the record of this action reflect the following:

- the Superintendent followed the procedures outlined in Board Policy DFF (LOCAL) and applied the criteria for decision to determine the appropriate employees subject to the nonrenewal;
- before voting on this Motion, the Board considered a draft of individual letters to these employees providing Notice of Proposed Nonrenewal of Term Contract;
- the Superintendent reviewed with the Board the reason or reasons for making his recommendation regarding each employee; and
- the Board considered the reason or reasons and any other information, provided by the Superintendent; and that by passage of this motion, the Board:

directs the Superintendent to prepare for the Board President's signature a final Notice of Proposed

- Nonrenewal of Term Contract for each employee and ensure that the Notice is delivered to each employee not later than the 45th day before the last day of instruction in the current school year;
- directs that the Notice of Proposed Nonrenewal of Term Contract include the time limitations and procedure for requesting a hearing before the Board;
- agrees, if a hearing is timely requested, to engage an attorney to assist the Board in the conduct of the hearing on the proposed nonrenewal, including any pre-hearing matters necessary to ensure a fair, efficient, and expeditious hearing;
- directs the Board President to notify Schwartz & Eichelbaum Wardell Mehl and Hansen, P.C of this action and request that office to contact and retain an attorney on behalf of the District, if the employee requests a hearing; and
- authorizes Schwartz & Eichelbaum Wardell Mehl and Hansen, P.C. to consult with the Superintendent to approve the final Notice of Proposed Nonrenewal of Term Contract and to take whatever actions are necessary and proper to present the case in support of the proposed nonrenewal; and
- directs that a copy of this Motion be attached to the minutes of this meeting and the final Notice of Proposed Nonrenewal of Term Contract sent to each employee.
Aye-5; No-1 Thompson

Consider Superintendents recommendation to offer an employment agreement for part time teacher to Debora Sanchez for the 2011-2012 school year

Motion made by Cliffa Vaughn and second by Bob Powell to offer an employment agreement for part time teacher to Debora Sanchez for the 2011-2012 school year. Aye-6; No-0

Motion made by Bob Powell and second by Daryl Hirst to renew the term contract for Karan Kirk for the 2011-2012 school year.
Aye-4; No-2 Landa, Thompson

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Motion made by Larry Thompson and second by Cliffa Vaughn
to table Charles Bunch's term contract renewal until the
next board meeting. Aye-6; No-0

14) **Adjourn**

Mark Simmons declared adjournment at 9:43pm.

President_____

Date_____

Secretary_____