

Minutes
Monday, July 14, 2025
Regular Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Justin Schwausch- President
Ross Hendershot, III, Vice President
Ashley Molina-Secretary
Gloria Torres
Naomi Brown
Josie Smith-Wright

Board Member Absent: D'Anna Robinson

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, July 14, 2025, at the Administrative Office Board Room, Gonzales, Texas. President, Justin Schwausch called the meeting to order at 5:30 P.M.

A quorum was declared with 6 members present.

Invocation, Pledge, Mission Statement

Gloria Torres lead the invocation, Naomi Brown lead the Pledge, and Ashley Molina lead the Mission Statement

Item #2: Public Comments: No public Comments

Item #3: New Business/Action Items:

A. Discuss and Consider Action to Approve the Consent Agenda

1. Minutes: June 9, 2025- Regular Board Meeting
June 25, 2025-Special Board Meeting
2. Budget Amendments- No budget amendments

Ross Hendershot made a motion, with a second from Josie Smith-Wright, to approve the consent agenda, as presented.

The motion carried 6/0

B. Discuss and Consider Action to Request for Waiver of Property Taxed Owed and Possible Donation to Gonzales County, Texas; Parcel 13371 (R138810) & Parcel 13394 (R18001)

Amanda Smith went before the board to present this agenda item. The district received two letters one from the County Attorney and one from the Chief Appraiser. The County Attorney's letter was to formerly inform us of the county's intent or interest in the property formerly known as Craven's Truck Stop & Convenience Store (the green building on St. Louis street close to our building). The property as been previously scheduled for tax sale, but no offer has been accepted. The county has an interest in acquiring the property to further their mission and improve the community's infrastructure and resource accessibility. This would potentially house the Gonzales Central

Appraisal District. The letter from the Chief Appraiser included more detail on the logistics of what work would be done by the appraisal district should the opportunity become available. In order to accomplish this goal the county needs the local taxing entities, which includes Gonzales ISD to both waive our portions of the outstanding property taxes and donate our share of ownership in that property to Gonzales County. The total tax due to Gonzales ISD according to the Counties records is approximately \$140,000.

Pat Davis also spoke and shared more of the vision for this property.

Ashley Molina made a motion, with a second from Josie Smith-Wright, to approve the request from the County to include waiving taxes owed and donating the district's property interest to Gonzales County on parcels 13371 (R13810) and 13394 (R18001).

The motion carried 6/0

C. **Discuss and Consider Action on Memorandums of Understanding with Mid-Coast Family Services for Services Connected with the Prevention of Substance Abuse, Family Violence, and Homelessness**

Erin LaBuhn went before the board seeking approval of an MOU with Mid-Coast Family Services for the second year. There are two MOU's. One is targeted against elementary and one is targeted towards secondary. This would work through a referral process through our counselors on campus and parents would have to provide a consent.

Mid-Coast Family Services is a non-profit organization housed in Victoria, Texas that works to provide youth services and family violence prevention programs in Gonzales and surrounding counties. Services, which would be free of charge, would be designed with GISD staff in order to meet the specific needs of GISD students and would include a variety of topics such as, but not limited to, drug prevention, healthy relationships, and vaping education.

Naomi Brown made a motion, with a second from Josie Smith-Wright to approve the Memorandums of Understanding as presented.

The motion carried 6/0

D. **Discuss and Consider Action on Appraisal Calendar and Appraisers for the 2025-26 School Year**

Mary Lynn Ramirez went before the board seeking approval on the Appraisal Calendar and Appraisers for the 2025-26 School Year.

GISD Board Policy DNA (Legal) requires that the board annually adopt a calendar that designates dates for teacher observation used for the teacher appraisal process. The appraisal calendar and appraiser list was attached for the 2025-26 school year.

Josie Smith-Wright made a motion, with a second from Gloria Torres to approve the calendar and list of appraisers as presented.

The motion carried 6/0

E. **Discuss and Consider Action on Employee Health Insurance Benefit**

Mary Lynn Ramirez went before the board seeking approval to increase the contribution to the employee health insurance contribution. Because the IRS rules currently allow a maximum out-of-pocket cost to an employee of \$113.20 per month, the TRS increases will cause the district to be out of compliance with the Affordable Care Act at its current contribution level of \$350 per month (first-tier, employee-only coverage is \$484/mth).

\$20.80 per month is the minimum amount the district must increase to remain compliant. Administration has prepared three options for consideration, as follows:

Option A: Increase \$25 per month making it \$375/mth which will make the district compliant

Option B: Increase \$40 per month making it \$380/mth which would keep the employee's premium the same as this yr.

Option C: Increase \$134 per month-the would cover the total premium of the basic plan for the employee only

Administration's Recommendation is to approve Option B.

Ross Hendershot made a motion, with a second from Josie Smith-Wright to approve the increase to the employee health insurance contribution by \$40 per month for a total of \$390 per month, as presented.

The motion carried 6/0

F. **Discuss and Consider Action on the 2025-26 Compensation Plan**

Mary Lynn Ramirez went before the board with the 2025-26 Compensation Plan.

TASB has provided the district with the Year-1 pay maintenance update (related to last year's pay study) Their report and associated presentation were included along with the potential budgetary impact of the recommended changes. Keith McLemore with TASB presented the findings and recommendations.

It is recommended to approve starting teacher pay at \$52,050; HB2 required increases; 2% for other job classifications; stipends.

The fiscal impact after new funding is incorporated is \$188,722/yr

Ashley Molina made a motion, with a second from Ross Hendershot to approve the compensation plan, model 2, as presented.

The motion carried 6/0

G. **Discuss and Consider Action on Agreement with the YMCA of the Golden Crescent**

Dr. Arreola presented to the board changes to the agreement with the YMCA of the Golden Crescent for the 2025-26 school year. The changes are as follows:

- Detail included as to what areas of the buildings are accessible
- Bus driver pay updated to match expenses; and
- Custodial fees included

Gloria Torres made a motion, with a second from Josie Smith-Wright to approve the agreement as presented.

The motion carried 6/0

H. **Consideration and Possible Action to Approve Maintenance GMP#2 for District-Wide Safety & Communication Improvements as part of the 2023 Bond Program**

Casey Sledge went before the board with Maintenance GMP #2.

The improvements are district wide and include the following:

- Card Access Systems at all exterior doors
 - Of the total 250 exterior doors, 78 require full replacement and 90 require modification to accept Card Access Systems
- Entry Vestibule upgrades to meet District Safety & Security Standards
- Emergency Responder Radio Coverage booster to comply with Fire Code
- Upgraded Intercom systems and digital clocks
 - Networked clocks in corridors and classrooms can display emergency messaging
- Security film on windows to meet/exceed State requirements
- Allowance for North Avenue campus HVAC controls and ductwork to optimize new AC unit at Cafeteria
- Allowance for phasing and temporary access to minimize disruptions

These improvements are major safety enhancements for all GISD campuses and will math the safety features at the new ongoing CTE/Ag Building.

Weaver & Jacobs opened bids for the project on 05/29/25. The quality and experience of the trade contractors is high. Once awarded, Weaver & Jacobs will order materials and schedule work with campus administrators. To minimize student and staff disruption, the work will be carefully phased with temporary access modification as needed per campus. We anticipate a significant amount of on-site work to occur in Summer 2026 with hopes to complete at that time. Due to the priority on minimizing disruption, Weaver & Jacobs may need to extend the completion to December 2026.

Fiscal Impact: These projects are to be funded from the 2023 Bond Funds. The GMP total for this scope is \$8,204,017 and included \$200,000 in Owner and Contractor contingencies for unforeseen items, \$100,000 for North Avenue HVAC optimization and \$525,000 for phasing and temporary structures. All Contingency and Allowance funds will be tracked, and all unused funds will remain with GISD.

Ross Hendershot made a motion, with a second from Naomi Brown to approve the Maintenance GMP#2 in amount of \$8,204,017 to Weaver & Jacobs for District-Wide Safety & Communication Improvements as part of the 2023 Bond Program, and authorize the Superintendent to negotiate the final terms of the contract.

The motion carried 6/0

I. **Discuss and Consider Action on a Lease Agreement for a Portion of Real Property Located on County Road 239A**

Amanda Smith went before the board seeking approval on a Lease Agreement for a surface of the property that the district owns on CR 239A. The district-owned property located on the East of County Road 239A was originally leased in 2016 as a 49-acre property. Recently, the afore mentioned lease was terminated due to the construction of the CTE Center. The administration solicited sealed bids to lease the remaining portion that is/will not be utilized for the CTE Center (~32.7 acres)

One proposal was received from Keith Elstner the amount of the bid was \$2,452.50 annually.

Ashley Molina made a motion, with a second from Gloria Torres to accept the bid and authorize the superintendent to finalize a lease agreement with Keith Elstner, as presented.

The motion carried 6/0

J. **Discuss and Consider Action to Approve the Interlocal Agreement between Gonzales Independent School District and Waelder Independent School District for DAEP Transportation Services**

Gene Kridler went before the board with the Interlocal Agreement between Gonzales Independent School District and Waelder Independent School District for DAEP Transportation Services.

The existing agreement the district had with Waelder ISD for DAEP transportation cost-sharing expired at the end of the 2024-2025 school year. The purpose of this new agreement is to extend the existing relationship thus continuing to provide efficient and effective use of resources which is in the best economic interest of both parties.

The included agreement is for a one-year term, as the district plans to bring DAEP transportation services in-house beginning with the 2026-27 school year.

Gloria Torres made a motion, with a second from Josie Smith-Wright to approve the interlocal agreement, as presented.

The motion carried 6/0

K. **Discuss and Consider Action on FFA Travel to National Convention in Indianapolis October 28, 2025- November 1, 2025**

Jennifer Ervin went before the board seeking approval for FFA to travel to National Convention in Indianapolis October 28, 2025- November 1, 2025. They would be taking all of the chapter officers(6) and 2 of the Ag advisors to attend.

Layton Ervin presented to the board his experience from their trip to Washington DC as he and others attended for the first time.

Dr. Arreola acknowledged Layton and all of his FFA peers for their quick action to help the flood victims in the Hill Country.

Ross Hendershot made a motion, with a second from Josie Smith-Wright to approve the FFA travel to the National Convention in Indianapolis on October 28, 2025- November 1, 2025 as presented.

The motion carried 6/0

L. **Discuss and Consider Action on MOUs with Victoria College to Bridge Instructional Services for Electrical and Welding Courses**

Jennifer Ervin went before the board seeking approval on MOUs with Victoria College to Bridge Instructional Services for Electrical and Welding Courses. The approval of the MOUs will allow the district to continue the programs as approved and initiated in August 2024.

Accepting a training agreement between the district and Victoria College for Electrical and Welding courses offers several significant advantages:

- Enhanced Skill Development: These advanced courses will provide students with specialized skills in high-demand trades, enhancing their employability and preparing them for successful careers.
- Industry-Relevant Training: Victoria College's curriculum is likely aligned with current industry standards, ensuring that students receive up-to-date and relevant training.
- Workforce Readiness: By offering these courses, the district can contribute to filling the skilled labor gap in the local economy, supporting community growth and development.
- Pathway to Certification: The training can serve as a pathway to professional certifications, giving students a competitive edge in the job market.
- Partnership Benefits: Collaborating with Victoria College can foster stronger ties between the educational institution and the district, potentially leading to more opportunities for student internships, apprenticeships, and job placements.
- Cost-Effective Education: This agreement provides students with affordable access to quality education and training in these trades, which might otherwise be financially prohibitive.
- By accepting this training agreement, the district can significantly enhance its educational offerings, support students' career aspirations, and contribute positively to the local workforce.

Naomi Brown made a motion, with a second from Josie Smith-Wright to approve the MOUs, as presented.

The motion carried 6/0

M. **Discuss and Consider Action on the Fuel, Lubricant, & Oil Contract**

Gene Kridler went before the board seeking approval on the proposal for the Fuel, Lubricant, & Oil Contract.

Administration has solicited proposals to support the district's fuel, lubricant, and oil needs during the 2025-26 fiscal year. One proposal was received and evaluated from On-Site Fuels previously Schmidt and Sons.

Board Policy CH (Local) requires that any purchase over \$75,000 be approved by the board.

Josie Smith-Wright made a motion, with a second Gloria Torres to award the contract to On-Site Fuels, as presented.

The motion carried 6/0

Item#4 Reports:

A. 2023 Bond Program Monthly Update

Presented by Casey Sledge, Sledge Engineering/Region 13

CTE/AG Barn

- Site utilities underway
- Building pad subgrade complete
- Under-slab plumbing underway
- Off-Site Water Main installation continues
- Off-site sewer main underway
- Code inspection underway
- Color/materials selection meeting #1 held with staff

UPCOMING:

- Elevator pit pour
- Slab pour in August

Maintenance Projects-Weaver & Jacobs

- GMP#1: Safety/Security Package(Cameras)
 - Camera installations continue
- GMP #2: Doors/Vestibules Package
 - Doors/hardware/vestibules/Intercom.
 - Consider Award this Agenda
- GMP#3 HVAC
 - HVAC replacement and improvements
 - Separated for ordering times and focused bidders
 - Board Award tracking August 2025
 - Installations to through Summer 2026
- GMP#4 Remodel Package
 - Remodels, HS Cafeteria, Primary restrooms, sewer, replacements, Transportation Addition
 - Construction to Fall 2026

Maintenance Projects-ISD Direct

- Roofing
 - Complete and in close-out phase
- Playgrounds
 - GNA & GES playground Awarded April
 - Installation this month
- LED Lighting Replacements
 - Replacements Underway

B. Financial Report & 2025-25 Budget Workshop

Presented by Amanda Smith, Chief Financial Officer

C. Superintendent's Report

Presented by Dr. Dana Arreola, Superintendent of Schools

Item#5 Board Business:

Board Correspondence:

Dates of Interest:

July 21-22	Leadership Academy
July 31-August 1	New Teacher Inservice
August 4-12	Staff Development
August 6	Convocation @GHS
August 13	First Day of School
August 29	Early Release
September 1	Student/Staff Holiday
September 8	Regular Board Meeting
September 19	Early Release

Item #6 Adjourn to Closed Session:

Under Texas Government Section 551.071 (Consultation with Attorney), Code Section 551.072 (Deliberation Regarding Real Property), 551.73 Deliberation Regarding Prospective Gift, Texas Government Code Section 551.074, (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section 551.076 (Deliberation regarding implementation of Security, personnel or devices) and Section 551.082: School Children; School District Employees; Disciplinary Matter or Complaint, Section 551.083: Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section 551.084: Investigation; Exclusion of witnesses from a hearing.


The board went into a closed session at 7:24 P.M.

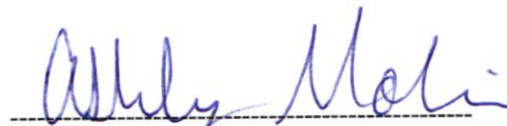
Item #7 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 8:15 P.M.

Item #8 Adjourn

There being no further business, President Schwausch adjourned the meeting at 8:15 P.M.


Justin Schwausch, President
Board of Trustees


Ashley Molina, Secretary
Board of Trustees