

MINUTES  
REGULAR MEETING  
of the  
BOARD OF DIRECTORS  
EDUCATION SERVICE CENTER REGION 11

April 26, 2021

The minutes reflect the order in which agenda items were discussed and acted upon.

**A. Call to Order and Roll Call – Dr. Cathy Bryce, Chairman**

Chairman Bryce called the meeting of the Board of Directors of the Education Service Center Region 11 to order at 10:33 a.m. Monday, April 26, 2021, via video conferencing.

**B. Invocation**

Dr. Thompson gave the invocation.

Members Present	Dr. Cathy Bryce, Chairman Dr. Larry Blair, Vice-Chairman Mr. G.B. Bailey, Secretary Mr. Dennis Hughes, Place 4 Dr. Jay Thompson, Place 5 Mr. Weldon Hafley, Place 6 Mr. J.B. Morgan, Place 7 Ms. Natalie Texada, Charter School Member
Members Absent	None
Staff Members Present	Dr. Clyde W. Steelman, Jr., Executive Director, John Petree, Rory Peacock, Brandilyn DePalma, Laura Weir, Laurie Enocksen, Dr. Inelda Acosta, Dr. Pam Brown, Dr. Whitney Lawrence, Gina Smith, Laura Carson, Teela Watson, Lori Burton, and Nelline Dignum
Guest(s)	Dr. Karen Rue Slater Elza and David Backus; Underwood Attorneys at Law

Chairman Bryce stated that the board will move to Item K on the agenda.

**K. Consultation With Region 11 ESC General Counsel to Seek and Receive Legal Advice Regarding Pending Legal Matters Including, but Not Limited to, Personnel Matters and/or Pending or Contemplated Litigation (Closed Session Under Tex. Gov't Code 551.071)**

**EXECUTIVE SESSION**

Chairman Bryce stated that at 10:36 a.m. the board will enter into executive session as authorized by Gov't Code 551.071, regarding pending legal matters including, but not limited to, personnel matters and/or pending or contemplated litigation.

The board reconvened into open session at 11:06 a.m.

Chairman Bryce stated that the board will move to Item L on the agenda.

**L. Conduct and Consider Level Three Grievance Hearing of Employee Filed in Accordance With Region 11 ESC Board Policy DGBA (LOCAL) (Closed Session Under Tex. Gov't Code 551.074, Unless Otherwise Requested)**

All board members were present virtually; therefore, a quorum was present. At Ms. Smith's request, the hearing was held in open session. Ms. Smith was present for the hearing. Mr. Elza, representing the administration, was also present.

Chairman Bryce described how the Level Three Grievance Hearing would be conducted. Chairman Bryce read the procedural history of the matter. The Board of Directors sits as a panel of judges and must render an impartial decision based on the record and the presentation of the parties. If, for any reason there is any director who feels that he or she cannot render a fair and impartial decision on the complaint, he or she should recuse himself from further proceedings in this matter. Let the record reflect that all directors have indicated that they are able to render a fair and impartial decision in this matter.

Ms. Smith presented to the board. On behalf of the administration, Mr. Elza presented to the board. Ms. Smith presented a rebuttal presentation and/or closing remarks to the board. Mr. Elza presented a rebuttal presentation and/or closing remarks to the board.

The presentation portion of the hearing on this complaint concluded. Members of the board of directors were allowed to ask questions for clarification purposes of either party. Chairman Bryce stated that since there were no further questions, the board will now deliberate on the matter and take appropriate action.

Chairman Bryce commented on the TASB salary schedule, which was adopted at the August 31, 2020 board meeting, and the purpose for conducting a market analysis.

Chairman Bryce stated that the board, having heard the presentations and reviewed the record, may take actions as it deems appropriate on the information and record presented at the hearing. The board may make a decision it believes appropriate and is allowed by policy and law. The board may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled board meeting.

Chairman Bryce asked the board if there were any items for discussion. She also commented that the board has read the record and has considered the oral presentations of both parties.

**M. Deliberation and Possible Action on Requested Relief Contained in Level Three Grievance of Employee Filed and Conducted in Accordance With Region 11 ESC Board Policy DGBA (LOCAL) (Deliberation in Closed Session Under Tex. Gov't Code 551.074, Unless Otherwise Requested/Any Board Action Will Occur in Open Session)**

Hearing no further discussion, Chairman Bryce will entertain a motion regarding this grievance.

A motion was made by Dr. Blair, seconded by Mr. Hafley, and passed (unanimously) that the board finds that it was proper for the Region 11 Education Service Center administration to apply the ESC's new compensation plan following its adoption by the board and the calculation to Ms. Gina Smith's salary

upon her promotion, and that we uphold the administration's decision on the merits of Level Two of the DGBA complaint process.

Chairman Bryce stated that the board's decision on the complaint was unanimous, and the decision was delivered in the presence of Ms. Smith and the representative for the administration.

Chairman Bryce stated that the hearing is concluded and the hearing portion of the meeting is adjourned and will proceed with the next item on the agenda.

**C. Citizen / Employee Comments**

None.

**D. Approve Minutes of February 22, 2021 Board Meeting**

A motion was made by Ms. Texada, seconded by Dr. Thompson, and passed (unanimously) that the board approve the minutes of the February 22, 2021 board meeting as presented. (Copy attached to the permanent record.)

**E. CONSENT AGENDA**

A motion was made by Mr. Bailey, seconded by Mr. Hughes, and passed (unanimously) that the board approve the following consent agenda items, as presented. (Copies attached to the permanent record.)

1. Check Registers for January and February 2021
2. Financial Reports for January and February 2021
3. Investment Reports for January and February 2021
4. Budget Amendments for January and February 2021
5. RFP #21-04-26 – Professional Development & Educational Services: Speakers, Consultants, Translators, Interpreters, etc.
6. Operations Calendar for 2021-22

**SEPARATE ITEMS**

**F. Commissioner of Education Letter Appointing Charter School Representative**

No action taken. This item will be placed on the June 28, 2021 agenda.

**G. Sign the Statement of Officer**

Dr. Blair, Place 1, and Mr. Hughes, Place 4, signed the statement of elected/appointed officer. (Copies attached to the permanent record.)

**H. Consider 2021-22 Board Meeting Dates**

A motion was made by Ms. Texada, seconded by Dr. Blair, and passed (unanimously) to adopt the following meeting dates for 2021-22.

Monday, October 25, 2021  
Monday, December 13, 2021  
Monday, February 28, 2022  
Monday, April 25, 2022  
Monday, June 27, 2022  
Monday, August 29, 2022

**I. Construction Update**

1. Phase 1 Upgrade

Ms. DePalma updated the board. We are working on a more controlled and secure environment at the front of the building, creating a true studio, and two small offices.

**J. INFORMATION ITEMS**

1. Grant Applications

2. Personnel Report

3. House Bill (HB) 3834 Requirement for Annual Cybersecurity Training

Mr. Peacock informed the board that 100 percent of the ESC 11 staff finished the annual cybersecurity training. The link for the training will be sent to the board members for completion by June.

4. TASA txedFest Summer Conference

5. 2021-22 Budget Update

Ms. DePalma updated the board.

6. Commissioner's Meeting Update

Dr. Steelman updated the board.

7. Technology Update

Mr. Peacock updated the board.

8. Instructional Services Update

Mr. Petree, Dr. Brown, and Dr. Lawrence updated the board.

b. Reading Academies

Mr. Petree updated the board.

c. Other State Initiatives

Ms. Watson updated the board.

a. Employee Recognition

Dr. Steelman updated the board.

**N. Consider Action on Items Discussed in Executive Session, If Any**


The board previously entered into executive session as authorized by Gov't Code 551.071, regarding pending legal matters including, but not limited to, personnel matters and/or pending or contemplated litigation. There was no additional executive session.

**O. ADJOURN**

The next regular meeting of the ESC Region 11 Board of Directors will be Monday, June 28, 2021, at 10:30 a.m. Being no further business, a motion was made by Mr. Hughes, seconded by Mr. Bailey, and passed (unanimously) to adjourn the meeting at 12:32 p.m.

Respectfully Submitted,

  
Dr. Cathy Bryce, Chairman

  
Mr. G.B. Bailey, Secretary

By: Nelline Dignum