

Minutes of District Executive Improvement Committee (DEIC) Meeting

August 11, 2014

Port Neches-Groves High School Cafeteria

This meeting was called at the request of Superintendent, Dr. Rodney Cavness, and was held after the August 11, 2014, district convocation for the purpose of receiving input from DEIC about the employee compensation plan that was being presented at that night's board meeting. The meeting was called to order at 9:05 a.m. by Dr. Mike Gonzales since DEIC officers had not yet been elected.

The following DEIC members were in attendance:

Angela Abel	Debby Addison	Meredith Brawner	Charlene Cobb
Donna Cole	Charles Dodson	Whitney Elisar	Mary Hearne
Ginger LeBlanc	Annette Meier	Andrea Miller	Terri Runte
Paisley Ware	Adam Anders	Dr. Mike Gonzales	Irene Baize
Pat Briggs	Amber Comeaux	Julie Gauthier	Dana LaRue
Don Sandell	Clara Lee	Laura Escamilla	

- Dr. Gonzales presented the proposed salary recommendation to DEIC and explained that the 3% proposed increase was for every employee except maintenance and transportation hourly employees because they received a salary adjustment at the June board meetings. He also explained that the first year teacher pay would be increased by 1% to 38,000 in order help the district compete with other districts. Angela Abel asked what affect this would have on the budget and about the fund balance. Dr. Gonzales said that he thought the budget would support it, but he found out after the meeting that \$1.3 million deficit in the budget was projected for the 2013-2014 school year. He attempted to inform the DEIC members by email before the scheduled board meeting. He provided them with the corrected information and asked for a response before the board meeting. Andrea Miller said that she had heard that there was talk about possibly looking at teacher step increases. Dr. Gonzales explained that it really needs some work to make it equitable for everyone and, after discussion, it was suggested that we look at this for the next school year.
- Dr. Duhon used this opportunity to present updated accountability, attendance, and system safeguard information that was added to the district's Comprehensive Needs Assessment developed with DEIC from the May, 2014, DEIC meeting. Campus and district "Met Standard" accountability designations were added to the CNA as well as designation distinctions earned by campuses. She also reported that the 2013-2014 system safeguards for ELL students were no longer district safeguards so those were removed from the district plan. Attendance targets were discussed. Dr. Duhon reported the ADA for 2013-2014 was 95.95% and after discussion, the committee decided to set a district ADA goal of 96.2%.
- The meeting was dismissed at 9:45 a.m.