

No. \_\_\_\_\_



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC** \_\_\_\_\_ Board Minutes \_\_\_\_\_

**SUBMITTED BY:** \_\_\_\_\_ Karen Winch \_\_\_\_\_ **OF:** \_\_\_\_\_ Board Secretary \_\_\_\_\_

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_ March 25, 2009 \_\_\_\_\_

**RECOMMENDATION:**

It is recommended that the United ISD Board of Trustees take action to approve Board Meeting minutes:

- Board Workshop - February 10, 2009
- Special Called Meeting – February 12, 2009
- Regular Board Meeting – February 16, 2009
- Board Workshop – February 24, 2009
- Special Called Meeting – February 24, 2009

**RATIONALE:**

State law requires the Board to prepare and keep minutes of its open meeting.

Govt. Code §551.021. The minutes are public records available for public inspection and copying upon request to the Superintendent or his designee. Govt. Code § 551.022.

**BUDGETARY INFORMATION:**

No Budget Impact

**BOARD POLICY REFERENCE AND COMPLIANCE:**

This is in compliance and in accordance with Board Policy BE and BE (LOCAL).

Board Workshop  
The State of Texas  
United Independent School District  
The County of Webb

February 10, 2009

**In Attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

Pat Campos – President - absent  
Juan A. Molina, Jr. – Vice President  
Juan Roberto Ramirez – Secretary  
Ricardo Molina – Parliamentarian – arrived 7:17 p.m.  
Judd Gilpin – Member – arrived 7:19 p.m.  
William "Bill" Johnson – Member  
Ricardo "Rick" Rodriguez – Member

**A Board Workshop of the Board of Trustees of United ISD was held Monday, February 11, 2008, beginning at 7:12 P.M. in the United ISD -Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043.**

**I. Roll Call, Establish Quorum, Call to Order**

**II. An announcement was made by the Board Vice-President calling the meeting of the United Independent School District to order. The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.**

**III. Board Workshop**

Mr. Roberto J. Santos, Superintendent, addressed the Board saying they wanted to share where the District is with regard to where we are financially. He said we are a reflection of what the nation and city are going through. The Superintendent said they started looking at vacancies in November and that positions were going to be looked at closely. He concluded by saying that Ms. Benavides, Assistant Superintendent for Business and Finance, would share the financial update.

**A. Review School Year 2008-2009 Budget**

Ms. Benavides said General Fund budgeted revenue included \$189.2 million from the State that is generated by student population. It represents 65% of revenue to the District. Local sources provide 35% of the revenue at \$100.6 million. In addition, federal sources account for the remaining funding of from \$0.765 to \$0.100 million.

Ms. Benavides advised the Board that with regard to property taxes, certified values were \$8.45 B and the District has a 96.55% collection rate. She said the Tax Rate is \$1.18469 with the General fund at \$1.030009 and the Debt Service Fund at \$0.15469. Ms. Benavides said the District has budgeted \$3.5 million with 47% of the portfolio in demand accounts. She indicated that the December 2008 yield was 1.6794% and 24% of the portfolio was in CDs at 2.9%. Ms. Benavides noted that the investment pool in December 2008 was at 1.02%

Ms. Benavides provided an overview of the state revenues including an explanation of WADA or Weighted Average Daily Attendance. She said the target revenue for UISD is \$4,775 WADA and the state average is \$5,605 WADA. The speaker indicated that projections for the end of the year included UISD ADA (Average Daily Attendance) of 37,177 and UISD WADA at 51,208. Ms. Benavides provided a chart indicating student attendance from 2007-08 final numbers through the third six weeks in 2008-09 and the variances in each program. She said our projected enrollment is 40,082 and projected ADA is 37,483 or 93.5%. Ms. Benavides said attendance in the first month of the fall semester was below projections, but did increase. This also occurred in January, but enrollment did increase to projected levels. Mr. Santos indicated that this was sometimes due to early graduation.

The speaker provided the revenue projections and variances from projections for the General Fund in 2008-09 showing Local Funds at \$98.9 (\$1.7 m), State Funds at \$186.4 (\$2.8 m); Federal Funds at \$0.75 (\$0.1 million). The total shows projections at \$287.5 and a negative variance of \$3.2 million. She said the numbers that can change for us are tax collections and student attendance.

Mr. Johnson asked which dates the state captures for funding. Ms. Benavides responded that they look at the whole year through June. Mr. Johnson asked if we would have to refund monies if we fell below? Ms. Benavides said they withhold our August payment until September so we would not have that problem.

In looking at General Fund Expenditures, Ms Benavides provided the following. Payroll at \$240,689,636 with a variance of \$2,431,200; Contracted Services at \$18,272,765 with a variance of \$1,435,000; Supplies at \$1,502,891 with a variance of \$2,380,000; Capital Outlay at \$0; and Other for \$7,538,821 with a variance of \$556,000. The total General Fund expenditures projected for 2008-09 was \$286,651,441 with a variance of \$6,802,200.

Ms. Benavides outlined the projected savings on expenditures which included a projected savings on fuel (supplies). She said the District budgeted a rate per/gallon of \$4.07, and the latest rate was \$1.59 per gallon. In addition, the contracted services for electricity had a budgeted rate/watts of .1125 and the contracted rate/watts was .0782 with a projected savings at .0782 or \$1,072,000.

Ms. Benavides outlined the year-to-date amendments which included the land balance from \$10 million to \$8.7 million; the purchase of the Instructional Building for \$1.5 million; and the Issuance of Personal Property Financial Contractual Obligations (PPFCO) at \$7.3 million earmarked for buses, library book replacement plan, and the new United High School equipment and furniture. She said that money will probably be gone by the end of the year. Other projects that will be considered during the remainder of the year are summer school, opening of the new United High School, and safety/compliance maintenance projects. Mr. Santos said they were beginning to close on some of the land purchases.

In conclusion, Ms. Benavides outlined the projected end of year revenue and expenses. She said the 2008-09 budget was \$290.7 million and projected 2008-09 operating revenue was \$287.5 million for a negative variance of \$3.2 million. The operating expenses had \$293.5 budgeted

with \$286.7 million projected for a variance of \$6.8 million. She said campuses will stop ordering at the end of February and departments at the end of June. All requests will have to be reviewed by the Finance Department.

## **B. Review School Year 2009-2010 Budget**

Ms. Benavides outlined the 2009-10 budget update. She explained the major funds to be approved for the District's budget were in compliance with the Texas Education Code Sections 44.002 through 44.006. She said the adopted budget for the 2008-09 school year was \$290.3 million for the General Operating Fund, \$19.6 million for the Food Service Fund, and \$26.3 for the Debt Services Fund. She quoted the District Budget Mission Statement:

*It is the mission of United Independent School District to allocate resources in Such a way that a well-rounded education is provided to all students of the District in an instructionally effective and cost-efficient manner.*

Ms. Benavides advised the Board that the budget-building factors were the District mission and goals, the budget calendar, construction projects, student enrollment, the economy, and the stimulus package. She provided the Board with the budget 2009-10 calendar which included:

|                      |   |
|----------------------|---|
| October – January    | Enrollment projections  |
| February – April     | Staffing meetings / Board workshops/campus trainings (Feb. 24th-27th) |
| May 15 <sup>th</sup> | Budgets due to Finance Department                                     |
| August               | Public Hearing / adoption of budget                                   |

The speaker said construction projects included the opening of the new United High School.

Ms. Benavides indicated that student enrollment has slowed down in all parts of the district, and it is important that we are very careful not to over project as the student count has a tremendous effect on funding. She said the projected enrollment for 2009-10 is 40,893 for a growth of approximately 800 students.

Ms. Benavides mentioned economic factors that are affecting student growth such as a stand-still in the housing market and mineral values decreasing at a double digit rate. She said Mr. Villarreal at the Appraisal District said it looked as if there would be a double digit decrease in mineral taxes.

Ms. Benavides said major factors in the preparing the budget for 2009-10 are district campus staffing needs, the opening of the new United High School, sustaining instructional programs (Reading Intervention at each elementary campus, Science Intervention teachers at each high school, and Academic Coordinators at the middle schools), appropriations to campuses, and what occurs in the legislative session. The speaker added that over the next two years, the District could receive over \$28 million with the stimulus package. However, the technology funds are in danger of not being funded. She said we have been identified as a Tier III school and hope to maintain our full-day Pre-K program. Mr. Johnson asked if the funds would be a lump sum disbursement? Ms. Benavides responded that it would be over two years for Title I.

Ms. Benavides advised the Board that appropriations are given to the campuses based on their ADA and special population enrollment. She added that Federal Program budgets are separate and supplement local funds not supplant them. She said, in addition, they would be looking very closely at the campus budgets.

Mr. Johnson asked if she had any preliminary numbers to indicate the tax base for the coming year. Ms. Benavides said we may be able to maintain our current level, but they would probably not see increases as there has been in the past.

Ms. Benavides concluded her presentation by saying the next budget workshop was scheduled for March 10, 2009. She told the Board that they needed to approve the new budget by August 31<sup>st</sup>, 2009.

**X. Adjournment**

There being no further business before the Board of Trustees, the Board Workshop of February 10, 2009 was adjourned at 7:47 p.m.

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Pat Campos – President

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Juan Roberto Ramirez - Secretary

Special Called Meeting  
The State of Texas  
United Independent School District  
The County of Webb

February 12, 2009

**In attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

Pat Campos – President  
J. A. Molina, Jr. – Vice President  
Ricardo Molina, Sr. – Parliamentarian  
Juan Roberto Ramirez - Secretary  
Judd Gilpin – Member  
William B. Johnson – Member  
Ricardo "Rick" Rodriguez – Member.

**I. Roll Call, Establish Quorum, Call to Order**

**II. The Special Called Meeting of February 12, 2009 was held in the Student Activity Center (SAC) Fine Arts Building Room 1 at 5208 Santa Claudia Lane, Laredo, TX 78043. An announcement was made calling the meeting of the United Independent School District to order at 6:07 p.m. The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.**

Before entering into closed Session, Ms. Campos asked that Mr. Santos introduce the finalists for the UISD Chief of Police position.

**III. Closed Session**

**The Board adjourned into Closed Session at 6:15 p.m. pursuant to the following sections of the Texas Open Meetings Act:**

- A. 551.071 Consultation with Board's Attorney**
  - 551.074 Discussion of Personnel or to Hear Complaints Against Personnel**
    - 1. Meeting with United I.S.D.'s Chief of Police Finalists**
    - 2. Discussion with Superintendent re: UISD Chief of Police Finalists**

**VI. Adjournment**

There being no further business before the Board, the Special Called meeting of February 12, 2009 was adjourned at 8:00 p.m.

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Pat Campos, President

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Juan Roberto Ramirez - Secretary

Regular Meeting  
The State of Texas  
United Independent School District  
The County of Webb

February 16, 2009

**In Attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

Pat Campos – President – arrived 6:47 p.m.  
Juan A. Molina, Jr. – Vice President  
Juan Roberto Ramirez – Secretary  
Ricardo Molina, Sr. – Parliamentarian  
Judd Gilpin - Member  
William "Bill" Johnson – Member – arrived 6:48 p.m.  
Ricardo "Rick" Rodriguez – Member

**I. Roll Call, Establish Quorum. Call to Order.**

In the absence of Ms. Campos, Mr. Juan Molina, Jr., Vice President, called for a moment of silence for Mr. Hector Rodriguez, former board member and current UISD Police Officer, who passed away.

**II. Pledge of Allegiance**

**III. In the absence of President Campos, an announcement was made by the Board Vice-President, Juan Molina, calling the meeting of the United Independent School District to order at 6:31 p.m. The record showed that a quorum of Board members was present, that the meeting had been duly called, and that notice of the meeting had been posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551.**

**IV. Recognitions**

The Board of Trustees recognized the following groups and individuals for their accomplishments:

- A. John B. Alexander High School cheerleaders – National Champions
- B. United South High School cheerleaders – National Champions
- C. Trautmann Middle School cheerleaders – National Champions
- D. United middle School Cheerleaders – National Champions
- E. Educator in the FIRST UISD/TAMIU House Bill # 1 Partnership

Ms. Pam Juarez recognized from Texas A & M International Dr. Juan Lira, Dr. Stanley Green, Dr. Carlos Cuellar, and Dr. Debra Blackwell. Ms. Juarez also recognized their UISD partners, Mr.



Javier Benavides – United High School, Mr. Robert Cantu – United High School, and Augustine Ballesteros – J. B. Alexander High School.

Ms. Juarez then presented the trailblazers for House Bill 1 from Laredo Community College including Coordinator Fred Solis, Professors Jose Benavides and Mr. Anco. The supporting teachers from UISD were Mr. Juan Salazar- United South High School, Ms. Ursula Behrendt,- United South High School, and Mr. Juan Sanchez – L.B. Johnson High School, and Mr. Ronnie Castro – L. B. Johnson High School. Ms. Juarez concluded by recognizing the UISD Coordinator, Ms. Juanita Lozano and support from all four high school principals.

**V. Public Comments.** Ms. Campos read the following statement regarding Public Comments.

**Comments are limited to three minutes per speaker. The Board Parliamentarian will be the timekeeper and will inform the speak when they have one (1) remaining minute. No more than three (3) persons will be allowed to speak on any side of an issue. Should there be more than three (3) people who wish to speak on a particular issue they need to select not more than three (3) representatives to speak for them. Comments must address items listed on the agenda. The presiding officer or designee shall determine whether a person who wishes to address the Board has attempted to solve a matter administratively. If not, the person shall be directed to the appropriate policy, as noted in BED (LOCAL), to seek resolution before bringing the matter to the Board at a subsequent meeting. Pursuant to 551.042 of the Texas Government Code., no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.**

Ms. Campos arrived at 6:49 before Closed Session.

**VI. Closed Session.** The Board adjourned into closed session at 6:49 p.m., pursuant to the following sections of the Texas Open Meetings Act:

**A. 551.071 Consultation with Board's Attorney**

- 1. Consultation with legal counsel re: county School Lands Disbursement of funds and possible legislation**

**B. Consultation with Board's Attorney**

**551.071 Consultation with Board's Attorney**

**551.074 Discussion of Personnel or to Hear Complaints Against Personnel**

- 1. Superintendent's Duties and Responsibilities**

- 2. Internal Auditor's Duties and Responsibilities**

- 3. Discussion, including consultation with legal counsel, re: Pay Equity Adjustments for District Administrators for the 2008-09 School Year.**

- 4. Consider Appointment of Chief of Police**

**B. 551.072 Discussion on the Purchase, Exchange, Lease or Value of Real Property**

**Discussion of Proposals for Sale and/or Acquisition of Real Property**

**1. Report on and discussion of possible action and approval of second amendment to the Settlement Agreement pertaining to extending The closing deadlines as stated on the Settlement Agreement and release of all claims in Cause No. 2006-CVQ-001884-C1, styled United Independent School District vs. Killam Ranch Properties, Ltd., a Texas Limited Partnership, et. al., in the County Court of Law No. 1, Webb County, Texas.**

**VI. The Board reconvened from Closed Session at 8:32 p.m.** The Board took appropriate action on items, as necessary, as discussed in Closed Session.

Mr. Juan Cruz, UISD General Counsel, advised the Board that there would be an additional agenda item that would be discussed in Closed Session, Item IX-E under 551.071. The notice of possible items to be considered in Closed Session was posted at the end of the public notice which was properly posted.

**A. Appointment of Chief of Police**

Mr. Santos advised the Board that his recommendation for the UISD Chief of Police was Mr. Raymond Garner.

Motion: So move.

Moved by: R. Molina

Seconded by: Ramirez

Discussion: None

In Favor: Unanimous

**B. Approval of second amendment to the Settlement Agreement pertaining to extending the closing deadlines as stated on the Settlement Agreement and release of all claims in Cause No. 2006-CVQ-001884-C1, styled United Independent School District vs. Killam Ranch Properties, Ltd., a Texas Limited Partnership, et. al., in the County Court of Law No. 1, Webb County, Texas.**

Mr. Cruz said the recommendation for Item VII-B was to authorize legal counsel to proceed regarding the approval of second amendment to the Settlement Agreement pertaining to extending the closing deadlines as stated on the Settlement Agreement and release of all claims in Cause No. 2006-CVQ-001884-C1, styled United Independent School District vs. Killam Ranch Properties, Ltd., a Texas Limited Partnership, et. al., in the County Court of Law No. 1, Webb County, Texas as discussed in Closed Session.

Motion: So move.

Moved by: J. Molina

Seconded by: R. Molina  
Discussion: None  
In Favor: Unanimous

## **VII. Consent Agenda Items**

Mr. Johnson advised the Board that the Financial and Instructional Committees had met the previous week and were recommending the approval of the following consent agenda items.

- A. Approval of Monthly Disbursements**
- B. Consideration for Approval of Tax Refunds**
- C. Second Reading of Policy CCG (LOCAL) – Local Revenue Sources, Ad Valorem taxes**
- D. Second Reading of Policy CFEA (LOCAL) – Payroll Procedures Salary Deductions and Reductions**
- E. Approval of Awarding Bids, Proposals and Qualifications**
- F. Approval of Employment Contracts, Addendums, Letters of Assurance**
- G. Approval of Request from the City of Laredo Utilities Department for Upsizing the waterline at United Avenue**
- H. Approval of the current United High School to be utilized as a 9<sup>th</sup> grade campus effective the 2009-2010 school year**
- I. Approval of Boundary Changes for Ruiz and Salinas Elementary Schools effective the 2009-2010 school year**
- J. Elimination of Busing Services to G/T Magnet Elementary and Middle Schools**
- K. Board Travel for the Month of February 2009**
- L. Approval of Request from Ricardo Molina, Sr. for Use of Board of Trustees Discretionary Funds for Juarez/Lincoln Elementary for \$8,000.**
- M. Approval of Request from Ricardo Molina Sr. for Use of Board of Trustee Discretionary Funds for Salvador Garcia Middle School for \$5,000.**
- N. Approval of Request from Juan Antonio Molina, Jr. for Use of Board of Trustees Discretionary Funds for Lamar Bruni Vergara Middle School for \$13,000**
- O. Approval of Class Size Waivers for the Spring Semester 2008-09 School Year**

Moved by: Johnson  
Seconded by: R. Molina  
Discussion: None  
In Favor: Unanimous

**IX. Items for Individual Consideration**

**A. Board Minutes**

- 1. Regular Board Meeting – January 21, 2009**
- 2. Public Hearing – January 29, 2009**

Motion: Motion to approve.

Moved by: J. Molina  
Seconded by: R. Molina  
Discussion: None  
In Favor: Unanimous

**B. Donations**

Mr. Santos read the list of the donations made to the District and recommended that the Board accept the generous donations totaling \$34,960.00.

Motion: So move.

Moved by: J. Molina  
Seconded by: Ramirez  
Discussion: None  
In Favor: Unanimous

**C. Call for the Recall and Cast Votes to Recall Laredo ISD Member on the Webb County Appraisal District Board of Directors**

Motion: Motion to approve resolution as read.

Moved by: J. Molina  
Seconded by: Ramirez  
Discussion:

Ms. Norma Farabough, UISD Tax Assessor-Collector, read the resolution into the record.

Mr. Johnson clarified that this action was being taken at the request of LISD.

In Favor: Unanimous

**D. Nominate a Candidate and to Cast Votes for Laredo ISD's Nominee to the Webb County Appraisal District Board of Directors**

Ms. Farabough read the resolution into the record.

Motion: Motion to approve as read.

Moved by: J. Molina  
Seconded by: Johnson  
Discussion: None  
In Favor: Unanimous

**E. Approval of CSP 006-2009 Soccer Field for LBJ High School and Related Budget Amendment to Cover Costs**

Motion: Motion to table.

Moved by: J. Molina  
Seconded by: R. Molina  
Discussion: None  
In Favor: Unanimous

**F. Approval of CSP 005-2009 Band Marching Pad for Alexander High School and Related Budget Amendment to Cover Costs**

Ms. Cordy Flores, Director of Purchasing, advised the Board that administration was recommending to award CSP 005-2009 to Martinez Paving in the amount of \$213,453.56.

Mr. Cruz clarified that the motion was for the approval of CSP 005-2009 and related amendment to cover costs.

Motion: So move.

Moved by: R. Molina  
Seconded by: Ramirez  
Discussion: None  
In Favor: Unanimous

**G. Approval of a Covered Walkway at Lamar Bruni Vergara Middle School**

Mr. Enrique Rangel advised the Board that they have a rendering from the architect and were proposing this at the bus loop to provide some shade and protection during inclement weather for staff and students. In addition, Mr. Rangel said it would expand the current outdoor dining to provide more access during the lunch period. He provided a visual depicting the proposed covered walkway that would provide access all along the loop. Mr. Rangel said the structure would be a cantilever canopy and would only have one column in order to have more space allocated for pick up of students without obstructions. He said the columns would be enclosed in brick to match the existing campus and the metal expansion would also blend with the rest of the campus in architectural design and materials. Mr. Rangel concluded by saying the area would be lighted.

Motion: So move.

Moved by: R. Molina  
Seconded by: J. Molina  
Discussion: None

Mr. J. Molina commented that there was some damage done in the area by the wind. He asked if the repair would be part of this project. Mr. Rangel responded that it would not be as it had to be covered through insurance. He said the repairs would be made by Maintenance and Operations.

In Favor: Unanimous

**H. Discussion/Action re: November 13, 2008 Agenda Item re: Report To Be Presented to the Board of Trustees by the Regular Meeting in December concerning current Bond Construction Projects, including Possible Action to Direct District Administration to solicit bids/proposals To Conduct an External Audit on the District's Current Bond Construction Projects**

Motion: Motion to bring back as a workshop.

Moved by: J. Molina  
Seconded by: R. Molina  
Discussion: None

Mr. Johnson asked if all the Board members had received the packets regarding this issue? Mr. J. Molina said he felt it would be better to have a workshop on this item.

In Favor: Unanimous

Items I, J, K, L, and M are all first readings and did not require action.

- I. First Reading of Policy CFB (LOCAL): Accounting Inventories**
- J. First Reading of Policy DEA (LOCAL): Compensation and Benefits – Salaries and Wages.**
- K. First Reading of Policy DEA (LOCAL): Compensation and Benefits - Incentives and Stipends**
- L. First Reading of Revised Policy DGBA (LOCAL) – Personnel – Management Relations – Employee Complaints / Grievances**
- M. First Reading of Policy EEJB (LOCAL): Individualized Learning - Credit By Exam without Prior Instruction.**

**X. Adjournment**

There being no further business before the Board of Trustees, the Regular Meeting of December 17, 2008 was adjourned at 8:50 p.m.

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Pat Campos – President

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Juan Roberto Ramirez, Secretary

Board Workshop  
The State of Texas  
United Independent School District  
The County of Webb

February 24, 2009

**In Attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

Pat Campos – President  
Juan A. Molina, Jr. – Vice President  
Juan Roberto Ramirez – Secretary  
Ricardo Molina – Parliamentarian - absent  
Judd Gilpin – Member – arrived 7:23 p.m.  
William "Bill" Johnson – Member  
Ricardo "Rick" Rodriguez – Member

**A Board Workshop of the Board of Trustees of United ISD was held Monday, February 24, 2009, beginning at 7:12 P.M. in the United ISD -Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043.**

- I. Roll Call, Establish Quorum, Call to Order**
- II. An announcement was made by the Board Vice-President calling the meeting of the United Independent School District to order. The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.**
- III. Board Workshop**
  - A. Presentation / Discussion re: Pay Equity Adjustments to Administrators**

Mr. Santos advised the Board that Mr. David Garcia, Assistant Superintendent for Human Resources, would share the information regarding the pay equity adjustments.

Mr. Garcia said they were going to describe the different pay plans in place. He added that the teacher base salary is determined by the State and that this proposal was not related to teaching professionals. Mr. Garcia then described the job classifications and referred the Board to the handout given the Board. He said they were looking at merging the two job families of the certified educator group and the business administrator groups pay plans and then provide the Board with the cost of implementation. Mr. Garcia said TASB and UISD will review the plan before implementation analyzing job class and recommending affordable adjustments and then present the plan to the Board for approval. He referred to the packet given the Board outlining the positions and locations of employees being recommended for adjustments to bring equity within the job families. He said TASB made an equity adjustment in 2003, but there are still



some employees outside the pay structure. Adjustments will be from \$29 to \$1200 to bring people into the correct range in light of their job duties and years of service.

Ms. Campos asked what the difference was between the leadership and priority stipends. Mr. Santos responded that the priority stipends were to attract people to the south campuses. Ms. Campos asked what a leadership stipend was. Mr. Johnson commented that there is a Priority 1 and a Priority 2 stipend. Ms. Campos asked then if they were the same. Mr. Santos responded that the two stipends were more or less the same.

Mr. Garcia concluded by saying they had presented the equity report and the individuals who would receive the adjustments in order to bring the salaries in the different ranges and areas together.

## **B. 2003 Bond Program Update**

Mr. Enrique Rangel presented an update on the 2003 bond program. There was a summary of the bond expenditures totaled \$142,000,000. He pointed out that six new elementary schools, a middle school, and a new high school. He said this also included furniture, equipment, and land acquisition. Mr. Rangel said all projects have been completed, were on budget and on schedule.

Mr. Rangel pointed out that there was construction at LBJ High School with completion of the classroom wing for Career and Technology. He said there was also a two-story classroom addition and an expansion of the cafeteria. In addition, Mr. Rangel said they had completed an athletic field house, a second band hall, and a running track.

Mr. Rangel described the construction at United South High School which included the classroom wing addition, a dance drill studio and construction of an ROTC facility. All has been completed and is in operations. He said that at J. B. Alexander High School, they have built a Career and Technology wing, a dance drill studio, and a gymnasium. The bond also supported an expansion of the Fine Arts auditorium at the SAC.

Mr. Rangel noted that band hall expansions have been completed at all the middle schools. He said he had provided a packet to the Board outlining all the projects that had been completed. He said our fire alarms were now state of the art. Mr. Rangel said the only project remaining as part of the bond project would be United High School. He said that is projected to be completed in August 2009.

Mr. Rangel listed the cost of the projects which included the following. 1) The total bond program came to \$116,696. The eight new schools were \$101,800. Site purchases were \$7,240,000. Additions and renovations totaled \$39,684 with technology district wide was approximately \$5,000,000. Mr. Rangel said all information is shared with the Bond Oversight Committee.

Mr. Ramirez asked what renovations were completed at Finley Elementary. Mr. Rangel responded that they had replaced the air conditioning, the main central plant was replaced with new chillers, the student restrooms, floor tile in gym and cafeteria and provided new marker boards in all classrooms for a total of \$411,000.

Mr. Johnson asked if we used prototypes for the new schools and did we say they would cost the same? Mr. Rangel responded that we did not have the sites, at the time. He said they knew the general area where they were going to be built, but they had different schedules based on enrollment and demographics. He said they adjusted for the inflation factor as they would be built in different years.

Mr. Johnson asked what was the original scope of the work at Nye Elementary? Mr. Rangel said they met with staff and administration to replace the administration area and the gym which were very old buildings. They also replaced the two wings in the front and the decision was made to use Brantly Hall for classrooms and add a new gym and cafeteria. He said as they met with staff, the Bond Committee, and the Board, they realized it would be better to completely demolish and rebuild with the exception of the library and classrooms wings in the back that had been recently built.

Mr. Juan Molina asked why there were different budget amounts on page 28 (\$10,541,250) and on page 37 (\$8,365,000) which was a one million dollar difference. Mr. Rangel said that in looking at the financial report, they kept the numbers in order to keep track of the original budget amount. He said at Nye, it was \$4,253,000. However, when the scope changed, they put in the amounts awarded and the actual construction.

#### **IV. Adjournment**

There being no further business before the Board, the Budget Workshop of February 24, 2009 was adjourned at 6:34 p.m.

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Pat Campos – President

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Juan Roberto Ramirez - Secretary

Special Called Meeting  
The State of Texas  
United Independent School District  
The County of Webb

February 24, 2009

**In attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

Pat Campos – President  
J. A. Molina, Jr. – Vice President  
Ricardo Molina, Sr. – Parliamentarian - absent  
Juan Roberto Ramirez - Secretary  
Judd Gilpin – Member  
William B. Johnson – Member  
Ricardo "Rick" Rodriguez – Member.

**I. Roll Call, Establish Quorum, Call to Order**

**II. The Special Called Meeting of February 24, 2009 was held in the Laredo, TX. 78043. An announcement was made calling the meeting of the United Independent School District to order at 6:48 p.m. The record showed that a quorum of Board members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.**

Ms. Campos asked that Action Items IV-A, B, and C be considered before Closed Session.

**III. Closed Session**

**The Board adjourned into Closed Session at 7:03 p.m. pursuant to the following sections of the Texas Open Meetings Act:**

**A. 551.071 Consultation with Board's Attorney**

**551.074 Discussion of Personnel or to Hear Complaints Against Personnel**

**1. Discussion of Chief of Police Duties and Responsibilities**

**IV. Action Items (Considered before Closed Session)**

**A. First and Final Reading of Board Policy CH (LOCAL) – Purchasing and Acquisition**

Ms. Sonya Garcia, Counsel – Escamilla & Poneck, Inc., advised the Board that the changes being proposed dealt with contracts and contractors with felony convictions. Ms. Campos said that she

had a problem with the District doing business with anyone who had a felony conviction. Ms. Garcia said we would need to determine if the policy meant it would be ten years after the conviction, the arrest, or possible jail time.

Mr. Johnson commented that one of the problems is the contractors going into the schools. He said he had been at a session specifically addressing this issue. He said he suggested that Mr. Santos make copies of the information Mr. Johnson had provided and give copies to all the Board members. He said it cites the law.

Mr. Gilpin said he felt it should be ten years from the conviction, but that we needed to make sure it is consistent. He added that we should do the same that we do for teachers. Mr. Johnson added that they could have a Special Called meeting in two weeks in order to give everyone time to read the information.

Mr. J. Molina asked if we were extending this to the employees of the vendor or only to the owner. Mr. Santos responded that right now, it is only the owner, but we request that they provide us with a criminal background check.

Ms. Cordy Jackson, Director of Purchasing, said if a contractor has direct access to the students, they would have to have certification of criminal history. Mr. Ramirez asked how that would work if there were two associates in the vendor's business. He asked if that would affect the company if one of them has a felony conviction. Mr. Santos said that we don't have anything in policy right now to exclude anyone. He said if we followed the same procedures as for employees, we would have to notify the vendor up front.

Mr. Gilpin commented that in approving this, we might exclude a lot of vendors which would make it difficult. Mr. Johnson added that he felt the Board needed time to review.

Motion: Motion to table.

Moved by: J. Molina  
Seconded by: Gilpin  
Discussion: None  
In Favor: Unanimous

**B. First and Final Reading of Board Policy DCE (LOCAL) – Employment Practices - Other Types of Contracts**

Mr. Santos addressed the Board saying that, at this point, non-certified administrators should have a contract. He said there are some positions, however, for which we no longer want to offer a contract.

Motion: Motion to approve.

Moved by: J. Molina  
Seconded by: Ramirez  
Discussion: None  
In Favor: Unanimous

**C. Approval of CSP 006-2009 Soccer Field for LBJ High School and Related Budget Amendment to Cover Costs**

Mr. Rangel advised the Board that the plans for the LBJ soccer field was given to the Board members and included the architectural plans, the site work, and retaining walls. He said Mr. Zepulveda is one of the consultants for the field and that he was present at the meeting along with Jeff Puig who did the site design.

Mr. Sepulveda said they had looked at three options with staff, the principal, and administration. He said the site they looked at is south of the parking area. He added that they met with the committee and walked the three sites. Mr. Sepulveda said Site 1 is flat, but it does flood, so the investment in, for example, the grass would be washed out with a heavy rain. He said Site 2 has a 10-12 foot drop, so a retaining wall would probably be required on both the east and west sides. He said at Site 3, there is a 10-12 foot drop but the proposed elevation is only about 7-8 inches. Mr. Sepulveda said it is difficult in trying to work with elevations, and Mr. Puig has tried to do the best he could in cutting the site. He commented that they are over budget as the costs came from a contractor who did not take into account the earthwork and retaining walls. He said it will be about \$250,000, but the contractor will not share the information until they have the contract. Mr. Sepulveda commented that the contractor's representative said the only option is to eliminate the bleachers. However, administration said they felt families might come to the games. Therefore, he said they included three small sections for about \$3000 each. In addition, he said we have to have an ADA access route. Mr. Sepulveda said they had settled on the site in the middle where it essentially shows and expansion of the parking lot.

Mr. Johnson said his concern from a coaching perspective is that the goalie on the east side would be looking directly into the sun. Mr. Sepulveda said they had discussed this with the coaches and they are aware of it. He said there is a substantial amount of money if going with Option 1, but the problem is that all the water from the parking lot will empty out there.

Mr. Johnson said that the original plan there was for 2400 and, if they would ever expand, where would they go? Mr. Rangel said it is the area they have used in the past for portable buildings which is north of the tennis courts. He said the only problem is that it is detached from the building.

Mr. Gilpin said that looking closer at Option 1, there are many things you can put in a low-lying area. He said the issue is it is at the bottom of a drainage area and they need to preserve the quality of the drainage. He said he assumed the pond was part of an approved development plan. Mr. Rangel responded that it is not a pond, but a small depressed area. He said the developer agreed to receive all the drainage, but it needs some modification.

Mr. Molina asked if they could raise the spot. Mr. Puig responded that the only thing that concerned him is that they would have to construct an underground structure, so it cuts the soccer field in half. He said they would have to look at it to find the point of discharge.

Mr. Johnson asked where the water exits now. Mr. Puig responded in the northeast section.

Motion: Motion to table.

Moved by: J. Molina  
Seconded by: Gilpin  
Discussion: None  
In Favor: Unanimous

**V. Closed Session**

**1. Discussion of Chief of Police Duties**

**V. Adjournment**

There being no further business before the Board, the Special Called meeting of February 24, 2009 was adjourned at 8:20 p.m.

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Pat Campos, President

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Juan Roberto Ramirez - Secretary