



UNITED INDEPENDENT SCHOOL DISTRICT

AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the months of October and November 2025

SUBMITTED BY: Griselda Rodriguez / Maribel Villarreal

OF: Office of Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: January 21, 2026

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees discuss and take possible action to approve the following board minutes presented for the months of October and November 2025.

Regular Board Meeting – October 15, 2025

Special Called Meeting – October 17, 2025

Special Called Meeting – November 5, 2025

Regular Board Meeting – November 19, 2025

UNITED INDEPENDENT SCHOOL DISTRICT

Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane,
Laredo, Texas 78043

**Regular Board Meeting Minutes
of the UISD Board of Trustees
Wednesday, October 15, 2025
6:00 PM**

BOARD PRESENT: Rudy Gonzalez, Aliza Oliveros, Ramiro Veliz, Javier Montemayor, Michelle Molina

STAFF PRESENT: Dr. Gerardo Cruz, David Canales, Rebecca Morales, Laida Benavides, Emma Leza, Sam Flores, Rosa Cabello, Mike Garza, Hector Perez, Melissa Cruz, Laura De Los Santos, Cordy Flores-Jackson, Hector Cavazos, Monica Madrigal, Felipe Jimenez, Caudia Gonzalez, Alfonso Peña, Manuel Menchaca

I. Roll Call, Establish Quorum, Call to Order

Jaiver Montemayor establishes a quorum and calls meeting to order at **6:01 PM**

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Recognitions:

A. Learn and Earn Community Hours Service (CHS) Program Recognition — 341st District Judge Rebecca "Beckie" Palomo

B. UNITED ISD's - MVP PARENTS

IV. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint

process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

David R. Vazquez: Mr. Vazquez, a senior at UHS, expresses gratitude for consideration of the implementation of the visual learning Esports. He thanks the Board, superintendent, administration, campus principals and other district staff for supporting this initiative. "This is an opportunity for students who think differently, who lead digitally and want to make their school and city proud", said Mr. Vazquez.

David Vazquez: Mr. Vazquez says he is here in support of his son on this new initiative. He speaks in favor of the Esports Gaming Club initiative and says he sees the enthusiasm and support not only from students but also from parents. He thanks the Board and administration for the guidance and support in bringing this item to the table.

End of Public Comments.

V. Items for Information Only

A. Superintendent's Report

Dr. Gerardo Cruz, superintendent briefs the Board and the community at large, of this month's events such as Principal's Advisory, where administrators worked collaboratively to assess and create innovative solutions, establish clear lines of communication and to bring academic excellence to every classroom. Dr. Cruz states that the financial, operational and emergency response plans were also reviewed emphasizing that faculty and staff be trained and in compliance. He adds that the district remains focused on increasing student attendance, and that cost saving measures are being implemented and targeted to instructional needs.

VI. Consent Agenda Items

A. Monthly Disbursements

B. Awarding Bids, Proposals, Qualifications, and Extensions

C. District's membership for Region 5 Education Service Purchasing Cooperative

D. Resolution of employee compensation for a delayed start for the entire School District on September 25, 2025, due to inclement weather

E. Resolution of Sale or Disposition of Salvage Furniture and Equipment

On a motion so moved by, Javier Montemayor to approve items VI.A through VI. E. Motion seconded by Aliza Oliveros and Rudy Gonzalez and unanimously approved, motion carries.

VII. Items for Individual Consideration

A. Approval of Donations

*A donation by GEO Group Foundation in the amount of \$3,000.00 for LBJ high School Scholarship account.

*A donation by AEP Texas in the amount of \$1,500.00 for the AHS Robotics Team.

* A donation by Brain W. Parks in the amount of \$1,000.00 to go towards the UISD "FORE" our Students Golf Tournament.

*A donation by Joe R. and Cynthia Sanchez in the amount of \$1,000.00 to go towards the UISD "FORE" our Students Golf Tournament.

*A donation by Imperial Bag and Paper in the amount of \$1,000.00 to go towards the UISD "FORE" our Students Golf Tournament.

Four donations of under \$1,000.00 were received for a Grand Total of \$9,900.00.

The superintendent thanks the sponsors for their gracious donations to our students and campuses.

On a motion to approve the Donations, motion moved by Aliza Oliveros and seconded by Michelle Molina, the Board unanimously approved.

B. Discussion and possible action regarding implementation of digital learning Esports, including evaluation of resources, facilities, staffing, and potential funding sources

Javier Montemayor makes a motion to table this items for the following month, per Ms. Dianelle Martinez's request. Motion moved by Javier Montemayor, seconded by Rudy Gonzalez and unanimously approved.

C. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

No additional requests were presented. On a motion by Aliza Oliveros to approve item VII.C, a second by Michelle Molina and Rudy Gonzalez, the Board unanimously approved.

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at 6:16 P.M.

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

2. Consultation with legal counsel regarding resolution of the United Independent School District Board of Trustees of the Environmental Protection Agency's Continued Enforcement of the 2009 Greenhouse Gas Endangerment Finding, and matters incidental thereto

3. Consultation with legal counsel regarding resolution of the United Independent School District Board of Trustees Raffirming the District's Commitment to Student Enrollment, Safety, and Privacy, and matters incidental thereto

**B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.072 Deliberation regarding Real Property; Closed Meeting**

1. Legal consultation and report on the possible resolution for the sale of the property that is a 165.00-acre tract of land wrapping the northwest corner of Las Tiendas Road and Rancho Peñitas Road, 2.5 miles north of Mines Road and 7.5 miles northwest of Loop 20, more particularly described in deed filed of record in Vol 3121, Page 193, and deed filed in Vol 3121, Page 174, of the official public records of Webb County Texas

2. Legal consultation and report on the possible resolution for the sale of a residential lot described as a .334-acre on the western side of Palencia Avenue out of Lot 3, Block 2, United Independent School District, Santa Rita Elementary School Plat, Laredo, Webb County, Texas

3. Legal consultation and report on the possible resolution for the sale of a Lot 2A (3.13 acres), Block 1, Unit 2, as well as a 16.8695-acre tract out of Tract 6, Unit 2, Las Blancas Subdivision

**C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting**

1. Discussion regarding appointment of Assistant Principal at Prada Elementary School

2. Discussion regarding appointment of Director of Grants Administration

3. Discussion, including consultation with legal counsel, regarding proposed termination of Classroom Teacher's Probationary Contract, and matters incidental thereto

**D. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.076 Deliberation regarding Security Devices or Security Audits**

1. Student Activity Fund Audits - Elementary Schools: Centeno Elementary, Clark Elementary, Cuellar Elementary, Finley Elementary, Kennedy-Zapata Elementary, Muller Elementary, Newman Elementary, Nye Elementary, Roosevelt Elementary, Zaffirini Elementary

2. Student Activity Fund Audits - High Schools: United South 9th Grade, United 9th Grade, Lyndon B. Johnson High School

3. Health Services Inventory

4. Tax Office Procedure

5. Leaves and Absences - Departments

6. Musical Instruments Inventory

7. Status of Ongoing Audits

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The Board reconvened from Closed Session at 7:07 P.M.

A. Possible action on resolution of the United Independent School District Board of Trustees of the Environmental Protection Agency's Continued Enforcement of the 2009 Greenhouse Gas Endangerment Finding

Legal counsel states that this resolution is in support of the 2009 rule and that not approving it would have a negative impact on air quality.

On a motion moved to approve this resolution by Michelle Molina, seconded by Rudy Gonzalez and Ramiro Veliz and unanimously approved by the Board.

B. Possible action on resolution of the United Independent School District Board of Trustees Reaffirming the District's Commitment to Student Enrollment, Safety, and Privacy

This resolution is a commitment to student instruction regardless of legal status, student safety and privacy.

On a motion to approve this resolution, motion moved by Aliza Oliveros, seconded by Rudy Gonzalez and unanimously approved by the Board.

C. Possible action with respect to executing a resolution for the sale of the property that is a 165.00-acre tract of land wrapping the northwest corner of Las Tiendas Road and Rancho Peñitas Road, 2.5 miles north of Mines Road and 7.5 miles northwest of Loop 20, more particularly described in deed filed of record in Vol 3121, Page 193, and deed filed in Vol 3121, Page 174, of the official public records of Webb County Texas

The recommendation is to allow legal counsel to proceed as discussed in Closed Session.

On a motion moved by Michelle Molina to approve this motion, and a second by Aliza Oliveros, the Board unanimously approved, motion carries.

D. Possible action with respect to executing a resolution for the sale of a residential lot described as a .334-acre tract on the western side of Palencia Avenue out of Lot 3, Block 2, United Independent School District, Santa Rita Elementary School Plat, Laredo, Webb County, Texas

The motion is to table this item. Motion so move by Michelle Molina, seconded by Aliza Oliveros and unanimously approved.

E. Possible action with respect to executing a resolution regarding the sale of real property described as: Lot 2A (3.13 acres), Block 1, Unit 2, out of Las Blancas

Subdivision as well as a 16.8695-acre tract out of Tract 6, Unit 2, Las Blancas Subdivision

The recommendation is to authorize legal counsel to proceed as discussed in Closed Session.

On a motion to approve, moved by Michelle Molina, seconded by Rudy Gonzalez and unanimously approved by the Board, motion carries.

F. Possible action regarding appointment of Assistant Principal at Prada Elementary School

On a motion made by Javier Montemayor to table Item IX.F, motion seconded by Michelle Molina and unanimously approved by the Board.

G. Possible action regarding appointment of Director of Grants Administration

The recommendation for Director of Grants Administration is Karina Mendoza.

On a motion so move by Michelle Molina, seconded by Rudy Gonzalez and unanimously approved by the Board.

H. Possible action regarding proposed termination of Classroom Teacher's Probationary Contract and authorization to Superintendent to send notice of same to affected employee

The recommendation is to approve the proposed termination of Classroom Teacher's Ricardo Guerra, Jr.'s Probationary Contract of employment for good cause and to authorize superintendent to send notice to affected employee.

On a motion so moved by Aliza Oliveros, seconded by Ramiro Veliz, approved by Javier Montemayor and Rudy Gonzalez and 1 abstention by Michelle Molina, motion carries.

X. Adjournment

On a motion to adjourn, motion moved by Ramiro Veliz, seconded by Javier Montemayor and unanimously approved.

There being no further business before the UISD Board of Trustees, this Regular Board Meeting of October 15, 2025, was adjourned at 7:16 P.M.

Javier Montemayor, Jr.
Board President

Michelle Molina
Board Secretary

These board minutes were completed by Griselda Rodriguez, secretary and will be brought up for approval on the January 21, 2026, Regular Board Meeting.

Minutes - Special Called Meeting

Friday, October 17, 2025

6:00 PM @ United ISD Boardroom

A Special Called Meeting of the Board of Trustees of United ISD was held Friday, October 17, 2025, 6:00 PM in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

I. Roll Call, Establish Quorum, Call to Order

Call to order at 6:01 PM by Board President, Javier Montemayor

Board Members present: Dianelle Martinez, Aliza F. Oliveros, Javier Montemayor, and Rudy Gonzalez. Michelle Molina arrived at 6:02 PM.

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

Public Comments: 9

Veronica Orduno: Ms. Orduno represents Families for Autism Support and Awareness. She has been an advocate for children and adults for autism for the last 25 years. Ms. Orduno states that changing the Cherish Center's criteria to make it a vocational school is leaving young adults and parents in limbo. She went on to say that predetermining placement before the ARD Committee meets is illegal. Ms. Orduno asks if an explanation was given to the parents before this decision was made.

Jessica Salcedo: Ms. Salcedo stated that making this decision before the ARD Committee meets is illegal. She says that she was told that the Cherish Center was for kids that were diagnosed with profound autism. Ms. Salcedo stated that she has two autistic children, one which is high functioning and another who is level three who needs constant supervision, but she believes they both deserve a chance to attend the Cherish Center. She doesn't feel that this decision was made in the right of the children. She feels that the money was top priority and that the lack of transparency is alarming and disturbing. Ms. Salcedo also states that parents are being misguided, they were being told that their children had met all the criteria to graduate but were not told that this meant they couldn't continue at the Cherish Center. She believes this is setting up those kids for failure. She adds that the teachers at the Cherish Center need to work together with the parents, providing them with one-on-one help with waivers or services.

Victor Vazquez: Mr. Vazquez states that Dr. Gerardo Cruz approved the phase out for the Cherish Center without asking any questions. He also asks why this needs to be discussed in Closed Session and not openly with the parents. Finally, he says he is sure it will be the same response as in all the other Closed Session, to proceed as advised.

Ana Gonzalez: Ms. Gonzalez asks the Board Members what they are doing instead of standing up for the children. She states that Board Members are selected into office and paid by taxpayers. Ms. Gonzalez continues to question how this was approved without the Board Members knowledge. Stating that they should be united in making these decisions. She mentions that Parents United is the only transparent source who is letting parents know about the change. She asked Board Members to do something to fix the situation for the benefit of the children and not just for re-election. Finally, Ms. Gonzalez asks the board to leave and give other people the opportunity to fight for children with special needs.

Richard Barron: Mr. Barron states that for the past 12 years his sons have been in the UISD Special Education Program which would eventually place them at the Cherish Center. He states that district personnel as well as district policy lead this goal because his boys qualified since all their ARDs were preparing them for Cherish. However, the recent change in admission criteria that was changed without notice or consent to families or to the public, leaves his children without a solid plan. He continues to say that since the services are being eliminated, this leaves students who benefit from the training and staff expertise at the Cherish Center without a chance to flourish. Mr. Barron states that the solution to keep special needs students that do not meet this new criteria at their own campus for a total of seven or eight years is not sustainable. This will only lead to overcrowding and a high student to teacher ratio which will also lead to a strain on the district and district resources. He adds that Komal County recently broke ground on a new facility for 18-22 year old special needs students providing them with opportunities to learn daily living skills. Mr. Barron requests that UISD go back to the criteria that was in place and to expand services as well.

Joe Barron: Mr. Barron states that he is the uncle to the kids that Richard Barron just spoke for. He proceeds to ask everyone in the room to close their eyes and ask themselves what they would do, cut services or request help? He also mentions that the community entrusts their children to UISD Board Members because these kids don't have a voice to defend themselves. Mr. Barron mentions that as parents we all hope that our children grow up to have the most normal life possible and the Cherish Center gives them that hope and peace. He also states that UISD employees who work with special needs children have a gift and that they are not paid enough for doing what they do. Lastly, Mr. Barron asks the Board Members to take everything into consideration when making their decision, even the input discussed by parents.

Sharon Rodas: Ms. Rodas is here to speak on behalf of her son, Christian. She states that she has done this all her life and will continue to do so because special needs children cannot speak for themselves. Mrs. Rodas mentions that she recently found out about the changes happening and is deeply concerned why it is happening. She continues to say that the Cherish Center was created as a place for opportunity, a bridge for young adults with disabilities to continue building vocational and life skills after high school. Allowing for many hope and dignity and a chance for our children to move forward towards independence in a supportive environment. Mrs. Robles states that families deserve to know what the benefit is of these units being phased out is, how will these students' needs be met elsewhere, and why the communication around this change has been so unclear? She mentions that this change isn't just about the program, but about lives and she requests that the board take everything into consideration when making their decision.

Monica de la Cruz: Ms. De la Cruz states that she is the mother of a 10 year old child with autism and ADHD. Before she continues with her prepared speech, Ms. De la Cruz shares some numbers/statistics with the board. She proceeds to say that her son's journey has been filled with roadblocks and frustrations. She mentions that as soon as he was enrolled in the public education system she quickly figured out that getting the services he needed to thrive was going to be very difficult. Ms. De la Cruz continues to elaborate on the troubles they faced for the following two years and how he was able to make some progress, but that the troubles didn't end there. The support she requested since he entered Pre-K4 had never been granted until she hired an advocate to fight for the services that he needed in his class. Ms. de la Cruz mentions that this is just one of many families who have children with much higher needs than her son. She asks what kind of support do parents of profoundly autistic individuals have? Finally, she states that cutting any programs related to special education is a disservice to the community and to the children who rely on these programs to survive.

Leticia Juarez: Ms. Juarez mentions that at the previous Board Workshop, Mrs. de Los Santos mentioned a phase out of certain services to make the Cherish Center a true vocational transitional center. She mentions that back in 2011 the public was told that the Cherish Center was to serve two purposes, a Vocational and Career Training Program and for specialized units such as the Medical Fragile Unit, the MLC and the

Structural Learning Center. Mrs. Juarez requests that the board clarify what the original goals were and how these changes that have been approved align with that purpose. She states that Mrs. de Los Santos mentioned submitting a proposal that received administrative approval and requests that this proposal be made public so that the public and the parents can see and fully understand the reasons for these changes.

A motion to move up Agenda Item V.A is made by Board President, Javier Montemayor and second by Rudy Gonzalez. All in favor.

Agenda Item V.A: Presentation by Mrs. de Los Santos - Cherish Center Updates and Timeline

IV. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The board adjourned into Closed Session at 7:06 PM

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Consultation with legal counsel regarding special education services available at Cherish Center and other UISD special education programs, and matters incidental thereto

V. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The board reconvened from Closed Session at 7:25 PM. No action was taken during Closed Session.

A. Possible action and/or recommendations regarding special education services available at Cherish Center and other UISD special education programs

Dr. Cruz's recommendation is to pursue the campus within a campus to keep the vocational aspect of the Cherish Center and at the same time also keep the Transitional Living, the SLC, and the Medically Fragile.

Motion to move: Aliza F. Oliveros

Second: Rudy Gonzalez

Discussion: Danielle Martinez asks if there will be some sort of policy or regulation implemented?

Dr. Cruz states that they will implement a regulation and communication with all stakeholders, especially the parents of special needs students.

Stephen Trautmann mentions that his implementation would be done through administration not through board approval.

All in favor: Yes

Opposed: None

Motion Passes

VI. Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of October 17, 2025 was adjourned at 7:31 P.M.

Javier Montemayor, Jr., President

Michelle Molina, Secretary

*Minutes presented for approval on January 21, 2026.
Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*

Minutes - Special Called Meeting

Wednesday, November 5, 2025

5:15 PM @ United ISD Boardroom

A Special Called Meeting of the Board of Trustees of United ISD was held Wednesday, November 5, 2025, at 5:15 PM in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

I. Roll Call, Establish Quorum, Call to Order

Call to order at 5:20 PM by Board President, Javier Montemayor

Board Members: Dianelle Martinez, Aliza F. Oliveros, Javier Montemayor and Rudy Gonzalez. Michelle Molina arrived at 5:38 PM

District Administrators: Dr. Gerardo Cruz and Laida Benavides

Legal Counsel: Jaime Garcia and Pete Morales

Grievant: Victor M. Vazquez and his representative, Ismael Rincon

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

No public comments.

IV. Items for Individual Consideration:

- A. Conduct Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's June 2, 2025 GF (Local) Level Three appeal
- B. Conduct Board Policy GF (Local) Consolidated Level Three appeal hearing for Victor Vazquez's September 2, 2025 GF (Local) Level Three appeal

V. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

Board adjourned into Closed Session at 6:31 PM

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

- 1. Deliberation, including consultation with legal counsel, regarding Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's June 2, 2025 GF (Local) Level Three appeal, and matters incidental thereto
- 2. Deliberation, including consultation with legal counsel, regarding Board Policy GF (Local) Consolidated Level Three appeal hearing for Victor Vazquez's September 2, 2025 GF (Local) Level Three appeal, and matters incidental thereto

VI. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

Board reconvened from Closed Session at 6:50 PM. No action was taken during Closed Session.

A. Possible action regarding Victor Vazquez's June 2, 2025 Board Policy GF (Local) Level Three appeal

The recommendation by legal counsel is to uphold the Level 2 decision in its entirety.

Motion made by Aliza F. Oliveros

Second: Michelle Molina

Any discussion: No

All in favor: Yes

Opposed: None

Motion Passes

B. Possible action regarding Victor Vazquez's September 2, 2025 Board Policy
GF (Local) Consolidated Level Three appeal

The recommendation by legal counsel is to uphold the Level 2 decision in its entirety.

Motion made by Rudy Gonzalez, Jr.

Second: Aliza F. Oliveros

Any discussion: No

All in favor: Yes

Opposed: None

Motion Passes

VII. Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of November 5, 2025 was adjourned at 6:52 P.M.

Javier Montemayor, Jr., President

Michelle Molina, Secretary

*Minutes presented for approval on January 21, 2026.
Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*

Minutes Regular Meeting

Wednesday, November 19, 2025

6:00 PM @ United ISD Bill Johnson Activity Complex

A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, November 19, 2025, at 6:00 PM in the United ISD - Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, Texas 78043.

I. Roll Call, Establish Quorum, Call to Order

Call to order at 6:26 PM by Aliza F. Oliveros

Board Members: Aliza F. Oliveros, Ramiro Veliz, and Rudy Gonzalez. Dianelle Martinez arrived at 6:33 PM, Gilbert Aguilar arrived at 6:36 PM and Michelle Molina arrived at 6:40 PM.

UISD Staff: Dr. Gerardo Cruz, Rebecca Morales, and Laida Benavides

Legal Counsel: Jaime Garcia

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Recognitions:

A. United ISD MVP Parents

B. Clark Middle School Band

- National Winner 2025 Mark of Excellence/National Wind Band Honors Competition

C. J.B. Alexander High School Tennis Team

- District Champions
- Regional Semifinalist

D. J.B. Alexander High School Boys and Girls Cross Country

- Boys Regional Qualifiers
- Girls Individual Regional Qualifiers

E. J.B. Alexander High School Volleyball Team

- District 30-6A Champions
- Regional Semifinalist

F. J.B. Alexander High School Band

- 1st Division - Rating UIL Marching Contest
- Area G Qualifier
- Area G Finalist
- Area G Champion
- UIL State Marching Contest Qualifier
- National Winner 2025 Mark of Excellence/National Wind Band Honors Competition

G. Lyndon B. Johnson High School Boys and Girls Cross Country

- Boys State Individual Qualifier
- Girls Individual Regional Qualifiers

H. Lyndon B. Johnson High School Band

- 1st Division Rating, UIL Marching Band Contest
- Area G Qualifier

I. United High School Tennis Team

- Regional Semifinalist
- Sweet 16

J. United High School Boys Cross Country

- Individual Regional Qualifiers

K. United High School Band

- 1st Division Rating, UIL Marching Contest
- Area G Qualifier
- Area G Finalist

L. United South High School Tennis Team

- Area Champions
- Regional Quarterfinalist

M. United South High School Girls Cross Country

- Regional Qualifier

N. United South High School Band

- 1st Division Rating, UIL Marching Contest
- Area G Qualifier

IV. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

Public Comments: 4

Clarissa Fraga: Ms. Fraga urged the board to conduct truthful evaluations of campus administration climates. She states that teachers and students deserve a system that acknowledges problems honestly and addresses them courageously and immediately. Adding that transparency is not optional, that it is the foundation of safe in schools. Additionally, Ms. Fraga mentions the subject of health. She mentions that there is an opportunity to reshape campuses into healthier, greener, and more restorative places to learn. She states that many community members and educators are ready to support initiatives that impove both physical and emotional well-being. Ms. Fraga added that playgrounds should also be monitored and free of hazards. Lastly, Ms. Fraga requests an opportunity to provide a presentation to the board regarding the topic mentioned.

Leticia Juarez: Ms. Juarez mentions that she requested a detailed action plan to address the districts financial crisis. She also states that cost saving measures should have been implemented in September for the \$44 million deficit. Ms. Juarez says that the public deserves to know which positions are being reviewed, what the cost savings for these positions would be, and what impact would these cuts have on students and services. Finally, Ms. Juarez asks the board to require a clear, specific, and data-driven plan outlining how this deficit will be addressed.

David Vazquez: David Vazquez is a Senior at United High School. His public comment pertains to request the approval of the implementation of the Esports Program at United ISD.

David Vazquez: Mr. Vazquez is at the Board Meeting to support his son, David Vazquez. He mentions that they have been to previous Board Meetings to speak about the benefits of Esports. Mr. Vazquez encouraged everyone to work with administration to pass this agenda item by stating that although it will be a lot of work, it will be worth it.

V. Items for Information Only

A. Superintendent's Report

Dr. Cruz begins his report by congratulating students from Fine Arts and Athletics. He congratulates all high school bands for a fantastic marching season. Mentioning that these achievements demonstrate the quality of the district's Fine Arts Programs and the dedication of all students and directors. Dr. Cruz also celebrates the competitive spirit and teamwork shown by all United ISD athletes. He recognizes all teams that have advanced to the postseason tournaments representing the district with pride and determination.

The Superintendent informs the board that the district has initiated critical planning sessions in order to ensure long-term financial health and sustainability. The strategic budget team has begun regular meetings to proactively address the anticipated budget challenges and to develop cost saving opportunities.

Dr. Cruz mentions that community partnerships remain a priority. He reports on the success of the recent Parent Learning Summit which is organized by the Federal Programs Department. The summit provided an excellent opportunity to showcase the district's facilities and initiatives to parents. Furthermore, he states that the high attendance and positive feedback underscore the community's strong desire to participate in their children's education.

Additionally, the Superintendent states that all high school campuses are in a focus period of preparation for the STAAR End of Course Assessment in December. Teachers and campus leaders are using targeted intervention strategies and review sessions to ensure that students are prepared to succeed.

Finally, Dr. Cruz wishes UISD's trustees, staff and community members a restful and joyous Thanksgiving Holiday.

VI. Consent Agenda Items

- A. Monthly Disbursements
- B. Budget Amendments
- C. Awarding Bids, Proposals, Qualifications, and Extensions
- D. Cooperative Program Related Fees Report for the 2024-2025 Fiscal Year
- E. 2025-2026 District Strategic Plan
- F. Texas Education Agency Waiver Request to Provide Remote Homebound Instruction
- G. District Improvement Plan and Campus Improvement Plans for the 2025-2026 School Year

Motion to approve Consent Agenda Items A-G made by Dianelle Martinez.

Agenda Item VI.A – Monthly Disbursements pulled for discussion by Dianelle Martinez.

Second: Michelle Molina

Any Discussion: Mrs. Martinez requests a report of the incoming donations for the League of Legends Event. Mrs. Morales advised that a report will be sent out to keep Board Members updated. Mrs. Martinez also took this time to clarify that the Delmar Storage Unit is not being misused.

All in favor: All

Opposed: None

Motion Passes

VII. Items for Individual Consideration

- A. Discussion and possible action regarding implementation of digital learning Esports, including evaluation of resources, facilities, staffing, and potential funding sources

Motion to approve: Michelle Molina

Second: Gilbert Aguilar

Any discussion: Dianelle Martinez thanked the Finance Department for funding the Esports Program.

All in favor: All

Opposed: None

Motion Passes

B. Approval of Donations

Donations are read by Dr. Cruz. The donation total is \$13,570.00

Motion to approve: Ramiro Veliz and Michelle Molina

Second: Aliza F. Oliveros

Any discussion: No

All in favor: All

Opposed: None

Motion Passes

C. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

Motion to approve: Gilbert Aguilar

Second: Rudy Gonzalez

Any discussion: No

All in favor: All

Opposed: None

Motion Passes

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The board adjourned into Closed Session at 6:58 PM.

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.072 Deliberation regarding Real Property; Closed Meeting

1. Report on status of preparation of the offer for sale of the Las Tiendas 165-acre Tract subject to the Resolution of the United Independent School District dated October 21, 2025, and posted under the Resolution subfile of the United Independent School District on its website, www.uisd.net

2. Report on the status of preparation of the offer for sale of the Las Blancas Tract 1 in the Las Blancas Subdivision subject to the Resolution of the United Independent School District dated October 21, 2025, and posted under the Resolution subfile of the United Independent School District website, www.uisd.net

C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion, including consultation with legal counsel, regarding termination of Classroom Teacher's Probationary Contract, and matters incidental thereto

2. Discussion, including consultation with legal counsel, regarding resolution casting United Independent School District's 1,884 votes for member(s) to the Webb County Appraisal District Board of Directors as per sections 6.03 and 6.0301 of the Texas Tax Code

D. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.076 Deliberation regarding Security Devices or Security Audits

1. Discussion, including consultation with legal counsel, regarding the Intruder Detection Audit (IDA) Report

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

Reconvened from Closed Session at 8:15 PM. No action was taken in Closed Session.

A. Possible action to finalize the termination of Classroom Teacher's Probationary Contract

Pursuant to Board Policy DFF, DFAA Legal and Chapter 21 in the Education Code, probationary contract employee, Ricardo Guerrero Jr. was provided written notice of the proposed termination of his appointment contract in writing on October 21, 2025. More than 15 calendar days have passed since the date of delivery and Guerra did not file a written request for a hearing pursuant to Section 21.253 of the Education Code. As such, Dr. Cruz recommends that the board takes final action to terminate Ricardo Guerra Jr.'s probationary employment contract for good cause and direct the district's counsel to provide written notice to Ricardo Guerra Jr. of same.

Motion to approve: Michelle Molina

Second: Rudy Gonzalez

Any discussion: None

All in favor: All

Opposed: None

Motion Passes

B. Discussion and possible action to adopt a resolution casting United Independent School District's 1,884 votes for member(s) to the Webb County Appraisal District Board of Directors as per sections 6.03 and 6.0301 of the Texas Tax Code

Ramiro Veliz makes a motion to adopt a resolution casting UISD's 1,884 votes in favor of Aliza F. Oliveros for the Webb County Appraisal District Board of Directors

Motion to approve: Michelle Molina

Second: Rudy Gonzalez

Any discussion: No

All in favor: All

Opposed: None

Motion Passes

C. Discussion regarding the Intruder Detection Audit (IDA) Report

No action needed, announcement was read by Ruben Ayala, Safety and Crisis Response Administrator

X. Adjournment

There being no further business before the Board of Trustees, the Regular Board Meeting of November 19, 2025 was adjourned at 8:19 P.M.

Javier Montemayor, Jr., President

Michelle Molina, Secretary

Minutes presented for approval on January 21, 2026.

Minutes submitted by: Maribel Vazquez, Secretary to Superintendent