



OFFICE OF THE SUPERINTENDENT

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

5622 Ray Ellison Drive

San Antonio, Texas 78242

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Minutes of Special Called Meeting

The Board of Trustees South San Antonio ISD

A Special Called Meeting of the Board of Trustees of South San Antonio ISD was held Wednesday, August 14, 2019, beginning at 6:00 PM in the ADMINISTRATION BUILDING - 5622 Ray Ellison Blvd., San Antonio, TX 78242.

CALL TO ORDER AND ROLL CALL

Section start time: 6:00 PM.

Trustee	Present	Absent	Late Arrival/Departed Early
Mrs. Mandy Martinez	X		
Mr. Louis Ybarra Jr.	X		
Mr. Homer Flores	X		
Ms. Shirley Ibarra Pena	X		
Mrs. Connie Prado	X		
Mr. Gilbert Rodriguez	X		
Mrs. Elda Flores	X		

Led by Michelle Martinez, Senior Executive Assistant

- PLEDGE OF ALLEGIANCE
- TEXAS PLEDGE
- PRAYER
- CALL TO ACTION

Led by Jennifer Suniga- Collier, Community Relations Officer

6:02 PM. – 6:04 PM. Mrs. Prado, Board President, read Rules of Decorum aloud

Change order of the Day called by Mrs. Prado, Board President

Section end time: 6:04 PM.

PRESENTATIONS / REPORTS

Section start time: 6:04 PM.

1. Oral and/or Written Report on the School District's Financial Rating (School FIRST) released by the TEA on August 8, 2019.

Item start time: 6:04 PM.

Bettinae Kaiser, Chief Financial Officer, Ed Vara, Region 20 Representative, Dr. Alexandro Flores, Superintendent of Schools, Denise Orosco, Executive Director of Student Services, and Kevin O'Hanlon, Legal Counsel, were called to present and answer questions related to this item.

Item end time: 6:26 PM.

2. Oral and/or Written Report on the status of the re-opening of Athens, Kazen, West Campus High School and Olivares complex and related matters thereof.

Item start time: 6:26 PM.

James Schumann, Chief of Staff, Dr. Alexandro Flores, Superintendent of Schools, and Jennifer Collier, Community Relations Officer, were called to present and answer questions related to this item.

Item end time: 6:54 PM.

Section end time: 6:54 PM.

DISCUSSION AND POSSIBLE ACTION

Section start time: 6:54 PM.

1. Consider the approval of the Pay and Compensation Plan for SY 2019-2020.

Item start time: 6:54 PM.

James Schumann, Chief of Staff, Luz Cadena, TASB Representative, and Dr. Alexandro Flores, Superintendent of Schools, were called to present and answer questions related to this item.

Mrs. Flores made a motion: I move that the Board of Trustees adopt Model A as per the Superintendent's recommendation

Seconded by Mr. Ybarra

Mr. Rodriguez made an amended motion: My motion is to adopt the Plan E that was presented originally not not this not this version that we just got tonight but I'd like it's going to be with the following amendment so I move that we adopt Model E that I presented for teachers, librarians, nurses, and counselors, with a total of 592 staff and a cost increase of one million eight hundred and eleven thousand six hundred and twenty-two thousand dollars. I would like to include an amendment there for the administrative and professional category for the total cost not to exceed two hundred and fifty-eight thousand dollars four hundred and fifty-nine and to direct the Superintendent to allocate that two hundred and fifty-eight thousand four hundred and fifty-nine at his discretion and to report back to the Board of Trustees how he allocated that. Point of clarification if I may let's be clear that the Plan E that I recommended excludes AP8 and AP9 I just want to make sure that we understand that

Seconded by Mr. Flores

Vote on the amended motion:

Vote:	Yes	No	Abstained
Mrs. Martinez		X	
Mr. Ybarra Jr.		X	
Mr. Flores	X		
Ms. Ibarra Pena	X		
Mrs. Prado	X		
Mr. Rodriguez	X		
Mrs. Flores		X	

The Board of Trustees voted 4/3 to approve. Motion passed.

Mr. O'Hanlon, Legal Counsel, advised the Board of Trustees on the item.

Mr. Rodriguez made a motion to reconsider: I move that we rescind my amendment reconsider reconsider motion to reconsider, seconded by Mr. Flores

Vote on the reconsideration:

Vote:	Yes	No	Abstained
Mrs. Martinez			X
Mr. Ybarra Jr.	X		
Mr. Flores	X		
Ms. Ibarra Pena	X		
Mrs. Prado	X		
Mr. Rodriguez	X		
Mrs. Flores	X		

The Board of Trustees voted 6/0/1 to approve. Motion passed.

Mr. Rodriguez made an amended motion:

That we adopt Model E my Model E as presented as the pay and compensation plan
Mr. Flores seconded

Vote on the amended motion:

Vote:	Yes	No	Abstained
Mrs. Martinez		X	
Mr. Ybarra Jr.		X	
Mr. Flores	X		
Ms. Ibarra Pena	X		
Mrs. Prado	X		
Mr. Rodriguez	X		
Mrs. Flores		X	

The Board of Trustees voted 4/3 to approve. Motion passed.

Vote on the main motion:

Vote:	Yes	No	Abstained
Mrs. Martinez		X	

Mr. Ybarra Jr.		X	
Mr. Flores	X		
Ms. Ibarra Pena	X		
Mrs. Prado	X		
Mr. Rodriguez	X		
Mrs. Flores		X	

The Board of Trustees voted 4/3 to approve. Motion passed.

(See Attached Model E)

Item end time: 7:55 PM.

BUDGET WORKSHOP #5

Item start time: 7:55 PM.

James Schumann, Chief of Staff, and Dr. Alexandro Flores, Superintendent of Schools, were called to present and answer questions related to this item.

7:55 PM - 8:08 PM - Recess

Item end time: 8:25 PM.

DISCUSSION AND POSSIBLE ACTION

2. Consideration of Board recommendations and/or directives regarding the 2018-2019 Annual Budget.

Item start time: 8:25 PM.

No action taken.

Item end time: 8:26 PM.

3. Consideration of Board recommendations and/or directives regarding the 2019-2020 proposed Annual Budget/Forecast

Item start time: 8:26 PM.

No action taken

Item end time: 8:42 PM.

Section end time: 8:42 PM.

CLOSED / EXECUTIVE SESSION

NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with

Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session.

The Board will return to open session and take appropriate action, if any, on items discussed in closed session. No Action will be taken in closed session. Further, Board Members are reminded that all items discussed in closed session must remain confidential so as to avoid liability to the district. The Board will consider and discuss, the following items:

Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821

1. Consideration of Trustee Complaint against Superintendent

Section start time: 8:42 PM.

Section end time: 9:58 PM.

ADJOURNMENT

Mr. Rodriguez moved to adjourn the meeting, Mrs. Ibarra Pena seconded, and the Board of Trustees voted unanimously to adjourn the meeting at 9:58 PM.

ATTEST

Connie Prado, Board President

Shirley Ibarra Pena, Board Secretary

NOTICE: This meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, Sections 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Superintendent. Closed meeting, if required and if authorized by the statute, will be conducted prior to the conclusion of the meeting for any item listed on this agenda.

South San Antonio ISD

Model E

Summary of Cost Estimates, 2019-2020

Model E - Teachers 4.7%/5.7% GPI, AP 2.0% & 0%, Technology & Nonexempt 5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$54,500 starting salary	592		\$1,811,622		\$33,476,604
^{1a} 4.7% (\$2,600) and 5.7% (\$3,200) general pay increase		592	\$1,808,088	5.4%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
Administrative/Professional					
^{1c} 2.0% (PGs 1-7) & 0.0% (PGs 8-9) of pay range midpoint increase	138	134	\$196,534	2.0%	\$10,023,052
Adjustments to 1.0% above pay range minimum		2	\$302	0.0%	
Teacher pay equity adjustments		40	\$134,083	1.3%	
Targeted adjustment 2		33	\$37,673	0.4%	
2.0% of pay range midpoint increase to employees paid over range maximum		4	\$2,345	0.0%	
Technology					
^{1c} 5.0% of pay range midpoint increase	12		\$40,201		\$607,421
Targeted adjustments		12	\$35,970	5.9%	
		7	\$4,231	0.7%	
Clerical Support					
^{1c} 5.0% of pay range midpoint increase	86		\$152,750		\$2,745,932
Adjustments to 1.0% above pay range minimum		78	\$136,059	5.0%	
Placement scale adjustments		6	\$1,657	0.1%	
5.0% of pay range midpoint increase to employees paid over range maximum		12	\$5,083	0.2%	
		8	\$9,951	0.4%	
Instructional Support					
^{1c} 5.0% of pay range midpoint increase	133		\$151,179		\$2,856,999
5.0% of pay range midpoint increase to employees paid over range maximum		121	\$142,088	5.0%	
		12	\$9,091	0.3%	
Auxiliary					
^{1c} 5.0% of pay range midpoint increase	267		\$341,040		\$5,861,152
Adjustments to 1.0% above pay range minimum		257	\$303,428	51.8%	
Placement scale adjustments		1	\$1,402	0.2%	
5.0% of pay range midpoint increase to employees paid over range maximum		18	\$25,723	4.4%	
		10	\$10,487	1.8%	
Police					
^{1c} 5.0% of pay range midpoint increase	14		\$45,081		\$585,216
Adjustments to 1.0% above pay range minimum		14	\$32,870	5.6%	
Placement scale adjustments		6	\$3,686	0.6%	
		7	\$8,525	1.5%	
Subtotal - General Pay Increase	1,242	1,242	\$2,686,911	4.8%	
Subtotal - Implementation/Equity Adjustments		133	\$225,898	0.4%	
Total Cost Estimate			\$2,912,810	5.2%	\$56,156,376

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.



Board of Trustees Time Management Log

Board Meeting: August 14, 2019

Special Called

Section	Started	Ended	Total Time	Lone Star Governance
Call to order and Roll Call	6:00 PM	6:02 PM	2 Min.	Other
Board President – Rules of Decorum	6:02 PM	6:04 PM	2 Min.	Other
Total section time: 4 Min.				
Presentation/Report – 10 Minutes				
Item #1	6:04 PM	6:26 PM	22 Min.	Other
Item #2	6:26 PM	6:54 PM	28 Min.	Other
Total section time: 50 Min.				
Discussion and Possible Action – 10 Minutes				
Item # 1 (Recess 6:56 PM – 7:06 PM)	6:54 PM	7:55 PM	59 Min.	Other
Total section time: 101 Min.				
Budget Workshop (Recess 7:55 PM – 8:08 PM)	7:55 PM	8:25 PM	30 Min.	Other
Total section time: 30 Min.				
Discussion and Possible Action – 10 Minutes				
Item # 2	8:25 PM	8:26 PM	1 Min.	Other
Item # 3	8:26 PM	8:42 PM	16 Min.	Other
Total section time: 17 Min.				
Closed/Executive Session – 1 Hour				
Item #1	8:42PM	9:58 PM	76 Min.	N/A
Total section time: 76 Min.				

**Board Goals*

- 1.) 14 minutes or less spent on each item*
- 2.) 2 hours total meeting time or less*

Adjournment	9:58 PM	9:58 PM	0 Min.	Other
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Total Meeting Time: 238 Minutes

**Board Goals*

- 1.) 14 minutes or less spent on each item*
- 2.) 2 hours total meeting time or less*

BOARD'S TIME USE TRACKER

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			
Vision	Student Outcome Goal Monitoring			
Vision	Constraints Setting			
Vision	Constraints Monitoring			
Accountability				
Accountability	Superintendent Evaluation			
Accountability	Board Self-Evaluation			
Structure				
Structure	Voting			
Advocacy				
Advocacy	Community Engagement			
Advocacy	Student/Family Engagement			
Advocacy	Community Training			
Other				
Other	Other	162 Min.	100%	
Total Vision-focused Minutes		0	0%	
Total Minutes		162	100%	76 minutes - closed session not included

Total Meeting 3 hours and 58 minutes = 238 minutes
 238 - 76 closed session = 162 Total Tracker Minutes



August 14, 2019 Staff Tracker

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (E.g. Total Annual Compensation / 1920 Hours)	Total Hours x Hourly Rate
Superintendent Alexandro Flores	10	5	6	\$107.22	\$2,251.62
Senior Staff Members					
Dolores Sendejo	5	4	2	\$70.31	\$773.41
Lorraine De Leon	5	4	2	\$54.98	\$604.78
James Schumann	20	5	15	\$78.64	\$3,145.60
Sherri Seaman	15	4	10	\$53.86	\$1,561.94
Amy Shields				\$49.43	\$0.00
Cynthia Bills				\$47.82	\$0.00
Rosanna Mercado				\$50.84	\$0.00
Xochitl Martinez				\$50.52	\$0.00
Charlie Gallardo				\$40.30	\$0.00
Julie Silva				\$46.26	\$0.00
Scott Laleman	0.5	4	1	\$48.42	\$266.31
Robert Zamora				\$47.31	\$0.00
Denise Orosco	5	4	2	\$47.82	\$526.02
Bettinae Kaiser	15	4	20	\$72.92	\$2,843.88
Dr. Lee Hernandez				\$61.05	\$0.00
Veronica Ramos				\$47.98	\$0.00
Ruperto Becerra		4		\$56.38	\$225.52
Scott Stephens	2			\$50.33	\$100.66
Chad Doucet	10	4	8	\$43.28	\$952.16
Jenny Suniga Collier		4		\$43.72	\$174.88

