



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC** Board Minutes

**SUBMITTED BY:** Delia C. Campos **OF:** Board Secretary

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** May 18, 2011

**RECOMMENDATION:**

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

Special Called Meeting – April 12, 2011

Regular Board Meeting – April 20, 2011

**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).

Special Called Meeting  
April 12, 2011

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

**In Attendance**

Robert J. Santos  
Superintendent of Schools

**Board of Trustees**

Pat Campos – President - absent  
Juan A. Molina, Jr. – Vice President  
Juan Roberto Ramirez – Secretary  
Ricardo Molina, Sr. – Parliamentarian  
Judd Gilpin – Member - Member  
Javier Montemayor, Jr. – Member  
Ricardo “Rick” Rodriguez – Member

The Board of Trustees of United ISD met in a Special Called meeting on Tuesday, April 12, 2011, beginning at 6:00 PM in the United ISD – Boardroom, Laredo, TX 78045.

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

**II.** Vice President Juan A. Molina made an announcement calling this Special Called meeting of the United Independent School District to order at 7:07 PM. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

**III. Pledge of Allegiance**

**IV. Action Item:**

A. Professional Employment Contracts for 2011-2012 School Year

**Roberto J. Santos:** Mr. Molina, members of the board what we bring to you tonight is the approval of professional employment contracts. These are employees based on the staffing needs excluding the 70-80 teaching slots we will not be filling. These slots are people at the campuses and district wide that we need to redo their contracts. By law the board must act 45 days before the end of the school year if we don't act on these it is an automatic renewal. We like to come to the board so you can look at what is there.

**Mr. Garcia** – Mr. Molina members of the board the administration is recommending to the board of trustees the approval of professional staff contracts for the school year 2011-2012 school year.

On the cover page of this agenda item

**RECOMMENDATION:**

It is recommended that the Board of Trustees consider approval of contracts for employment for the 2011-2012 school year:

Recommendation for Administrative/Professional contracts:	Page
• Non-Certified One Year Term contracts	1
• Probationary contracts	2
• One Year Term contracts	2-8

Recommendation for Non Administrative/Professional contracts:	
• Probationary contracts	1-5
• One Year Term contracts	5-24

The total contracts presented for your consideration are 3068 in the different professional categories. The information that is non- reflective of this recommendation packet is the continuing contracts. For that process is simply automatic for one year to the next unless there is documentation to prove otherwise regarding employee performance in this case we do have 871 that are not inclusive in this particular packet of information to you for your consideration.

**Roberto Santos** – Now this has no effect on your pay. The employee has a job for next year. Obviously if we file a financial extension this is a little bit different. But I think this allows the employee to make sure we are bringing them back. The other item has no effect on pay or days.

**Javier Montemayor** – Simply means they have a job for next year.

**David Garcia** – Yes, that is correct. It's simply the offer of continued employment through your consideration hopefully approved for the following school year.

**Juan R. Ramirez** – When does the pay scale take effect?

**Roberto J. Santos** – By law Mr. Ramirez we have to notify the employee 45 days before the start of the school year what their pay will be. We are looking at July more or less, that is when our legislators will make a decision on days and so forth. At this point in time it's just employment, no days and no pay.

**Juan R. Ramirez** – You will bring this item back.

**Roberto J. Santos** – Yes Sir, our recommendation is to bring this item back in May. Recommending to freeze all salaries and freeze the pay scale. This way everyone knows up front we will not give any pay raises. We would be on survival mode so that

we know where we are at with the budget and we might have to modify some days for all employees.

**Javier Montemayor** – When do they decide once they are bound and do not like their pay?

**David Garcia** – What will happen to employees that have the employment offer is that the documentation that we present is given to them a window of time to respond. Normally most individuals will sign their contract for return next year. They do have 45 days prior to the first instructional day when student report to resign from their contract no questions asked. We cannot bind them for that continuing year. In case we have individuals that at the last minute they have illness whether employee/family or spouse relocation or other matters we do take those into consideration. We normally work with those individuals contingent on finding suitable replacements.

**Roberto J. Santos:** We've never taken an employee to remove their certificate because it cost the district a lot of money to get this done. If the employee wants to leave United we allow them to leave. Even though we are offering contracts to some of these employees we probably have 25-30 employees that need to finalize/pass their exit test exams to be able to continue their employment. That is contingent on their contract that they need to be certified the ones on that permit. By the time the permit expires sometime in July or August but this allows going back to the question Mr. Montemayor asked this allows that they have a contract with the district next year.

**Juan Ramirez:** We know that the budget crises that we are going through will be here maybe for the next three years? Will there be any kind of limits that will be given to these people that they will be allowed to come back to the district.

**Robert J. Santos** -Every employee unless they are terminated by another school district is allowed to come back and reapply will be considered for employment. We obviously look at that what happens Mr. Ramirez, students are their and all of a sudden employee decides they want back in their contract I want to come back and work for United. They can apply and will reconsider.

**Juan R. Ramirez** – I'm talking about in general.

**Roberto J. Santos** – Yes, in general they can apply and will be considered. Certification plays a major role. There are no contracts on hourly or paraprofessionals we will give them a letter of assurance for next year.

Motion:	Juan A. Molina
Moved by:	Ricardo Molina
Seconded by:	Juan R. Ramirez
Discussion:	
In Favor:	Unanimous

**V. Adjournment**

There being no further business before the Board, the Special Called Meeting of April 12, 2011, was adjourned at 7:17 pm

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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

April 20, 2011

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, Sr. – Parliamentarian  
Judd Gilpin – Member  
Javier Montemayor, Jr. – Member  
Ricardo “Rick” Rodriguez – Member

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

**I. Pledge of Allegiance**

**II.** A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, April 20, 2011, in the Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043. President, Pat Campos made an announcement calling the meeting of the United Independent School District to order at 6:02 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.

**III. Public Comments:** Comments are limited to three minutes per speaker. The Board Parliamentarian will be the timekeeper and will inform the speaker 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. When a speaker comes to the podium,

please indicate what agenda item you will be addressing. Furthermore, please refrain from mentioning any employee's name and any complaint about any employee's duties or responsibilities should be channeled through the appropriate grievance policy.

#### **IV. Recognitions:**

The Board then recognized the following organizations, students and employees for outstanding accomplishments:

1. LYNDON B. JOHNSON HIGH SCHOOL – 2011 REGION ONE AND SOUTH TEXAS LITERACY COALITION'S LIBRARIAN ROCKS AWARD
2. REGIONAL FINAL SPELLING BEE WINNERS
3. THE UNIVERSITY OF TEXAS AT AUSTIN MIGRANT STUDENT GRADUATION ENHANCEMENT PROGRAM - 2011 EXEMPLARY MIGRANT STUDENT
4. ALEXANDER HIGH SCHOOL – POWERLIFTER – QUALIFIED FOR STATE MEET – PLACED 5<sup>TH</sup> WITH TOTAL LIFT OF 1110 LBS.
5. ALEXANDER HIGH SCHOOL GIRLS BASKETBALL PLAYER NAMED TO THE ALL REGION AND ALL STATE TEAM
6. ALEXANDER HIGH SCHOOL –GIRLS BASKETBALL TEAM – REGIONAL QUARTERFINALISTS
7. ALEXANDER HIGH SCHOOL – BOYS BASKETBALL TEAM – BI-DISTRICT CHAMPIONS – AREA FINALISTS
8. UNITED HIGH SCHOOL COACH SELECTED AS THE TEXAS ASSOCIATION OF BASKETBALL COACHES ALL STAR HEAD COACH FOR THE SOUTH TEAM
9. UNITED HIGH SCHOOL BOYS BASKETBALL PLAYER NAMED TO THE ALL REGION AND ALL STATE TEAM
10. UNITED HIGH SCHOOL – BOYS BASKETBALL TEAM – REGIONAL QUARTERFINALIST
11. UNITED SOUTH HIGH SCHOOL – GIRLS BASKETBALL TEAM – BI-DISTRICT CHAMPIONS – AREA FINALISTS
12. UNITED SOUTH HIGH SCHOOL – BOYS BASKETBALL TEAM – BI-DISTRICT CHAMPIONS – AREA FINALISTS

*Closed Session items were considered after recognitions*

**VII. Closed Session: Board adjourned into Closed Session at 6:30p.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. Termination Hearing and Level III Grievance of M. Machado
2. Consider Appointment of Principal for United South Middle School
3. Consider Appointment of Special Education Director for Budget & Compliance/Itinerant

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

**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. Consideration of acquisition and possible negotiations pertaining to 7,422 sq. ft. located in the Concord Hills/Fiesta Loop, (402 Royal Oaks St.) and being more particularly described as Lot 3, Block 2, Phase 2, to be conveyed by First Triple R, Ltd.
2. Consideration and possible action pertaining to the execution of a Purchase and Sales Agreement and Development Agreement. Report on feasibility study period. Consideration and possible action with respect to closing the purchase of up to 20 acres of land located in the Las Blancas Subdivision, Unit 2, located in Webb County, Texas comprising all of Lot 2, Block 1, to be conveyed by Home Mart, Inc.
3. Report on the status of negotiations and possible execution of an Acquisition and Development Agreement with EG Ranch, Ltd. pertaining to a tract of up to 50 acres located off Hwy. 359, south of City of Laredo Landfill
4. Report on the status of the feasibility study period pursuant to an executed Purchase and Sales and Development Agreement. Report on status of feasibility study period and possible action on closing of the purchase of the 28 Acre tract of unplatted property, in Cuatro Vientos Norte located east of Ejido Street and at the termination of Avenida de Mexico to be conveyed by Laredo Four Winds, Ltd.
5. Report on the status of the feasibility study period and possible action on the purchase pursuant to the Purchase and Sales Agreement of up to 35 acres of unplatted and undeveloped property, with such property located south of FM1472 and adjacent to Killam Boulevard and Aquero Drive. Property to be conveyed by International Bank of Commerce.
6. Report on status of feasibility study period pursuant to Purchase and Sales Agreement pertaining to a 33.64 acre tract of unplatted



property, located north of the existing Student Activity Center to be conveyed by Hurd Ranch Company, Ltd.

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

**551.076 Considering the deployment, specific occasions for, or implementation of security personnel or devices**

1. Title 1, Part C Migrant Program
2. Status of On-going Audits

**The Board returned from Closed Session at 8:04 p.m. No action was taken in Closed Session.**

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

**A. Appointment of Principal for United South Middle School**

*Roberto J. Santos - Mr. Molina, Members of the Board my recommendation is to appoint Ms. Dorothy Beth Porter for the position of Principal for United South Middle School*

Motion: Juan A. Molina

Moved by: Ricardo Molina

Seconded by: Ricardo Rodriguez

Discussion:

In Favor: Unanimous

Opposed

**B. Appointment of Special Education Director of Budget & Compliance/Itinerant**

*Roberto J. Santos - Mr. Molina, Members of the Board my recommendation is to appoint Mr. Hector Jaime Garza as Special Education Director of Budget & Compliance/Itinerant*

Motion: Juan A. Molina

Moved by: Ricardo Rodriguez

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous

Opposed

- C. Action in re: Termination Hearing and Level III Grievance of M. Machado

*No Action was taken*

Motion:

Moved by:

Seconded by:

Discussion:

In Favor:

Opposed

- D. Discussion and possible action to enter into negotiations and possible execution of a Purchase and Sale Agreement and Purchase Order pertaining to 7,422 sq. ft. located in the Concord Hills/Fiesta Loop, (402 Royal Oaks St.) and being more particularly described as Lot 3, Block 2, Phase 2, to be conveyed by First Triple R. Ltd.

*Sonya Garcia - Recommendation is for the Board to approve authority to close on the property mentioned in agenda item D.*

Motion: Juan A. Molina

Moved by: Ricardo Molina

Seconded by: Juan R. Ramirez

Discussion:

In Favor: Unanimous

Opposed

- E. Discussion and possible action to execute the Purchase and Sales Agreement and Development Agreement. Discussion and possible action pertaining to the purchase of up to 20 acres of land located in the Las Blancas Subdivision, Unit 2, located in Webb County, Texas comprising all of Lot 2, Block 1, to be conveyed by Home Mart, Inc.

*Sonya Garcia - Recommendation is for the Board to grant authority to close the purchase of up to 20 acres of land located in the Las Blancas Subdivision, Unit 2, located in Webb County, Texas comprising all of Lot 2, Block 1, to be conveyed by Home Mart, Inc.*

Motion: Juan A. Molina

Moved by: Juan R. Ramirez

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous  
Opposed

- F. Discussion and possible action with respect to entering into an Acquisition and Development Agreement with EG Ranch, Ltd. pertaining to a tract of up to 50 acres located off Hwy. 359, south of City of Laredo Landfill

*Sonya Garcia - Recommendation is for the Board to grant authority to continue negotiation as discussed in closed session regarding the tract of up to 50 acres located off Hwy. 359, south of City of Laredo Landfill*

Motion: Juan A. Molina

Moved by: Ricardo Molina  
Seconded by: Juan R. Ramirez  
Discussion:  
In Favor: Unanimous  
Opposed

- G. Discussion and possible action with respect the closing of the Purchase and Sales Agreement and Development Agreement in connection with the purchase of a 28 Acre tract of unplatted property, in Cuatro Vientos Norte located east of Ejido Street and at the termination of Avenida de Mexico to be conveyed by Laredo Four Winds, Ltd.

*Sonya Garcia - Recommendation is for the Board to grant authority to close as discussed in close session on the purchase of a 28 acre tract of unplatted property, in Cuatro Vientos Norte located east of Ejido Street and at the termination of Avenida de Mexico to be conveyed by Laredo Four Winds, Ltd.*

Motion: Juan A. Molina

Moved by: Ricardo Rodriguez  
Seconded by: Ricardo Molina  
Discussion:  
In Favor: Unanimous  
Opposed

- H. Discussion and possible action with respect to closing the Purchase and Sales Agreement of up to 35 acres of unplatted and undeveloped property, with such property located south of FM1472 and adjacent to Killam Boulevard and Aquero Drive. The property to be conveyed by International Bank of Commerce

*Sonya Garcia - Recommendation is for the Board to grant authority to close as discussed in close session regarding the 35 acres of unplatted and*

*undeveloped property, with such property located south of FM1472 and adjacent to Killam Boulevard and Aquero Drive.*

Motion: Juan A. Molina

Moved by: Juan R. Ramirez

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous

Opposed

- I. Discussion and possible action with respect to entering into a Purchase and Sales Agreement to purchase a 33.64 acre tract of unplatted property, located north of the existing Student Activity Center to be conveyed by Hurd Ranch Company, Ltd.

***Sonya Garcia** - Recommendation is for the Board to grant authority to close as discussed in close session pertaining to 33.64 acre tract of unplatted property, located north of the existing Student Activity Center to be conveyed by Hurd Ranch Company, Ltd.*

Motion: Juan A. Molina

Moved by: Juan R. Ramirez

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous

Opposed:

## **V. Consent Agenda Items**

- A. Approval of Monthly Disbursements
- B. Approval of Tax Refunds
- C. Approval of Budget Amendment
- D. Approval of Awarding Bids, Proposals and Qualifications
- E. Approval of the Dual Credit Partnership Agreement with Laredo Community College and United ISD
- F. Approval of Request from Ricardo Rodriguez for Use of Board of Trustees Discretionary Funds for Salinas Elementary for \$4,770

- G. Approval of Request from Javier Montemayor, Jr. for Use of Board of Trustees Discretionary Funds for United High School for \$1,324
- H. Approval of Request from Juan A. Molina, Jr. for Use of Board of Trustees Discretionary Funds for LBJ High School for \$1,090.74
- I. Approval of Request from Javier Montemayor, Jr. and Juan A. Molina, Jr. for Use of Board of Trustees Discretionary Funds for United ISD Natatorium for \$9,205
- J. Approval of Board Travel for the Month of April 2011
- K. First and Final Reading of Policy EIC (LOCAL): Academic Achievement - Class Ranking

Motion by: Mr. Javier Montemayor advised the Board that the Business and Instructional Committee Members had met and were recommending the approval of the following items:

Moved by: Ricardo Molina

Seconded by: Judd Gilpin

Discussion:

In Favor: Unanimous

Opposed:

## **VI. Items for Individual Consideration**

### **A. Board Minutes**

1. Special Called Meeting – March 3, 2011
2. Regular Board Meeting – March 23, 2011
3. Special Called Meeting – March 28, 2011

Motion: Juan A. Molina

Motion by: Juan R. Ramirez

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous

Opposed:

### **B. Donations**

Mr. Santos read the donations into the minutes and requested that the Board accept the generous donations to UISD totaling \$ 27,855.56.

Motion: Juan A. Molina

Moved by: Juan R. Ramirez  
Seconded by: Javier Montemayor  
Discussion:  
In Favor: Unanimous  
Opposed:

- C. Approval of Resolution providing a 15% Collection fee on Delinquent Taxes unpaid as of July 1, 2011 as provided by Section 33.07 of the Texas Property Tax Code

*Norma Farabough - Good evening Mr. Molina, Board Members, Mr. Santos, Ms. Garcia. Before we would bring a resolution in order to pass on the 15% attorney fee to the tax payers. May I Read the Resolution?*

Juan A. Molina - Yes

#### **RESOLUTION**

**WHEREAS**, a significant portion of the District's ad valorem taxes are delinquent to the District's detriment; and

**WHEREAS**, the State of Texas pursuant to Section 33.07 of the Tax Code, provides school districts with the authority to impose a 15% collection cost on delinquent ad valorem taxes due after July 1, of the current tax year, when it has entered into a tax collection contract with an attorney; and

**WHEREAS**, the District has engaged a private law firm to collect its delinquent ad valorem taxes.

**IT IS, THEREFORE, HEREBY RESOLVED BY THE BOARD OF TRUSTEES OF THE UNITED INDEPENDENT SCHOOL DISTRICT:**

1. That the District does hereby exercise its right to collect an additional 15% collection cost on all delinquent taxes, penalties and interest due, pursuant to the terms of Section 33.07 of the Tax Code, so long as the District retains a delinquent tax attorney, and
2. That the District's Tax Collector is hereby directed to send out all required notices to delinquent taxpayers of the herein imposed additional 15% collection cost on delinquent taxes, penalty and interest, as required by the Tax Code.

Motion: Juan A. Molina

Moved by: Juan R. Ramirez  
Seconded by: Javier Montemayor

Discussion:

In Favor: Unanimous

Opposed

- D. Discussion and Possible Action to Authorize, by Resolution, the Extension of the District's Depository Contract for the 2011-2013 Biennium

*Cordelia Flores-Jackson - Administration recommends that the Board authorize Extension for the next Biennium as per TEC Chapter 45. The district has the option to exercise this option twice and this would be the first time that we would exercise the two year extension.*

Motion: Juan A. Molina

Moved by: Juan R. Ramirez

Seconded by: Javier Montemayor

Discussion:

In Favor: Unanimous

Opposed

## **IX. Adjournment**

There being no further business before the Board, the Regular Meeting of April 20, 2011, was adjourned at 8:16 pm.

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Pat Campos – President

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Juan Roberto Ramirez – Secretary