



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC** \_\_\_\_\_ Board Minutes for the Month of August/September 2012

**SUBMITTED BY:** \_\_\_\_\_ Alejandra Salinas \_\_\_\_\_ **OF:** \_\_\_\_\_ Board Secretary

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_ October 17, 2012

**RECOMMENDATION:**

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

- Regular Board Meeting – August 22, 2012
- Special Called Meeting – September 5, 2012
- Regular Board Meeting – September 19, 2012

**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).

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

August 22, 2012

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Judd Gilpin – President  
Juan Roberto Ramirez – Vice President - ABSENT  
Ricardo “Rick” Rodriguez – Secretary  
Ricardo Molina, Sr. – Parliamentarian  
Pat Campos – Member – ARRIVED at 6:28 pm  
Juan A. Molina, Jr – Member  
Javier Montemayor, Jr. – Member

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

**I. Pledge of Allegiance**

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

II. A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, August 22, 2012, in the Bill Johnson Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043. President, Judd Gilpin made an announcement calling the meeting of the United Independent School District to order at 6:16 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.

**Mr. Roberto J. Santos - I would like to consider moving agenda Item V. J to the beginning of the meeting.**

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Ricardo Molina

In Favor: Unanimous

Opposed:

**Item V. J. - Revision to the Perfect Attendance Program for Full-Time Auxiliary (Hourly) Employees, 186 (10 month) to 207 (11 month) Employment Days**

Discussion: Roberto J. Santos - We had some concerns especially with the hourly employees. We have over 680 hourly employees in the district and I know that they don't receive that extra paycheck and at one point in time we had wanted to probably buy the days and be able to compensate for those days they don't work and at the end of the day we looked at benefits. We know that transportation at one point in time had bus drivers that had perfect attendance last year and received \$100 in the fall and \$100 in the spring.

I know that in the Business Committee Mr. Molina, Mr. Rodriguez, Mr. Montemayor, Mr. Gilpin and the rest of the Board Members had directed us to look at what else we can do for the employees. Can we help them out? The whole idea was to get employees to keep their days. Based on recommendation we looked at that and recommended to give perfect attendance in the fall and spring for hourly employees who work 207 days and less. They all get 12 month paychecks. We would be able to give \$300 in the fall and \$300 in the spring and at the same time they are able to keep their days for when they really need them. The other item that Mr. Rene De La Vina made a comment about was people retiring. That way they would be able to use those days at a much higher pay than what it is today. I think that's a benefit for the employees.

Our recommendation, again with the directive from the board is to consider perfect attendance for hourly employees. The other item that Mr. David Garcia said was to use the same criteria presently being used by the transportation. The following criterion is as follows: The perfect attendance incentive program is payable to those full-time employees meeting the criteria as described below:

Perfect Attendance constitutes no absences through the semester with the exception of:

- A. Funeral Leave
- B. Jury Duty

That is what they have right now. This would include 680 employees. It went up from 200 to 680 employees.

This is on top of the \$2,000 the employees will receive.

Roberto J. Santos - Absolutely

Juan Cruz – We need to approve the budget amendment as required by the Texas Education Code.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Ricardo Molina

In Favor: Unanimous

Opposed:

Mr. Montemayor – I grew up in the education field. My mother retired after 36 years. I've got family, my sister-in-law in the education field. I'm in favor of restoring the pay step increase. My goal is that everyone has a job next year.

Juan Molina – As board member we are here to represent you all. We are a vision of you everywhere we go. But, also we represent all the constituents in UISD. So we are caught between a rock and a hard place. We want to give you everything we can, but then again we have to be responsible to our tax payers. Sometimes we seem a little bit hard, but we have to do what's best for our tax payers, our employees and most of all our children. So, I just ask for a little bit of understanding for the job we are doing. We are doing the best we can with what we have and what is sent from the state to us. Our district is caught in the middle where if we increase taxes locally we lose them from the state. We are caught in the middle again. If you have any questions our doors are open to you for any question you might have. Thank you.

Rick Rodriguez – I also agree with what Mr. Molina is saying. You play a big role and you all deserve this money and more. Unfortunately, it boils down to be not laying off anybody. I think that with all your support in holding off and having patience and understanding like what Mr. Molina said, we are giving you what we can. That way we don't have to lay off people next year. So far I commend the administration for balancing the budget and on top of that trying to give you all we can. Hopefully for next year we can give you the same thing. We will be looking at that step increase. I can't say when, but we are looking at every savings that we can. I commend all of you for a job well done.

Ricardo Molina – We have hard times coming up and we are standing up a doing what we have to do for our employees. Be responsible to the school for their jobs. We have the money to pay right now. We want the employees to understand that sometimes we need to take care of you we are family. Whatever way we are going to do it we will do. We are here to support our employees which are our #1 concern. I like to thank you for being here and for your support.

Judd Gilpin – For the record Pat Campos has joined us. She also is a great supporter of the items and would like to say a few words.

Pat Campos - Thank you, Mr. Gilpin, staff and employees. I am also in support of the bigger chunk they gave you right now and was approved by the board. Like everybody I wish it would have been more. I really wish we would have been able to give you a lot more than what we gave you, but without having any re-precautions later next year we gave you what we had. I thank you from the bottom of my heart for everything you do for the district and the children of United ISD. Without you UISD could move forward, and I know somebody will say without me UISD will not move forward. Why don't you give me more money? I wish we could at this point. We don't know what's going to happen next year. We don't want to hit our rainy day fund, because if we do and

something happens next year what explanation will we give UISD employees. I don't want to be caught in a situation next year where I am going to have to come back and tell employees, you know what, we are going to layoff some people. That is very hard. We don't know what the State is bringing for us. Meanwhile we have this and I want to thank you.

Judd Gilpin – My mom is also a teacher, she is entering her 49<sup>th</sup> year in teaching. She has taught 34 years at UISD. Needless to say I have heard a lot about her perspective, I can't tell you how much. I would like to echo the same sentiments the other board members have stated. There is nothing I would like more than to pay you more. Every year since I have been on the board, that's what we have been looking for. How can we do it? We had a lot of things we had to trade off, but one of the things that I go back to for reference points and think about this. Any time you look at the total amount of salaries in UISD, just one percent increase in pay for everyone equals about 40 teachers. So that's 40 teachers that our kids won't have. That was a normal consideration prior to these kinds of budgetary problems. Now what we think of is what if we have problems? What if we need to make any cuts? We wouldn't have the latitude that we had years ago to adjust. All these adjustments have been used in the last few years to try to deal with the budgetary problems.

The good news is it's starting to stabilize and we so have high expectations and can do better next year and makes more of a commitment to you all. Right now we are trying to do the best we can and maintain a certain amount of security not only for the kids of UISD, but for all employees.

Thank you for your support.

Laida Benavides – Just some housekeeping items. We do have within the items for individual consideration a budget amendment we are proposing for your approval for the original amounts that we had to come up with for the incentive pay. However, the action item that you have just taken increases the amount that makes reference to a related and budget amendment. Just to let you know that the related budget amendment will add to the amount of \$2.9M. We will be sharing with the board the breakdown. You have to adopt the budget amendment as per function. We will be presenting that and again the way the item is written we do have your approval to post that budget amendment to our books so that everything is on the up and up.

We look forward to cutting the check on Friday and handing them out to our employees. We advise everybody to come to the payroll office.

Roberto J Santos – Laida, just share with them the amount that has to be deducted.

Laida Benavides - Just to let you know that the IRS gets involved on items like this. We are deducting 25% withholding if you were hired after April 1<sup>st</sup>, 1986 we have to take Medicare a government requirement. If you were hired before you would not have the deduction. So pretty much the \$2,500 you would get to keep 73.55% and for the other

employees as well. Those are the deductions we will be taking. If you have direct deposit it will go to your bank account and if you get a paper check it will be in paycheck form. We do look forward to the payroll staff cutting the checks to over 6,000 employees. We are ready to follow the marching orders we got tonight.

Juan A. Molina – Just want to remind you don't take a long vacation we need you back on Monday.

Juan Cruz – Mr. Gilpin, we do need a motion to approve the budget amendment portion of the incentives.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Ricardo Molina

In Favor: Unanimous

Opposed:

Roberto J Santos – On behalf of our 6000 employees, I want to thank the board for their support. For all the employees, I think this will give us a little boost to start the year.

Judd Gilpin - We like to reiterate our appreciation for all you and your staff do. Especially working on all these budget issues, and especially during time that aren't what they used to be. Thank you very much.

Rick Rodriguez - If you any comments, complain to the IRS for taking away the 25%. I know it's not fair, but it's something that's out of our control for the district.

**Another item I would like to consider moving is Item VI. G to the beginning of the meeting for your approval.**

**Item VI. G – Resolution Adopting Additional Employee Retention Incentive Payment to Full Time District Employees during the 2011-12 School Year.**

Motion: So moved

Motion by: Ricardo Molina

Seconded by: Ricardo Rodriguez

Discussion: Mr. Roberto J Santos - Mr. Gilpin, Members of the Board, audience, our employees. I know that the last meeting we had in June we had a recommendation to have a onetime incentive pay for our employees. Our incentive for professionals was \$2,000 and the rest of the employees \$1,500. At that time the direction of the board was looking at what we had given in the last paycheck and see if we would be able to get our employees some additional funds. I think Mrs. Benavides and Mr. Flores from the Finance Dept. once they looked at the budget and looked at what we had in the last paycheck to see is we would be able to help our employees with some additional funds.

Once the final paycheck was issued we're able to come up with additional funds. What we would like to do with the board's direction is to be able to increase those funds for our employees. Our teacher's would get \$2,500 and the rest of the employees \$2,000. Let me also clarify a couple of items. One of the things that United has done for our employees is if you look at your paycheck and look at the health insurance, our portion is \$46 a month and I know other district's pay \$150 a month per employee. We are able to hold the line and keep the same benefits. That's a privilege to the Benefits Committee and the Board who also supported that. These are things that we need to report to our employees, monies are out of pocket and this makes a difference. I think we concur and will be able to support this pay raise. The biggest issue that we have is our finances. We know what the state is going to do on funding. It has an effect on the budget every year. Based on the information we have from Mr. Lynn Moak it looks like the state will not do any additional funding until 2015. We have to be sure to take care of our employees, and also so what we can. I think with this \$2,500 for our teachers and \$2,000 for the rest of the employees it's a start, a beginning since the state will not be able to do anything. I know we froze the salary structure and that's still the same for this year. I know the amount of money that is going to be added with your support and your caring for the employees.

In Favor:        Unanimous  
Opposed

**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.

Sylvia Madrid – Good Evening Board Members, Mr. Santos. My name is Sylvia Madrid; I am the representative for TSTA and the ESP's for Laredo United. I am here today to thank you for all the benefits you are giving us which includes the incentive of \$600 so we don't have to miss out on our days. This incentive will help out very much so a lot of the employees don't miss work. Because if the bus driver is absent the routes run late, also if cafeteria workers don't show up for work maybe the food won't be ready to feed

the children. We are here for the children. That's the important thing. Again, I want to thank you for opening the doors for the petition we brought you. We couldn't work something out on the days, but you gave us another option that was very good. Thank you.

Patti Marquez – Good Evening Mr. President, members of the Board, members of the audience. My name is Patti Marquez I am the Statewide ESP Coordinator leader for TSTA. On behalf of the Educational Support Professionals I would like to take this opportunity to personally thank the Board Members for the recent implementation of the \$600 attendance incentive for the ESP's. I believe the implementation of the \$600 incentive is a positive enforcement that rewards the ESP's. I believe that the district will see an increase of attendance of the ESP's which in turn will have a positive effect on the students' achievement and success. I encourage the Board to continue searching for innovative ideas that value and promote respect of the ESP's as they play a vital role in the education of the students. As you are aware ESP's transport students to and from school, serve a warm and nutritious meal, provide a clean and safe learning atmosphere and provide professional support to the teachers.

In closing, I invite Supervisors and Board members and our Superintendent as well to work collaboratively with TSTA to find and establish an effective process and find solutions to the ESP's issues that impact ESP's day to day work environment so the ESP's can feel respected. Thank you.

Susie Castillo – Good Evening Board Members, Mr. Santos. I reiterate why my co-worker has said. We are here to thank you for all that you have done for us tonight. You have made it possible for us to continue working her in the district. Thank you Those seven words may seem simple, but it signifies a lot to us that you do this. I come from the Department of Food Service, like janitors we need you like you need us. Thank you for giving us these incentives and at the same time I would like to reiterate that if we go along with this we will come out on top. Thank you for opening your doors and your hearts to us. Thank you for another year.

Francisco Lara - Good Evening Board Members. I would like to reiterate everything that my co-workers have said. Just to let you know that's it's a pleasure to work with professional people. My tenure here has been a short one, but it's great to be working and also to have professional people like you to work for. I hope this will continue for 3 to 4 more years. Thank you.

Rita Hagar – My name is Rita Hagar, I am a very proud President of TSTA, but what I am most proud of is that I am a 25 year teacher/veteran, certified teacher and tax payer of this state for many, many years since the age of 16 actually when I started working. I just want to share a couple of things that you as board members hold very dear to your constituents. One of them is that all the people standing beside me are tax payers too. They are not just your employees; they pay taxes to your school district. Many have actually attended school in your school district, also they are alumnus, they went to college here, they attended community college here and they chose this profession. And because they chose this profession, I want you to think about what happened today. I



know that you recognize their service to the district and understand the financial situation many of your employees are enjoying just to make ends meet. But they did not enter the field of education to become rich. They entered it to make a difference. A difference in the lives of the students of this school district and because of that this is their profession. Every year they have committed to teaching, encouraging and nurturing your students. We believe as professionals, as teachers, support staff that they need to be recognized for those years of service.

As to what Mr. Montemayor said, "Do not neglect the step schedule, because if you intend to attract new and energized employees to this school district you need to give them a future a future that recognizes a commitment, the work and the hard labor that they put into this school district". The only way that happens is not only through a wonderful stipend that I know they all were very happy with you today. They also recognize by experience, service of 30, 40 even the 5 year teacher who's thinking Hum! Do I want to stay in this profession for the rest of my life? I want you to think about that. The other thing I want to challenge you with is that just like all the other school districts in the state; everyone is looking for funding of public education in Texas. We are in the most challenging times as public education employees. To ensure that every child has quality of education needs and this system that we live in has to be fixed. We as leaders, public education advocates have a role to that. We have a responsibility to tell our elected officials in Austin that we do not except this anymore that the students of the state deserve quality teachers, quality employees and yes quality resources. So we cannot wait any longer for them to decide to do what's right. I challenge you as elected leaders to do your part and make sure that your voice is hear in Austin. This coming session we need to stand together for all these children that we believe in and fight for every single day. If we don't, who will? I thank you for all your service and I thank you for your recognition to the employees. Thank you.

**IV. Recognitions** – JB Alexander High School Librarian – Appointed as a Member of the Professional Issues and Ethics Committee of the Texas Library Association

**V. Consent Agenda Items**

- A.** Approval of Monthly Disbursements
- B.** Approval of Budget Amendments
- C.** Approval of Resolution to Commit Portions of the General Fund unassigned fund balance
- D.** Approval of Tax Refunds
- E.** Submission of Appraisal Roll to the Governing Body
- F.** Approval of Awarding Bids, Proposals and Qualifications

- G. Approval of Additional PDAS Appraisers for the 2012-2013 School Year
- H. Approval of Board Travel for the Month of August 2012
- I. Select Board Member(s) as Delegate and Alternate Delegate to attend the TASB 2012 Delegate Assembly in Austin, TX, on Saturday, September 29, 2012
- J. Revision to the Perfect Attendance Program for Full-Time Auxiliary (Hourly) Employees, 186 (10 month) to 207 (11 month) Employment Days  
*(This item was moved to the beginning of the meeting for approval)*
- K. Approval of the Updated Gifted and Talented Program Screening Matrix
- L. Approval of United Independent School District MOU with Webb County Juvenile Department and Laredo Independent School District
- M. Second Reading of Policy EIF (LOCAL) - Academic Achievement – Graduation
- N. Second Reading of Policy FFAF(LOCAL) in Update 94: Wellness and Health Services - Care Plans
- O. Second Reading of Policy GKG (LOCAL) - Community Relations - School Volunteer Program

Motion by: Rick Rodriguez advised the Board that the Business and Instructional Committee Members had met and were recommending the approval of the items A-O excluding J:

Seconded by: Pat Campos

Discussion: Pat Campos – Do you know who the delegates are?

Mr. Santos – yes, they are Juan Roberto Ramirez and the alternate is Rick Rodriguez.

In Favor: Unanimous

Opposed

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

### **A. Board Minutes for the Month of July 2012**

1. Regular Board Meeting – July 18, 2012

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Rick Rodriguez  
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 \$11,271.09.

Motion: So moved

Motion by: Juan A. Molina  
Seconded by: Ricardo Molina  
Discussion:  
In Favor: Unanimous  
Opposed

**C. Adopt Official Budget for the 2012-2013 Fiscal Year**

Laida Benavides – Mr. Gilpin, Board Members, Mr. Santos and members of the audience. We are bringing to you the 2012-13 fiscal year budgets which is a balanced budget with the same tax rate of last year. There are three (3) different funds that the board must adopt are the General Fund which is \$293,592.745, Debt Service Fund which is \$25,817,241 and the Food Service Fund Expenditure by which is \$22,793,945

Motion: So moved

Motion by: Juan A. Molina  
Seconded by: Ricardo Molina  
Discussion:  
In Favor: Unanimous  
Opposed:

**D. Resolution to Adopt 2012 Tax Rate**

Good Evening, Mr. Gilpin, Members of the Board, Mr. Santos, Mr. Cruz and members of the audience. We bring to you this evening the resolution to adopt the 2012 Tax Rate.

May I read the resolution?

RESOLUTION/ORDINANCE

A RESOLUTION/ORDINANCE LEVYING ANNUAL AD VALOREM TAX FOR THE YEAR 2012 SETTING SPECIFIC TAX RATES, APPLICABLE TO ALL REAL, PERSONAL AND MIXED PROPERTY SITUATED WITHIN UNITED INDEPENDENT SCHOOL DISTRICT, SETTING DUE DATE AND PROVIDING FOR PENALTIES AND INTEREST ON DELINQUENT TAXES.

Be it RESOLVED/ORDAINED by the Board of Trustees of United Independent School District of Laredo, Webb County, Texas:

1. That an ad valorem tax rate of \$ 1.194860 per \$100.00 cash valuation and assessment ratio of 100% market value, as said values are fixed by the Appraisal Review Board, and the same is hereby levied for the year 2012 on all property and mixed property located and situated within the confines and boundaries of United Independent School District as of January 1<sup>st</sup> of this year, as set out below.
2. That the above specified ad valorem tax rate for the year 2012 be adopted on \$100.00 cash valuation and assessment ratio of 100% market value as follows:
  - A. \$ 1.040000 rate for local maintenance fund.
  - B. \$ 0.154860 rate for debt service, bonded indebtedness, interest and sinking fund.
  - C. \$ 1.194860 Total tax rate.
3. Any person failing to pay their taxes on or before January 31, 2013 shall be subject to the minimum penalties and collection costs thereon allowed by law to be collected on delinquent taxes. All delinquent taxes shall bear interest at the highest per annum interest and shall bear interest from the date of delinquency until paid.

The Tax Assessor-Collector is hereby authorized to assess and collect the taxes for United Independent School District.

Passed and approved this 22<sup>nd</sup> day of August 2012.

Motion: So moved

Moved by: Rick Rodriguez

Seconded by: Ricardo Molina

Discussion: Mr. Zuniga – Mr. Gilpin, Members of the Board I would like to recognize Laida Benavides, Sam Flores, Norma Farabough and all her staff. They started back in November working on this budget and they did a great job on the budget.

Mr. Gilpin – We all know it was harder than usual this year, probably the hardest ever so thank you very much.

In Favor: Unanimous  
Opposed

**E. Approval of Resolution providing a 16% Collection Fee on 2012 Delinquent Taxes in Compliance with Delinquent Tax Attorney Contract**

Mr. Gilpin, Board Members, Mr. Santos, Mr. Cruz and members of the audience. We bring a resolution which is in compliance with our Tax Collection Contract. Since they have met the amount specified in that contract is to increase the collection fees to 16%.

Mr. Giplin – Was that related to the collection rate that exceeded 65%  
Norma Farabough – Yes, Sir

Read resolution into the minutes:

## **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 the Texas Property Tax Code, provides school districts with the authority to impose a 16% collection fee and/or charge on delinquent ad valorem taxes of the current 2012 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, and the contract provides for a 16% collection fee and/or charge.

### **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 impose an additional 16% collection fee and/or charge on all delinquent taxes, penalties and interest due, pursuant to the terms 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 16% collection fee and/or charge on delinquent taxes, penalty and interest, as required by the Tax Code.

**PASSED THIS THE 22<sup>nd</sup> DAY OF AUGUST 2012**

Motion: So moved

Motion by: Ricardo Molina

Seconded by: Rick Rodriguez

Discussion: Mr. Montemayor – I would like to make a motion to table this particular item maybe prior to Sept. 4<sup>th</sup> or 5<sup>th</sup> in a Special Called Meeting to see if someone can negotiate a better collection rate for the district and staff.

Mr. Gilpin – I like to see it lowered as well and see if there is any way we can pursue that with our Tax Collection Attorney would be ideal.

Norma Farabough – As long as I get a time frame.

Juan A. Molina – What is the time frame?

Norma Farabough – I need to have a decision by the 5<sup>th</sup> of Sept. in order to send notices.

Roberto J Santos – We probably need to have a Special Called Meeting. I don't have a calendar in front of me, but maybe on the 4<sup>th</sup> or 5<sup>th</sup> of Sept.

Juan Molina – What day would the meeting take place?

Roberto J Santos – Let me look at a calendar

Judd Gilpin – I don't think we need to set the date to complete the motion, but we could.

Juan A. Molina – I want to be here on that day.

Roberto J Santos – Options that we have are Sept. 3<sup>rd</sup>, 4<sup>th</sup>, or 5<sup>th</sup>. It's got to be Monday, Tuesday or Wednesday. Is Wednesday OK with the board? We will send out a notice for Sept. 5<sup>th</sup>

Mr. Javier Montemayor – By no means is this a reflection on their work.

Seconded by: Rick Rodriguez

In Favor: Javier Montemayor, Judd Glipin, Juan A. Molina, Rick Rodriguez

Opposed:

Abstained – Pat Campos, Ricardo Molina

**F. Approval of Order of Election for Districts One (1), Two (2), Four (4) and Seven (7)**  
**Aprobar la Orden de Elección de los Distritos Uno (1), Dos (2), Cuatro (4) Y Siete (7)**

Mr. Gilpin, Board members, Mr. Santos, Mr. Cruz and Members of the audience. I would like to read the election order coming up on November 6, 2012.

Read Order:

## ORDER OF ELECTION FOR UNITED INDEPENDENT SCHOOL DISTRICT

An election is hereby ordered to be held on November 6, 2012 for the purpose of electing Board of Trustees for Districts One(1), Two (2), Four (4) and Seven(7).

Early voting by personal appearance will be conducted each weekday at the Webb County Administrative Building located at 1110 Washington St. between the hours of 8:00 A.M. and 5:00 P.M. beginning on Monday, October 22, 2012 and ending on Friday, November 2, 2012, including voting on Saturday, October 27<sup>th</sup> from 8:00 A.M. to 8:00 P.M. and Sunday, October 28<sup>th</sup> from 1:00 P.M. to 6:00 P.M..

Applications for ballot by mail shall be mailed to:

Webb County Elections Administrator  
1110 Washington St., Suite103  
Laredo, Texas 78040

Application for ballot by mail must be received no later than the close of business on October 30, 2012.

Additional early voting sites and Election Day sites will be held as stated on the attached pages.

Issued this the 22<sup>nd</sup> day of August 2012

Motion: So moved

Motion by: Ricardo Molina

Seconded by: Juan A. Molina

Discussion:

In Favor: Unanimous

Opposed

- G. \*Resolution Adopting Additional Employee Retention Incentive Payment to Full Time District Employees during the 2011-12 School Year (Mr. Santos moved this item to the beginning, but asked for the approval of the required Budget Amendment be approved)**

### **Approval of required Budget Amendment**

\*Mr. Santos asked for the Approval of required Budget Amendment is considered for approval.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Javier Montemayor

Discussion:



In Favor: Unanimous  
Opposed

**H. Approval of Contract with the Webb County Elections Administrator to Conduct November 6, 2012 Election**

Norma Farabough – For this item there is no resolution to read on the contract for the Webb County Elections. The cost is \$21,479.69; which takes care of all the sites.

Motion: So moved

Motion by: Rick Rodriguez

Seconded by: Juan A. Molina

Discussion:

In Favor: Unanimous

Opposed

**I. First Reading of Policy DC (LOCAL) - Employment Practices**

**No action required on First Reading**

Motion: So moved

Motion by:

Seconded by:

Discussion:

In Favor:

Opposed

**J. First Reading of Policy FFB (LOCAL) – Student Welfare: Crisis Intervention**

**No action required on First Reading**

Motion: So moved

Motion by:

Seconded by:

Discussion:

In Favor:

Opposed

**VII. Closed Session:** Board will adjourn into closed session at 7:07 p.m. pursuant to the following sections of the Texas Open Meetings Act:

- A. 551.071 Consultation with Board's Attorney
- B. 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. ARRA Technology Equipment Inventory
  - 2. Status of on-going Audits
- C. 551.071 Consultation with Board's Attorney  
551.082 School Children/Disciplinary Matter or Complaints  
551.0821 Personally Identifiable Student Information
  - 1. Student Transfer appeals
  - 2. Level III Student-Parent Complaint of:
    - a. C.A.

**The Board returned from Closed Session at 8:03 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. Action re: Student Transfer Appeals

Juan Cruz – Mr. President, Members of the Board the recommendation is to approve the 3 students transfer appeals as discussed in closed session.

Motion: So moved

Moved by: Ricardo Molina

Seconded by: Rick Rodriguez

Discussion:

In Favor: Unanimous

Opposed

B. Action re: Student-Parent Complaints of:

- 1. C.A.

The recommendation is to deny the Student-Parent Complaint of C.A. as discussed in closed session.

Motion: So moved

Moved by: Juan A. Molina  
Seconded by: Rick Rodriguez  
Discussion:  
In Favor: Unanimous  
Opposed  
Abstained: Pat Campos

**IX. Adjournment**

There being no further business before the Board, the Regular Meeting of August 22, 2012, was adjourned at 8:07 pm.

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Judd Gilpin – President

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Ricardo “Rick” Rodriguez – Secretary

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

September 5, 2012

**In Attendance**

Roberto J. Santos, Superintendent of Schools

**Board of Trustees**

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

A Special Called Meeting of the Board of Trustees of United I.S.D. was held on Wednesday, September 5, 2012, United ISD – Boardroom located at 201 Lindenwood Dr., Laredo, TX 78045.

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

**II. An announcement was made by the Board President, Judd Gilpin, calling the meeting of the United Independent School District to order at 6:00 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. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act**

Mr. Juan Cruz advised the Board that Item III C-1 (Level III Grievance of Parent-Student Complaint of M.M.) will be postponed for a later time.

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

**1. Consultation with Legal Counsel re: Modifications to Delinquent Tax Attorney Agreement**

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

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

**1. Consider Appointment of Director of Advanced Academics**

- C. 551.071 Consultation with Board's Attorney  
551.082 School Children/Disciplinary Matter or Complaints  
551.0821 Personally Identifiable Student Information**

**1. Level III Grievance of Parent-Student Complaint of M.M.**

The Board adjourned into closed session at 6:01 p.m.

**D. Action Item**

- 1. Approval of Request from Board Members re: Use of Board of Trustees Discretionary Funds for Various Projects / Campuses**

Motion: So move  
  
Moved by: Pat Campos  
Seconded by: Juan Molina  
Discussion: None  
In Favor: Unanimous

- E. Reconvened from Closed Session at 7:04 p.m., the Board will take appropriate action on items, if necessary, as discussed in Closed Session.**

- 1. Approval of Modifications to Delinquent Tax Attorney Agreement and/or Approval of Resolution providing a 16% Collection Fee on 2012 Delinquent Taxes in Compliance with Delinquent Tax Attorney Contract**

Mr. Juan Roberto Ramirez moved to approve the Resolution providing a 16% Collection Fee on 2012 Delinquent Taxes in Compliance with Delinquent Tax Attorney Contract

Motion: So move  
  
Moved by: Juan Roberto Ramirez  
Seconded by: Rick Rodriguez  
Discussion: Mr. Rick Rodriguez mentioned that he wanted to make it clear to the public that this 16% collection fee is only for delinquent tax payers.

Mr. Javier Montemayor mentioned that the reason this item was tabled the last time was to discuss the different options on this contract. Because it's a delinquent contract it is going to affect the delinquent tax payer only. The range is anywhere from 15% to maximum of 20%. He commended this firm for exceeding the Districts expectations in the collections. He also commended them for working with the district in trying to seek options to help out our economically distressed taxpayers. He also mentioned that this contract had previously been approved unanimously by the whole board and this was just the approval of the resolution.

In Favor: Unanimous

## **2. Appointment of Director for Advanced Academics**

Mr. Roberto Santos addressed that board and stated his recommendation is Mario Rosales for the Director of Advanced Academics

Motion: So move

Moved by: Rick Rodriguez  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous

Mr. Juan Cruz addressed the Board and stated there was an Action Item III-D for the Approval of Request from Board Members re: Use of Board of Trustees Discretionary Funds for Various Projects / Campuses

Motion: So move

Moved by: Rick Rodriguez  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous

## **3. Action Re: Level III Grievance of Parent-Student Complaint of M.M.**

## **V. Adjournment**

**There being no further business before the Board of Trustees, the Special Called Meeting of September 5, 2012 was adjourned at 7:07 p.m.**

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Judd Gilpin, President

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Ricardo "Rick" Rodriguez, Secretary

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

September 19, 2012

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

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

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

**I. Pledge of Allegiance**

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

**II.** A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, September 19, 2012, in the Bill Johnson Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043. President, Judd Gilpin 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.

*Mr. Judd Gilpin asked for motion to move up Item IV - Board Recognitions*

Motion:	So Move
Moved by:	Ricardo Rodriguez
Seconded by:	Ricardo Molina
Discussion:	None
In Favor:	Unanimous
Opposed:	

**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.

*Mrs. Aide Elizondo – addressed the board and congratulated them for all the hard work they do for the community. She stated she was there as a parent of a child that has autism and to request audio / video cameras to be placed in the UISD classrooms. She mentioned that according to statistics from the National Center for Education the proportion of autistic students reporting criminal victimization at school is 3.9% in the average school year. Ms. Elizondo presented several examples of autistic students from other school districts being victimized. She further stated that she doesn't see a reason why anyone would be opposed to having cameras in the classrooms except for those whose work has been shady, immoral, and unethical and who lack compassion. She mentioned these children's lives are very fragile and some have been shaken severely resulting in brain damage and even death. She said she knows budgets are tight but no school should down play the behavior of their employees and asked them to please not put a price tag on whether we should do something about abuse for disabled children.*

*Mr. Eduardo Elizondo – addressed the board and presented a petition to UISD regarding the placing of video cameras in the special needs classrooms. His request to place cameras in the classrooms is on behalf of those parents who have children with disabilities that impair their speech and communication and also on behalf of those concerned citizens who care what happens to special needs children. He mentioned that cameras would serve as protection for children and also for teachers and aides against false accusations. He stated that the way technology is advancing, the placement of cameras is inevitable. Mr. Elizondo mentioned that the US Supreme Court has ruled that there is no expectation of privacy in public schools. Also, the Texas Education Code states that a district employee is not required to get a parents consent before making a video tape of a child to be used only for the purpose of safety. He also stated that Section 26.009 of the Texas Education Code especially allows the videotaping of students without parental approval for the purpose of child safety. He thanked the board and asked them to please consider this request.*

#### **IV. Recognitions**

- A.** Texas Association of Secondary School Principals (TASSP) – Region One Administrators of the Year
- B.** United ISD ITV Department – National School Public Relations Association (NSPRA) Video Awards
- C.** J.B. Alexander High School – Texas State Solo & Ensemble Competition – Gold and Silver Medal Winners
- D.** J.B. Alexander High School – Texas State Solo & Ensemble Competition – Outstanding Soloist



- E. J.B. Alexander High School – Texas Music Educators Association – Texas State Area Honor Band Contest – Region 14 Honor Band
- F. United High School Chess Club – U.S. Junior Open Chess Tournament
- G. United High School - Texas State Solo & Ensemble Competition – Gold and Silver Medal Winners
- H. United High School - Texas State Solo & Ensemble Competition – Outstanding Soloist
- I. United High School - Texas Music Educators Association – Texas State Area Honor Band Contest – Region 14 Honor Band

**V. Consent Agenda Items**

- A. Approval of Monthly Disbursements
- B. Tax Roll Adjustments for 2011-2012
- C. Resolution to Approve the 2012 Appraisal Roll as the 2012 UISD Tax Roll
- D. Approval of Cooperative Program Contract Related Fees Report for the 2011-2012 Fiscal Year
- E. Approval of Awarding Bids, Proposals and Qualifications
- F. Approval of Requests from Board Members re: Use of Board of Trustees Discretionary Funds for Various Projects/Campuses
- G. Approval of Maximum Class Size Waivers for 2012-13 School Year
- H. Approval of MOU for School District/Private Partnership Consortium to Pursue the Race to the Top – District Grant Application from the US Department of Education
- I. Second Reading of Policy DC (LOCAL) – Employment Practices
- J. Second Reading of Policy FFB (LOCAL) – Student Welfare: Crisis Intervention

*Mr. Ricardo Rodriguez advised the Board that the Business and Instructional Committee Members had met and were recommending the approval of the following items V-A through V-J*

Motion:	So Move
Moved by:	Ricardo Rodriguez
Seconded by:	Ricardo Molina
Discussion:	None
In Favor:	Unanimous
Opposed:	None

## VI. Items for Individual Consideration

### A. Board Minutes for the Month of August 2012

Motion: So move  
Moved by: Pat Campos  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous  
Opposed: None

### B. Donations

*Mr. Santos read the donations into the minutes and requested that the Board accept the generous donations to UISD totaling \$3,030.48*

Motion: So move  
Moved by: Pat Campos  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous  
Opposed: None

### C. First Reading of Policy DEC (LOCAL) – Compensation and Benefits: Leaves and Absences

*Mr. Gilpin stated no action is required.*

## VII. Closed Session: Board will adjourn into closed session at **6:29 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: approval of attorney fee agreement with Person, Whitworth, Borchers & Morales, LLP to increase Webb County School Lands revenue.
- B. 551.071 Consultation with Board's Attorney  
551.074 Discussion of Personnel or to Hear Complaints against Personnel
  - 1. Discussion, including Consultation with Legal Counsel, re: Superintendent's Evaluation
- 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. Trautmann Middle School 6<sup>th</sup> Grade Student Activity Fund Audit
  2. Gutierrez Elementary Student Activity Fund Audit
  3. Textbook Inventory Procedures
  4. Delinquent Tax Attorney's Office Procedures
  5. Status of on-going Audits
- C. 551.071 Consultation with Board's Attorney  
 551.082 School Children/Disciplinary Matter or Complaints  
 551.0821 Personally Identifiable Student Information
1. Level III Grievance of Parent-Student Complaint of M.M.

**VIII.** Reconvened from Closed Session at **7:48 p.m.**, the Board will take appropriate action on items, if necessary, as discussed in Closed Session.

A. Approval of Internal Audit Plan for 2012-2013

Motion:	So move
Moved by:	Ricardo Rodriguez
Seconded by:	Ricardo Molina
Discussion:	None
In Favor:	Unanimous
Opposed:	None

*Mr. Juan Cruz stated for the record Ms. Pat Campos stepped out prior to Closed Session and Mr. Juan Molina arrived during Closed Session.*

B. Action re: Level III Grievance of Parent-Student Complaint of M.M.

*Mr. Juan Molina moved to uphold administration's decision to deny the Level III Grievance of Parent Student Complaint of M.M.*

Motion:	So move
Moved by:	Juan A. Molina
Seconded by:	Ricardo Rodriguez
Discussion:	None
In Favor:	Unanimous

C. Action re: Approval of Superintendent's Annual Evaluation

*Mr. Juan Cruz stated the recommendation is to approve the Annual Evaluation of Superintendent of Schools as discussed and presented in Closed Session.*

Motion: So move  
Moved by: Juan A. Molina  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous  
Opposed: None

D. Action re: approval of attorney fee agreement with the Person, Whitworth, Borchers & Morales, LLP increase Webb County School Lands revenue.

*Mr. Juan Cruz stated the recommendation is to approve the agreement as presented in Closed Session.*

Motion: So move  
Moved by: Juan Molina  
Seconded by: Juan Roberto Ramirez  
Discussion: None  
In Favor: Unanimous  
Opposed: None

E. Adopt Resolution Authorizing an Expenditure for the Protection and Advancement of Interests Pertaining to the County School Lands

*Mr. Juan Cruz stated the recommendation is to approve the resolution as presented on page 140 of the board book.*

Motion: So move  
Moved by: Juan Molina  
Seconded by: Ricardo Molina  
Discussion: None  
In Favor: Unanimous  
Opposed: None

## **IX. Adjournment**

There being no further business before the Board, the Regular Meeting of September 19, 2012, was adjourned at **7:50 p.m.**

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Judd Gilpin – President

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Ricardo “Rick” Rodriguez – Secretary