



OFFICE OF THE SUPERINTENDENT

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

5622 Ray Ellison Drive

San Antonio, Texas 78242

(210) 977-7000

Fax (210) 977-7021

Minutes of Regular Meeting

The Board of Trustees South San Antonio ISD

A Regular Meeting of the Board of Trustees of South San Antonio ISD was held Wednesday, August 21, 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

Section end time: 6:01 PM.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Section start time: 6:01 PM.

Dr. Flores addressed the Board and thanked all community members that are in attendance. He stated that we had a successful start to the 2019-2020 school year including the reopening of Athens, Kazen, West Campus and the DAEP program. Dr. Flores recognized all staff that helped in preparing our buildings to make the beginning of the school year a success. He stated that the district received their 2018-2019 State Academic Accountability Ratings, and will be presented during tonight's meeting. He thanked the teacher's, faculty, and staff for the academic

gains the students have made. The Superintendent invited the community to attend Meet the Bobcats tomorrow at 6:30 PM at Bobcat stadium. Dr. Flores informed that September 2nd the district will be closed in observance of Labor Day and the next Regular Board Meeting will be Wednesday, September 18th.

Mrs. Prado, Board President, read Board meeting rules of decorum aloud
 Mrs. Prado called for a change order of the day
 Section end time: 6:06 PM.

DISCUSSION AND POSSIBLE ACTION

Section start time: 6:06 PM.

1. Discussion and possible action to adopt the Annual Budget for the 2019 - 2020 School Year

Item start time: 6:06 PM.

Bettinae Kaiser, Chief Financial Officer, and James Schumann, Chief of Staff, were called to present and answer questions related to this item.

Mrs. Flores made a motion: I make a motion that we accept the Superintendent's recommendation and that would be page 3 the balanced budget that includes that the closed stipend increase and the 2018-2019 incomplete projects

Mr. Ybarra seconded

Mrs. Prado made an amendment to the motion: I move that we balance the annual budget as reflected in sheet #3 or page #3 as Mrs. Flores just stated by reducing the general fund fund 199 by 12% in all functions and object codes excluding the 6100 object code series in all general fund functions further that the 5 administrators/professional positions in either function 41 or 21 be eliminated from the proposed annual budget

Mr. Rodriguez seconded and the Board of Trustees voted 4/3 to approve. Motion passed.

Vote on the Amendment:

| 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 | |

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.
Item end time: 6:28 PM.

2. Discussion and possible action to approve the Resolution Adopting the Tax Rate for the 2019 - 2020 School Year

No action taken.

Section end time: 6:28 PM.

PRESENTATIONS / REPORTS

Section start time: 6:28 PM.

1. Report of Mental Health Partnerships for 2019 - 2020 School Year and other matters thereof
Item start time: 6:28 PM.
Susan Arciniega, Behavior Specialist, was called to present and answer questions related to this item.
Item end time: 6:45 PM.
2. Presentation of the Final 2018 - 2019 State Academic Accountability Ratings
Item start time: 6:45 PM.
Denise Orosco, Executive Director of Student Support Services, was called to present and answer questions related to this item.
Item end time: 7:05 PM.
3. Report regarding district wide school safety and security
Item start time: 7:05 PM.
Eugene Tovar, Chief of Police, and Dr. Alexandro Flores, Superintendent of Schools, were called to present and answer questions related to this item.
Item end time: 7:50 PM.
4. Report on utilizing a free CPR training entity to train district personnel
Item start time: 7:50 PM.
Chad Doucet, Director of Purchasing, was called to present and answer questions related to this item.
Item end time: 8:00 PM.
5. Oral and/or Written report on an enrollment update, as of August 21, 2019, for each individual campus, including Athens, Kazen, West Campus High School (9th Grade) and the Alternative School.

Item start time: 8:00 PM.

Denise Orosco, Executive Director of Student Support Services, Dr. Lee Hernandez, Executive Principal of South San High School, Dr. Alexandro Flores, Superintendent of Schools, and Jennifer Suniga-Collier, Community Relations Officer, were called to present and answer questions related to this item.

Item end time: 8:24 PM.

6. Oral and/or Written status report on the re-opening of Athens, Kazen, West Campus High School and the Olivares Complex.

Item start time: 8:24 PM.

James Schumann, Chief of Staff, was called to present and answer questions related to this item.

Item end time: 9:05 PM.

Recess: 9:05 PM. – 9:15 PM.

7. LSG Report: Superintendent Constraint Progress Measure 1.1

Item start time: 9:15 PM.

Lorraine Deleon, Executive Director of Curriculum & Instruction, Dr. Alexandro Flores, Superintendent of Schools, and Dolores Sendejo, Chief Academic Officer were called to present and answer questions related to this item.

Item end time: 9:35 PM.

8. LSG Report: Student Outcome Goal--Goal Progress Measure 1.1

Item start time: 9:35 PM.

Lorraine Deleon, Executive Director of Curriculum & Instruction, and Dr. Alexandro Flores, Superintendent of Schools were called to present and answer questions related to this item.

Item end time: 9:49 PM.

9. LSG Report: Board Constraint 2

Item start time: 9:49 PM.

Connie Prado, Board President, was called to present and answer questions related to this item.

The Board President opened the floor for the Board to participate in a discussion on whether or not they feel they have met and align with this constraint.

Ed Vara, Lone Star Governance Coach, was called to present and answer questions.

Item end time: 10:00 PM.

CONSENT

Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate

discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Section start time: 10:00 PM.

1. Approval of Board Meeting Minutes, Time Management Log, and Board Tracker:
 - A. July 10, 2019 Special Called Meeting
 - B. July 24, 2019 Special Called Meeting
 - C. July 31, 2019 Special Called Meeting
2. Approval as necessary of construction contracts for remodeling at Athens, Kazen, West Campus HS, and Olivares
No Action Taken.
3. Approval of the 2019-2020 Memorandum Of Understanding with the San Antonio Council on Alcohol and Drug Awareness (SACADA).
4. Approve the Memo of Understanding between South San Antonio ISD and Jewish Family Service San Antonio
5. Approve the Memo of Understanding between South San Antonio ISD and Rise Recovery
6. Approve the Letter of Agreement between South San Antonio ISD and Family Services
7. Approve the Memo of Understanding between South San Antonio ISD and Clarity Child Guidance Center
8. Approve the Memo of Understanding between South San Antonio ISD and ChildSafe, Expert Care for Abused Children
9. Agreement between Dr. Shaylon Rettig, MD and SSAISD Health Services Department
10. Approve the Memorandum of Understanding Between Region 20 and South San Antonio ISD in the Implementation of the ESC-20 ESL Framework
11. Approve the Agreement Between Our Lady of the Lake University (OLLU) and SSAISD
12. Approve the inter-agency agreement for the School Health and Related Services (SHARS) Program.
13. Approve the Memorandum of Understanding Between Texas A & M San Antonio and South San Antonio ISD
14. Approval of the Education Service Center 20 (ESC 20) Commitments for the 2019-2020 school year.
15. Approval of District's Self-Funded Workers' Compensation Insurance for excess coverage
16. Approval of Texas Association of School Board (TASB) Property and Casualty Insurance
17. Approval of the August Budget Amendment

- 18. Approval of Teacher Hired/Transferred under the terms of District of Innovation
- 19. Approve the 2019 - 2020 List of Certified Appraisers
- 20. Approval of \$5,000 starter costs for Athens, Kazen and West Campus High School from the 2018-2019 annual budget.

Item start time 10:00 PM

Mrs. Flores moved to approve the consent agenda items 1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 18, and 19 as presented, Mr. Ybarra seconded and the Board of Trustees voted 7/0 to approve the item as presented. Motion passed.

Item end time: 10:03 PM.

CONSENT Items pulled

Item #- 17 Approval of the August Budget Amendment

Item start time: 10:03 PM.

Bettinae Kaiser, Chief Financial Officer, James Schumann, Chief of Staff, Kevin O’Hanlon, Legal Counsel, and Chad Doucet, Purchasing Director, were called to present and answer questions related to this item.

Mr. Rodriguez made a motion: I’d like to make a motion that whatever that remaining balance winds up being for the for the total cost of whatever is left of that million dollars that’s allotted that we dedicated it to the boys’ baseball field and the girls’ softball field to remove the chain backstops and put up more modern more safer backstop netting I’d like to dedicate whatever that balance winds up being that remaining balance to those to those two specific projects is what I’d like to make a motion

Ms. Ibarra Pena seconded, and the Board of Trustees voted 7/0 to approve the item as presented. Motion passed.

| 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 | | |

Item end time: 10:10 PM.

CONSENT Items pulled

Item #- 20 Approval of \$5,000 starter costs for Athens, Kazen and West Campus High School from the 2018-2019 annual budget.

Item start time: 10:10 PM.

Connie Prado, Board President, Bettinae Kaiser, Chief Financial Officer, and Kevin O’Hanlon, Legal Counsel, were called to present and answer questions related to this item.

Mrs. Prado made a motion:

I make a motion that we approve the approval of \$5,000 as a starter cost for Athens, Kazen and West Campus High School from the 2018-2019 annual budget

Mr. Rodriguez seconded, and the Board of Trustees voted 7/0 to approve the item as presented. Motion passed.

Item end time: 10:13 PM.

CONSENT Items pulled

Item #15- Approval of District's Self-Funded Workers' Compensation Insurance for excess coverage

Item start time: 10:13 PM.

Mrs. Prado, Board President, Chad Doucet, Director of Purchasing, Bettinae Kaiser, Chief Financial Officer, and Dr. Alexandro Flores, Superintendent, were called to present and answer questions related to this item.

Mrs. Prado advised the Board: I would like to convene into closed session at this time to discuss this item

Mr. Ybarra moved to approve consent item #15 as presented, Mrs. Flores seconded

Mrs. Prado, Board President, stated: Before we take a vote on this I would request that we convene into closed session at this time for further discussion on item #15 and I'm going to read the closed session portion I recommend that we go into closed session pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821. The Board will go into closed session for the purpose of consultation with our legal counsel regarding potential procurement irregularities

Closed session start: 10:20 PM.

Returned from closed session: 10:50 PM.

Mr. Ybarra withdrew his motion

No action taken.

Item end time: 10:50 PM.

CITIZENS TO BE HEARD

Section start time: 10:50 PM.

1. *Tom Cummins*, South San AFT President, addressed the Board regarding the recently adopted pay raises, an article regarding charter schools, and marketing to bring students back.

Section end time: 10:55 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. Discussion concerning personnel matters pursuant to Texas Government Code Section 551.074.
2. Conduct Superintendent's Summative Evaluation
Section start time: 10:55 PM.
Section end time: 12:01 AM.

DISCUSSION AND POSSIBLE ACTION

Section start time: 12:01 AM.

1. Approval of Superintendent's Summative Evaluation
Item start time: 12:01 AM.
No Action Taken.
Item end time: 12:02 AM.
Section start time: 12:02 AM.

ADJOURNMENT

Mr. Rodriguez moved to adjourn the meeting, Mr. Ybarra seconded, and the Board of Trustees voted unanimously to adjourn the meeting at 12:02 AM.

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.



Board of Trustees Time Management Log

Board Meeting: August 21, 2019

Regular Called

| Section | Started | Ended | Total Time | Lone Star Governance |
|--|----------|----------|------------|---------------------------------------|
| Call to order and Roll Call | 6:00 PM | 6:01 PM | 1 Min. | Other |
| Total section time: 1 Min. | | | | |
| Superintendent's Remarks/Board President Rules of Decorum & Change Order of the Day | 6:01 PM | 6:06 PM | 5 Min. | Other |
| Total section time: 5 Min. | | | | |
| Discussion and Possible Action – 14 Minutes | | | | |
| Item #1 | 6:06 PM | 6:28 PM | 22 Min. | Other |
| Item #2 | 6:28 PM | 6:28 PM | 0 Min. | Other |
| Total section time: 22 Min. | | | | |
| Presentations/Reports – 14 Minutes | | | | |
| Item #1 | 6:28 PM | 6:45 PM | 17 Min. | Other |
| Item #2 | 6:45 PM | 7:05 PM | 20 Min. | Other |
| Item #3 | 7:05 PM | 7:50 PM | 45 Min. | Other |
| Item #4 | 7:50 PM | 8:00 PM | 10 Min. | Other |
| Item #5 | 8:00 PM | 8:24 PM | 24 Min. | Other |
| Item #6 | 8:24 PM | 9:05 PM | 41 Min. | Other |
| Recess: | 9:05 PM. | 9:15 PM. | 10 Min. | Other |
| Item #7 | 9:15 PM | 9:35 PM | 20 Min. | Vision – Constraints Monitoring |

**Board Goals*

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

| | | | | |
|---|----------|----------|---------|--|
| Item #8 | 9:35 PM | 9:49 PM | 14 Min. | Vision – Student Outcome Goal Monitoring |
| Item #9 | 9:49 PM | 10:00 PM | 11 Min. | Vision – Constraints Monitoring |
| Total section time: 212 Min. | | | | |
| Consent – 10 Minutes | | | | |
| Item # 1, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 18, and 19 | 10:00 PM | 10:03 PM | 3 Min. | Other |
| Item # 17, 20, and 15 | 10:03 PM | 10:50 PM | 47 Min. | Other |
| Percentage of Consent Item Pulled 15.00% (total pulled divided by total consent items then times 100 = total percentages of pulled items) | | | | |
| Total section time: 50 Min. | | | | |
| Citizens to be Heard | | | | |
| Item #1 | 10:50 PM | 10:55 PM | 5 Min. | Other |
| Total section time: 5 Min. | | | | |
| Closed/Executive Session – 1 Hour | | | | |
| Item #1 | 10:55 PM | 12:01 AM | 66 Min. | N/A |
| Total section time: 66 Min. | | | | |
| Discussion and Possible Action – 14 Minutes | | | | |
| Item #1 | 12:01 AM | 12:02 AM | 1 Min. | Accountability Superintendent Evaluation |
| Total section time: 1 Min. | | | | |
| Adjournment | 12:02 AM | 12:02 AM | 0 Min. | Other |

Total Meeting Time: 362 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 | 14 Min. | 5% | Presentations/Reports #8 |
| Vision | Constraints Setting | | | |
| Vision | Constraints Monitoring | 31 Min. | 11% | Presentations/Reports #7 & #9 |
| Accountability | | | | |
| Accountability | Superintendent Evaluation | 1 Min. | 1% | Discussion and Possible Action #1 |
| Accountability | Board Self-Evaluation | | | |
| Structure | | | | |
| Structure | Voting | | | |
| Advocacy | | | | |
| Advocacy | Community Engagement | | | |
| Advocacy | Student/Family Engagement | | | |
| Advocacy | Community Training | | | |
| Other | | | | |
| Other | Other | 250 Min. | 83% | |
| Total Vision-focused Minutes | | 46 | 17% | |
| Total Minutes | | 296 Min. | 100% | 66 minutes - closed session not included |

Total Meeting 6 hours and 2 minutes = 362 minutes
 362 - 66 closed session = 296 Total Tracker Minutes



August 21, 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 | 5 | 7 | 5 | \$107.22 | \$1,822.74 |
| Senior Staff Members | | | | | |
| Dolores Sendejo | 4 | 6 | 4 | \$70.31 | \$984.34 |
| Lorraine De Leon | 4 | 6 | 4 | \$54.98 | \$769.72 |
| James Schumann | 15 | 7 | 15 | \$78.64 | \$2,909.68 |
| Sherri Seaman | 10 | 6 | 5 | \$53.86 | \$1,131.06 |
| 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 | 6 | 1 | \$48.42 | \$363.15 |
| Robert Zamora | | | | \$47.31 | \$0.00 |
| Denise Orosco | 4 | 6 | 4 | \$47.82 | \$669.48 |
| Bettinae Kaiser | 15 | 6 | | \$72.92 | \$1,531.32 |
| Dr. Lee Hernandez | | | | \$61.05 | \$0.00 |
| Veronica Ramos | | | | \$47.98 | \$0.00 |
| Jesse Berlanga | | | | \$42.07 | \$0.00 |
| Scott Stephens | 2 | | | \$50.33 | \$100.66 |
| Chad Doucet | 10 | 6 | 15 | \$43.28 | \$1,341.68 |
| Jenny Suniga Collier | | 6 | | \$43.72 | \$262.32 |

| | | | | | |
|-------------------|------|----|----|------------|-------------|
| Stephanie Mendoza | 10 | | | \$35.27 | \$352.70 |
| Other Staff | | | | | |
| Michelle Martinez | 5 | 7 | 7 | \$34.75 | \$660.25 |
| Irma Paine | | | | \$40.53 | \$0.00 |
| Elaine Arguello | | | | \$21.79 | \$0.00 |
| Mike Ortiz Jr | | | | \$27.32 | \$0.00 |
| Cristina Moreno | | | | \$28.79 | \$0.00 |
| Cristina Morales | | | | \$27.85 | \$0.00 |
| Clarita Trevino | | | | \$44.80 | \$0.00 |
| | | | | | \$0.00 |
| | | | | | \$0.00 |
| | | | | | \$0.00 |
| | | | | | \$0.00 |
| | 84.5 | 69 | 60 | \$1,416.18 | \$12,899.10 |