

-STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **18th day of April, 2023** the Board of Trustees of the Brownsville Independent School District met in a **Rescheduled Regular Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Jessica Gonzalez	President
Carlos Elizondo	Vice-President
Minerva Pena	Secretary
Frank Ortiz	Assistant Secretary
Eddie Garcia	Member (via zoom)
Denise Garza	Member
Daniella Lopez Valdez	Member

ABSENT:

None

ALSO PRESENT:

Dr. Rene Gutierrez	Superintendent of Schools
Ben Castillo	Attorney for the Board

ALSO ABSENT:

None

WHEREUPON, a quorum being present and it appearing before the Board, it is hereby so found that notice of this **Rescheduled Regular Board Meeting** has been duly given in the manner and for the length of time as prescribed by law. The meeting was called to order and declared ready for the transaction of business with the following to wit:

- I. Meeting called to order by Ms. Jessica Gonzalez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Rene Gutierrez, Superintendent of Schools.**
- III. Pledge of Allegiance led by Ms. Jessica Gonzalez, Board President.**
- IV. Roll Call: Ms. Jessica Gonzalez, Board President announced that Mr. Eddie Garcia was joining the meeting via zoom, Daniella Lopez Valdez would be present shortly and everybody else is officially present.**
- V. Recommend approving the Rescheduled Regular Board Meeting of the Tuesday, April 18, 2023 with any corrections/deletions.**

Dr. Rene Gutierrez, Superintendent stated the following:

Handout 1 – added to official minutes

VII. A. Delete number 10

Legal Counsel – Grievant Recommendation

- XII. A. Level III Grievance(s)
Item 1 Will be deleted from agenda and backup

Administration Recommendation

- B. Personnel Item(s):
Item 1 Page 610 will be replaced with Page 610a
Pages 642a – 642f will be added to agenda backup
Item 2 Page 644 will be replaced with Page 644a
Pages 654a – 654d will be added to agenda backup
Item 7 Will be deleted from agenda and backup
Item 12 Will be deleted from agenda and backup
Item 13 Will be deleted from agenda and backup

Ms. Minerva Pena, Board Member interjected, excuse me, may I? Ms. Gonzalez stated, Ms. Pena. Ms. Pena asked, yes, Dr. Gutierrez, item 10, on page 2, will be moved to the May 2nd meeting? **Dr. Gutierrez replied, yes.** Ms. Pena continued, because I see it was removed, but it's going to be rescheduled for the May 2nd meeting, item number 10, am I correct? **Dr. Gutierrez stated, that's correct, on Roman numeral number VII, section A, item number 10.** Ms. Pena stated, thank you. Ms. Gonzalez stated, yes, Ms. Pat already has it written down.

Motion made by Jessica Gonzalez, seconded by Eddie Garcia, and unanimously carried to recommend approving the agenda for the Rescheduled Regular Board Meeting of Tuesday, April 18, 2023 with the corrections/deletions as stated by administration. (7-0-0)

VI. Recommend approving the minutes with any corrections:

- A. Rescheduled Regular Board Meeting held Tuesday, January 17, 2023.
- B. Hearing #001/2022-2023 held Friday, January 20, 2023.
- C. Hearing #001/2022-2023 held Friday, February 3, 2023.
- D. Regular Board Meeting held Tuesday, February 7, 2023.
- E. Special Called Board Meeting held on Thursday, February 16, 2023.

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the minutes of the Rescheduled Regular Board Meeting held Tuesday, January 17 2023, Hearing #001/2022-2023 held Friday, January 20, 2023, Hearing #001/2022-2023 held Friday, February 3, 2023, Regular Board Meeting held Tuesday, February 7, 2023 and Special Called Board Meeting held on Thursday, February 16, 2023, as stated by administration. (7-0-0)

VII. Superintendent's Report: * SB1566

- A. Conference Presentations:
 - 1. Recognition of BISD Mock Trial Senior.

Dr. Rene Gutierrez, Superintendent of Schools stated, yes, I'd like to call on Dr. Norma Ibarra Cantu for this item, go ahead Dr. Cantu. Dr. Norma Ibarra Cantu, Secondary Education Director stated, good evening, madame Chair, Superintendent, Board Members and distinguished guests, it is an honor for us to make this recognition. Each year, BISD recognizes seniors who have participated in the BISD Mock Trial Program for 4 years. Brownsville ISD recognizes the following students and awards them with their mock trial senior patch and their mock trial senior plaque for the commitment for the fall 2022 and spring 2023. Dr. Ibarra Cantu continued with her presentation, she introduced students, sponsors and principals of all participating Early College High Schools. In addition, she recognized a student that was awarded regional second place in the area of court room artist. Administration and the Board were very happy to recognize the Mock Trial/Court Room Artist participants and they were all presented with medals and certificates of recognition. Upon conclusion of the presentation, group photos were taken.

2. Recognition of 2023 Regional Mock Trial Competition.

Dr. Norma Ibarra Cantu, Secondary Education Director stated, I would also like to include another Mock Trial recognition since this is the same topic. Each year, Region One holds a regional mock trial competition that includes a court room artist competition. Brownsville ISD recognizes Alondra Sofia Garza form Hanna Early College High School as the second-place regional winner in the category of court room sketch artist. Dr. Ibarra Cantu continued with her presentation, she introduced the student, sponsor and campus principal. Administration and the Board were very happy to recognize the Mock Trial Court Room Sketch Artist who was presented with a medal and a certificate of recognition. Upon conclusion of the presentation, group photos were taken.

3. Luis Rangel earned National Recognition in the prestigious National Youth Orchestra 2 program.

Dr. Rene Gutierrez, Superintendent of Schools stated, Ms. Aimee Garza, go ahead. Ms. Aimee Garza-Limon, Principal for Lopez Early College High School stated, good evening everyone, good evening madame Chair, Superintendent of Schools, Dr. Rene Gutierrez, Members of the Board, BISD community, it is with great honor and pleasure that I introduce this young man, a Lopez Early College High School Junior. He's earned a spot in the prestigious National Youth Orchestra 2 Program. The New York Orchestra 2 Program has a mission with a particular focus on attracting talented students from groups under served by and underrepresented in the classical orchestra field. Luis will get the opportunity to expand his horizons and perform at the esteemed Carnegie Hall and tour throughout the Dominican Republic this summer, without his principal. Other accomplishments Luis Rangel has garnered include, earning a spot in the TMEA all state band and orchestra programs for the past 2 years and performing as a member of the University of Texas Rio Grande Valley Youth Orchestra. Luis is an active member at the Lopez High School Lobo marching band and wind ensemble and studies clarinet under Mr. Ivan Hernandez and our head band director, Dr. Ramon Vazquez. Ms. Garza-Limon continued with

her presentation, she introduced student and band director. Luis Rangel was presented with a medal and a certificate of recognition. Upon conclusion of the presentation, group photos were taken.

4. Recognition of BISD Early College High Schools presentation of the Valedictorian and Salutatorian for the 2022-2023 school year.

Dr. Rene Gutierrez, Superintendent of Schools stated, Dr. Norma Ibarra Cantu, go ahead. Dr. Norma Ibarra Cantu, Secondary Education Director stated, yes, every year, students are challenged with rigorous curriculum and effective instructions in BISD. And every year, there are exemplary students that rise up to the occasion and go above and beyond. Today, we recognize senior students whose four-year learning experience was full of success and through commitment and dedication, excelled in their challenging course work. BISD is proud to announce our Valedictorians and Salutatorians. Dr. Ibarra-Cantu continued with her presentation, she introduced students, parents, counselors and principals. Administration and the Board were very happy to recognize the Valedictorians and Salutatorians, they were all presented with medals and certificates of recognition. Upon conclusion of the presentation, group photos were taken.

5. Recognition of National Civics Bee.

Dr. Norma Ibarra Cantu, Secondary Education Director stated, the second annual National Civics Bee is presented by the Brownsville Chamber of Commerce with support from the US Chamber of Commerce Foundation. The National Civics Bee is a way to promote greater civics knowledge, civic participation across the country and to energize our community with a celebration of civics pride. The Civics Bee begins with an essay competition that is open to all middle schools' students from Brownsville. Dr. Ibarra Cantu continued with her presentation, she introduced students, sponsors and principals of participants. Administration and the Board were very happy to recognize the National Civic Bee participants and they were all presented with medals and certificates of participation. Upon conclusion of the presentation, group photos were taken.

6. Recognition of The Brownsville Herald-2023 Readers Choice Awards.

Mr. Jason Moody, Public Relations & Com. Engagement Director stated, good evening madame President Ms. Gonzalez, Board Members and Superintendent of Schools, Dr. Gutierrez and members of the audience. Each year the Brownsville Herald carries out its Readers Choice contest which allows members of the community to vote for their favorite places and people in various categories. The recognition is especially important because it comes directly from residents through the city. Each winner receives a certificate and a banner from the Brownsville Herald and with us from the Herald, Richard Dominguez, Digital Marketing Manager will assist us in the presentation. Mr. Moody continued with his presentation, he introduced the BISD campus and department winners represented by their respective

principals and or directors as well as some staff members and or students. Administration and the Board were very happy to recognize the winners and they were all presented with plaques. Upon conclusion of the presentation, group photos were taken.

7. Recognition of Senior Students Awarded Impact Scholarship from The University of Texas Austin.

Mr. Jason Moody, Public Relations & Com. Engagement Director stated, good evening again. Two Early College High School senior students from Brownsville ISD were awarded an impact scholarship from the University of Texas at Austin. Miranda Sofia Saldivar Herrera from Hanna Early College High School and Angela Gomez Zepeda from Lopez Early College High School were awarded the Impact Scholarship. This scholarship recognizes incoming high potential students who are making an impact in their local communities with a 48-thousand-dollar scholarship, 12 thousand per year over 4 years at UT to cover the cost of their tuition. Mr. Moody continued with his presentation, he introduced the students and their respective principals. Administration and the Board were very happy to recognize the awardees and were both presented with medals and certificates of recognition. Upon conclusion of the presentation, group photos were taken.

8. Recognition of the Brownsville Historic Rotary Club, Los Fresnos Eye Clinic & Optical, & Homeless Youth Connection Project.

Ms. Diana E. Clough, Homeless Youth Project Director stated, good evening, madame President Ms. Gonzalez, Superintendent Dr. Gutierrez, Board Members and audience, I proudly stand before you this evening to recognize the Rotary Club of Historic Brownsville. The mission of the Rotary International is to provide service to others, promote integrity and advance world understanding, good will and peace through its fellowship of business, professional and community leaders. Ms. Clough continued with her presentation as she thanked the Rotary Club for their multiple contributions to the BISD, she then introduced the Rotary Club Members, honored them, thanked them and presented them with a small token of appreciation on behalf of the district. She further stated that they are people of action and distinguished for their motto which is, Service Above Self. Upon conclusion of the presentation, group photos were taken.

9. Recognition of Elementary Safety Patrol Clubs.

Ms. Alma Cardenas Rubio, Assistant Superintendent for Elementary Schools stated, good afternoon Board President Jessica Gonzalez, Board Members, Superintendent of Schools, Dr. Rene Gutierrez, Cabinet and audience. What an honor it is, together with Dolores Emerson to present these safety patrol students. As a former safety patrol student, I'd like to give a shout out to my late teacher, Mrs. Nancy Harris who inspired me to be a leader starting with talking to the audience. And today, you are seeing the future leaders come your way. Ms. Cardenas Rubio continued with her presentation of campuses under her supervision, she introduced their respective

sponsors, principals and students. Ms. Dolores Emerson, Elementary Education Director continued with her presentation of campuses under her supervision, she introduced their respective sponsors, principals and students. Administration and the Board were very happy to recognize the leadership, responsibility, honesty and their assistance during morning, lunch and after school crossing guard duties. They were all presented with medals and certificates of recognition, upon conclusion of the presentation, group photos were taken.

10. Recognition of Nicholas Alexander Torres, BISD 2023 Spelling Bee, 1st Place Winner. (Board Member Request Minerva Pena/Board Support Frank Ortiz) **Deleted as per Minerva Pena**
11. Recognition of Financial Accountability “A” Rating to Finance and Business Team.

Dr. Rene Gutierrez, Superintendent of Schools stated, Dr. Cantu, go ahead. Dr. Nereida Cantu, Deputy Superintendent for Business & Operations stated, good evening madame President, Dr. Gutierrez and distinguished Board Members, I’d also like to welcome our individuals in the audience and those watching us on line. We all know that the state of Texas has a strict accountability system in every area, a few months ago, the recognition, we had some recognitions for the Curriculum side. Well, today, I would like to recognize our finance team because one of the ratings, the rating for finance, the School Finance Integrity Rating System also known as FIRST, there’s 20 indicators that the district is evaluated in the finance. And these are indicators such as making sure that we keep a fund balance that needs to be in place, making sure that we are transparent, making sure that we are doing what we need to do and spending money as it needs to be spent. So, the whole idea of this system is to encourage, to make sure that we manage our financial resources and provide maximum allocations possible for instructional purposes. So, I am very proud and honored to report that for the 21-22, accountability is always one year behind, the Brownsville ISD has received an A rating in the financial accountability system. Dr. Cantu continued with her presentation, she introduced the Finance Department staff and Administrator. Administration and the Board were very happy to recognize the hard work, dedication and efforts on behalf of the Finance Department Staff and they were all presented with small token of appreciation. Upon conclusion of the presentation, group photos were taken.

12. Presentation on Recycling Matters at BISD.

Ms. Micaela Escobar, Records/Recycle/Warehouse Director stated, good evening President Gonzalez, Dr. Gutierrez and Members of the Board Members and members of the audience, my name is Micaela Escobar and I proudly serve our district as the Director for Records Management and Recycling. I wish to thank you for the opportunity to present to you and our community our district recycling efforts. April is considered the Earth Month, it is a perfect time to join leaders around the world to bring awareness on the issues affecting our world, this is the perfect time to invest in our planet. BISD acknowledges environmental awareness is necessary to protect our planet for our children by raising awareness on the 3 R’s, Reduce, Reuse and Recycle. Our BISD Curriculum Department implemented environmentally appropriate and

responsible practices for students conducting investigations in science at all grade levels. Specifically, in making informed decisions in conservation, disposal and recycling materials. We do follow the TEKS process standards and are followed by grade level and subject. Ms. Escobar continued with her presentation and highlighted the following. Crayon recycling, all of you should have received a recycled crayon, BISD, in collaboration with the City of Brownsville, Parks and Recreation, initiated a recycling program for crayons. Used, unwanted, broken crayons were melted into new shapes and will be given out to children throughout the city. We were able to collect, in two months, 200 pounds of crayons and these are the shapes that are going to be going out to the kids. And I also want to mention that we do have community partners that I have been working with and have been helping us with our program which is the City of Brownsville, the Parks and Recreation, the Beautification Committee, our City Forrester, the Community Forrester for South Texas, Healthy Communities of Brownsville, Gladys Porter Zoo, Turtles Inc. and a nonprofit for cleanups which is RGV Fishing Area/Waterways Cleanup. With this, I am open to questions or comments. Ms. Jessica Gonzalez, Board President stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, just a question here, just for clarification, I now that you have a schedule in which the recycling truck goes out and picks up these items, that truck, is it always in running condition when you need it for those specific days? Ms. Escobar stated, for the coming recycling, we do hire Redfish and they go by the schools every Monday and Wednesday and if the school has reached to the point that they are recycling more than the rest of the schools, we added an extra day. Mr. Ortiz asked, okay, did our school district at one time have a truck that would go by and pick up these items? Ms. Escobar replied, we do, but we use it to recycle only paper. Mr. Ortiz asked, okay and that's what I'm referring to, is it always in working condition for, to fulfill our schedules? Ms. Escobar replied, we try to keep it operational, but it is an old truck. Mr. Ortiz stated, okay, thank you and I'm not just asking because we want to make sure that we have our vehicles available for the times that we have scheduled pick-ups. Ms. Escobar stated, thank you. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, give me a second, Ms. Garza. Ms. Denise Garza, Board Member stated, thank you Ms. Escobar, it's great to hear that we are recycling a lot of this stuff, especially the crayons. You mentioned that students would be getting these shapes of recycled crayons, will every child in elementary be getting one or how do we determine what students get one of these beautiful recycled Crayola shapes, because it's really nice, beautiful? Ms. Escobar replied, thank you, so, we don't have the ovens to melt the crayons and that's the reason why we are working with the City of Brownsville Parks and Recreations. So, we collected the crayons and then we gave it to the Parks and Recreations, they are the ones melting it with the help of our volunteer students, so they can get college credit for that and then we are going to get it back and we are going to give it to the Fine Arts Department and they will redistribute. Ms. Garza stated, thank you. Ms. Escobar stated, you are welcome. Ms. Gonzalez stated, Ms. Lopez Valdez and then Ms. Pena. Ms. Daniella Lopez, Board Member stated, Ms. Escobar, I just wanted to say thank you so much for all that you have done in these past 3 years. You know, every time I see how much we've recycled, how much landfill space we have saved, how much air we've cleaned, I know that it just makes me so happy because it's our future and our kids, they are the ones who inherit the issues and we are making things better for them so that they can have a better planet and its thanks to you. So, thank you so much for your initiative and for all the counselors out there who help, go above and

beyond for our kids to be excited about saving our planet, so thank you very much. Mr. Ortiz interjected, and I concur with Ms. Valdez, thank you very much for what you are doing. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, yes, thank you very much, you've done an outstanding job and we are very proud to have you working here with us. My question is, on the recycling bins, its called The Redfish Recycling, am I correct? **Ms. Escobar stated, yes.** Ms. Pena asked, there's one in every campus? **Ms. Escobar replied, correct.** Ms. Pena continued, and is there an expense to the district, do we have to pay to have that one? **Ms. Escobar stated, that is correct, we do have to pay for the recycling, but it is a lot less than having to take it to the dump or use it as garbage. So, there is a cost savings there.** Ms. Pena asked, okay, and then, we have it at every campus, including every, any property that we own, we have a recycling bin there? **Ms. Escobar replied, correct, administrative buildings do have a red container as well.** Ms. Pena asked, and as far as putting stuff in there, it says what can and cant go in there? Lets say, that way the employee or the students walk by, they make sure they put only recyclable, I'm going to call it trash, for lack of a better word, in there so you can recycle. So, there is something where it tells you what can be recycled and what cant be recycled, am I right? **Ms. Escobar stated, that is correct.** Ms. Pena asked, so crayons go in there too? **Ms. Escobar replied, no, crayons is separate, we have a box at every school and administrative building that says specifically crayons.** Ms. Pena stated, thank you very much and keep up the good work. **Ms. Escobar stated, thank you.** Ms. Gonzalez stated, Ms. Garza. Ms. Garza asked, yes, one quick question Ms. Escobar, you mentioned that the city were the ones that had the ovens because we don't have the ovens, is it possible we can look at quotes, that way we can keep that in house and have it there at the recycling area and the students that are helping you out with their volunteer work can go to our Facilities versus going to the city. Because is that costing us anything? **Ms. Escobar stated, no.** Ms. Garza stated, oh, its not, okay. **Ms. Escobar added, its not costing us anything at all.** Ms. Garza stated, alright, well, maybe we still need to get some quotes for those ovens Dr. Gutierrez. Ms. Pena interjected, so we can learn to do it ourselves. **Dr. Rene Gutierrez, Superintendent of Schools asked, what is this, the city uses these ovens to melt just crayons or what do they use it for?** **Ms. Escobar replied, crayons and make these new shapes so we can recycle crayons. Dr. Gutierrez stated, okay, just for crayons, okay.** Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, just want to say thank you for all that you have done, but, maybe Redfish might want to jump in on the bandwagon, maybe donate an oven for us to recycle? I mean, that would be something to reach out to them, a lot of people want to give back, maybe Redfish wants to give back to BISD. **Ms. Escobar stated, I'll ask.** Mr. Elizondo stated, thank you maam. **Ms. Escobar stated, you are welcome.** Ms. Gonzalez stated, I just wanted to finish up with saying thank you Ms. Escobar for all you do, I love that this program is expanding, I know that we are in budget season as well and it is something that we are talking about. Its barely talks, for that department so that we could see how it is that we can grow it even more, so thank you again. **Ms. Escobar stated, thank you.**

13. Abbreviated Summer Administration work schedule and closing of Administrative office for the week of July 3, 2023 through July 7, 2023.

Dr. Rene Gutierrez, Superintendent of Schools stated, this is just an information item, you have the memo that was in your Board agenda item, but this is just an information item. Ms. Jessica Gonzalez, Board President stated, Ms. Garza. Ms. Denise Garza, Board

Member asked, yes, thank you Dr. Gutierrez, I did see that we have July 3rd thru the July 7th, 2023 that we are going to be closed, but, we will have some departments working with a skeleton crew, correct? **Dr. Gutierrez replied, correct.** Ms. Garza stated, thank you.

14. Presentation of the Brownsville Independent School District Financial Report for the period ended March 31, 2023.

Dr. Rene Gutierrez, Superintendent of Schools asked, any questions for Ms. Mary Garza? No Questions or Concerns.

15. Presentation and updates regarding Ongoing Facilities Project(s):
- a. Resaca Technology Center
 - b. Sams Memorial Stadium
 - c. Transportation Department Fuel Tanks
 - d. Mini Gyms
 - e. Other Projects

Handout 2 – added to official minutes

Dr. Rene Gutierrez, Superintendent of Schools stated, this is just a, this is a, Dr. Cantu will give us a brief overview of these projects. We are having a Facilities meeting coming up in a couple of weeks so that we can go in more detail, in depth with each of these projects, this is just an overview for now, go ahead Dr. Cantu. Dr. Nereida Cantu, Deputy Superintendent for Business & Operations Division stated, thank you Dr. Gutierrez, good afternoon madame President, Dr. Gutierrez and Members of the Board, our guests that are joining us and those that are also listening online. We are going to begin, I was asked to provide an update on the district facility projects, so today's meeting, if you will notice, there's lots of projects going on. We are not going to go over all of them, we are going to go over 21 that are listed here. However, I would like to start off with a quick overview of projects and this is just to give you an idea of how many projects are going on right now. Ongoing, we have over 30 million dollars' worth of projects. Newly approved in January, we have over 4 million and in the HVAC upgrades, its 39 million, that's for a total of 73 million dollars' worth of projects and that's a total of over 150 projects that we are working on. I've asked Mr. Moody to help me with a visual that is being displayed there and Jose Luis, if you can help me show the audience. The Board can see the actual visual, but I'm also going to put it on the screen for the audience to see. This is map of Brownsville ISD and you will see that we have colored dots on it, the blue dots represent projects that are 5 million dollars and over. The green dots are the 2 million-dollar projects, the red dots is the 1 million, the beige is 500 million and then you can see the other two colors there but you can see that we extend from one area of the district to the other end of the district. So, its not isolated to a specific, only one location, so, I thought this was important so you can get a, just an understanding or a visual of how many projects the Facilities team is working on. So, when we start off, one of the things that id also like to share, these 14 projects, and I want to just point out that there is a duplicate, number 14 and number 5 is a duplicate, however, I've added another project, the mini gyms phase I because those were completed. So, at the end of the day we have 14 projects, when you look at these 14 projects, its important to know the number of campuses that are impacted. For example, the elementary mini gyms, we are talking about, we consider it one project, but in reality, we have 10 projects

going on, 10 campuses at the same time. The middle school bleachers, we consider it one project but we have 10 campuses being impacted and the playgrounds and so forth. So, just, this, these 14 projects are not included in the visual that I just shared with you. So, let's start with Resaca Technology Center, as you know, Resaca Technology Center is an elementary school that was closed down and this Board was wonderfully accepted the idea of turning it, or making sure that we converted it into a technology center. We've kept the name Resaca on there, but one of the updates, just to give you some updates, we got quotes, 3 different quotes, they were opened this week on April the 13th, the ranking was complete, the PO's are being processed as we speak and the tentative timeline to finish this, I'm going to go through this construction timeline pretty quickly because you've seen this before. But for purposes of the audience, I wanted them to see what are the things that we are working on. The date that we have, the completion, including the paving is at the latest, September. Our goal, the Facilities team is telling me that they are certainly targeting August but worse case scenario would be September, weather permitting. So, Resaca facility is moving quickly, now that we have the 3 quotes and the 3, the contractor has been ranked, we are ready to move on that. We also have the Resaca parking lot that's going out to CSP and we should have everything completed by the end of May as far as the process for that.

Denise Garza stepped out 6:33 p.m.

Another project that of course is very, very important for us and for this community is Sams Stadium, we know that Sams Stadium, we are in desperate need of adding additional parking spaces. There's a home and visitors' restroom, concession stands, ticket booths and a masonry fence. Well, we have been meeting with this committee, with the contractors and I do want to recognize, in our audience today, we have Ismael Morales who is with N&M contracting, let me recognize Mr. Morales. Mr. Morales is joining us this afternoon and one of the things that we are doing, they are moving fast, I think that almost every day we are visiting this project and the goal is that by the time graduation comes, we will have the parking available. We are targeting, we are also working on the concession stands, but definitely, that parking is needed. I know that they've had anywhere between 14 to 18 people working on site on a daily basis, so I know that they are working hard to get this done. So, the parking will be completed late May. There's other things that are happening at Sams Stadium, we have the concrete sealing, that's a budget of 100 thousand and Bougainvillea Construction was awarded the project, the PR's are being generated, that means the PO's and those were just, we got the 3 quotes and so we are moving forward on that. On the track resurfacing, I want to make a correction, the budget is 1 million dollars, not 100 thousand dollars and we do have ROFA Architects that have provided the design for the new track and there was a meeting today to discuss the scope of work and there's some agreements that are being drafted, that will go through legal process and that work will begin pretty quickly. The next item that we have are the transportation fuel tanks, the transportation fuel tanks, the drawings were completed inhouse by our district architect. We got some quotes from the cooperative vendors, the electrical and lighting has been submitted already and we are, our expectations to being this to the Board for selection of the company in the June Board meeting.

Denise Garza stepped returned 6:35 p.m.

The elementary mini gyms, as you well know, we finished the gyms part, phase I, this one is phase II. So, what I wanted to share here is that all the mini gyms are anywhere

between 75 to 90 percent complete, phase II, we are talking about 9 campuses. The inside has been completed, the sidewalks are going to be completed by the end of this week, now, there are some, the delay here is the HVAC units and the condensing units actually. And so that delay, we are not going, we are not, we have not done, for example, the flooring because that has to be climate controlled. So, we, as much as can be done and get it completed has been done. HVAC upgrades, this is a huge project with ESSER grants, there's 15 campuses and we are adding 3 more so it will be a total of 18. However, the two pictures that you see here, El Jardin and Lucio, this is just to give you an idea that we ordered the HVAC units at least 6 months ago and they just came in. So, the delay, is there, Russel and Villa Nueva, we are still negotiating some things, those are two campuses that were in the first, in project I, but we are moving forward with those campuses and like I said, the, we are just getting the HVAC units. And I know that when I meet with the Facilities, consistently asking, how fast can we get those units, so we are pushing as hard as we can, but just understand that those are some factors that are beyond our control. The F&S building, this is one that I know we have kind of put in the back burner for a while and I'm really glad and very proud to announce, Dr. Gutierrez, we had the Musk Foundation give us some money and we had submitted a recommendation to allocate, from the Musk money, 1.5 million. This will extend the freezer and we also have the Department of Agriculture that's going to pitch in and then we have ESSER available, for a total right now, if you add those figures, about 4 million. The project has already gone to bid, what we are doing right now, Ms. Pena is working with us to get those individuals that bided to see if they want to maintain that cost and if they do, then, we are going to, we will be able to negotiate. I shared with Dr. Gutierrez that one of the things that we may have to do is cut slightly the scope of the work because we want to stay within the 4-million-dollar budget. So, at this point, we are moving forward, we are just waiting, Ms. Pena assured me that we are going to open those bids that did come in on April the 20th or the confirmation, so that's this week. The Hanna Early College parking lot, this one is one that will increase the parking spaces from 246 to 360. We have the drawings, we have, there was a concern with a traffic, possibly overflow there on Price Road, but they are working with TEDSI and Ms. Pena, I now you are going to ask me what is TEDSI, so I have it ready for you, it's a traffic engineering and design systems incorporated. And what that is, it's an infrastructure group that help us with traffic engineers or traffic engineers. The plans have been completed, we will bring it to the June Board meeting for approval so that we can begin the work there. This is a gas line replacement, phase II, there was some regulators and gas risers that needed to be installed, well, I'm glad to report that this is completed, so, you have some information there, I'm going to go ahead and just move us along. Paredes Elementary, this is one of the projects that was approved in January and this is one of the, what you see here, the visual that you see here, the conceptual drawing, you see the portable buildings in pink and what's happening is, when it rains, the water gets stagnant in that area and so Manuel Hinojosa is working with topography, the survey has been completed by a civil engineer. There is a drainage proposal that needed to be developed to make sure that it does not flood in that area again and the work will begin during summer recess. So that should be ready for the students when they return. The middle school tracks, phase II, there's, in phase II we have Garcia, Stell and Stillman, the funding source is there in the budget is also there. These are the 3 designs that we have for the 3 campuses, they are in progress, the demolition

began this week at Stillman and Garcia. One of the things that I do want to complement our Facilities team is that they actually worked with our principals to make sure that they knew exactly where it was going to go, they walked the location and so making sure that we keep the principals in the loop of this conversation. So, demolition has begun and we are moving forward on that. As far as intercom projects, we do have 41 campuses that we have been working on, almost all are 100% complete, there's two, there's 3 I believe that are 75, 65 to 75%. One of the things that we have found is that when we went out for bid for the intercom system, it wasn't a comprehensive renovation, meaning that we change all the cables, however, those cables were changed if they needed to be changed or replaced, but one of the things that was not included in the bid and you'll see at the next Facilities meeting that we are going to bring is, speakers for the outside. I know some of you talked about that, like a horn or something, kids are outside, so that's something that's on the agenda for the next meeting. Softball bleachers, this Board approved softball bleachers for 4 of our high schools, Hanna, Lopez, Pace and Rivera and what we have here is, you can see the drawings, the drawings have and the testing have been submitted for pricing. We have the Lopez and Rivera and then the Hanna and Pace, so right now, we started with the drawings and its moving forward. Vermillion Elementary, as you will recall, this is the campus that had a concern with the roof, or the roof fell off when a strong storm, we had some strong winds and one of the things, the Maintenance Department did help us out by providing slabs for the outside units. But you can see that they are already working on it, it's going to be 3 weeks to finish so that's going to be a quick job, so that should be finished, if weather permits, by the end of May, 3 to 4 weeks. The next campus is Oliveira Middle School, this is a campus that we have some roofing leaks and again, we are very grateful that the Board approved some funding to address this. The water was seeping through the building walls and depositing dampness through the cavities and so forth. The roofing consultant has been contacted to remediate and at this time I believe they are finishing out the details on the drawings. We have 4 canopies that were approved at the January Board, Facilities meeting for Benavides, Ortiz, Paredes and Skinner. Each of these canopies, about 50 thousand dollars, so again, the Facilities team walked with principals to identify the locations. Preliminary surveys and schematics have been done, we are securing 3 quotes from the Co-Ops, so that's where we are on that. LED lighting project, we started off with 3 schools, the budget was 3.2 million, we've got 3 schools that have been almost complete. One of the things that is holding us back with this project is the electrical panels, those are on backorder everywhere and the gentlemen are trying to locate them. We've been told that there will be a May delivery but electrical panels are on backorder but you will see that this was a comprehensive project, so we just didn't replace the light bulb, we didn't do retrofitting, this was a complete overhaul from cabling to making sure that the campuses were grounded, some of the campuses were not grounded. So, this project was very comprehensive but just about complete, just waiting on those electrical panels. For Veterans Memorial Early College High School, I have Coach Leal here who has been incredibly supportive and helpful. We've divided this project into two, the scoreboard, the sound system and the rebranding, Coach Leal is securing quotes and so forth, just to kind of expedite this work and he is moving fast and furious. I sent him the information and the next day he had consultants out there already looking at it and then the second group is the press box and the ticket booth. And so, the contract was

signed yesterday, so we are ready to begin with this project at least for the press box and ticket booth. The scoreboard, sound system and rebranding, we are getting the 3 quotes on that. There's a welding booth, this is something that was not in our original scope of work but CTE has a need because they are going to expand their welding program and so CTE provided funding to cover this, they are going to take the existing welding shop and they are going to install 6 welding stations and this will be accomplished and converted outdoor in a covered area. The schematics were provided and SIGMA engineering provided the electrical, the contractor has been awarded, the electrical contractor was sent the drawings so that he can submit a bid on that. Benavides Elementary, the parking space, Benavides Elementary parking space, this was also a project that was approved in January. It requires the services of an engineer and I think that we've talked about how engineers help us understand to make sure that it's not going to be flooding in an area, we don't want to build something and then it's not going to be usable. So, we've got an engineer working on that, the meeting, this project, we hope to bring July or August Board meeting. Canales Elementary, this project was funded by a state grant and this was for fencing and if you will notice, this campus, the pictures illustrate how an 8-foot chain link fence has been installed, 1,475 feet were installed. This was totally a grant, so Canales got this, this project is already completed, I should have put this one in the completed ones. That's what I have for you as an update, as you will know, there is a lot of work happening with the contractors, with the engineers, with the project managers in the field. I also gave, I asked Ms. Perez to hand out a page that looked like this, its got yellow on it and its got some drawings, I want to thank Mr. Morales for submitting this, this is the latest and the greatest dates, it's a little small so you might need your reading glasses, but, it does have dates as to when things are going to happen. The one thing that the contractor understands very clearly is that we need the parking spaces for graduation and as I spoke to the contractor earlier today and he mentioned, we are on schedule, we will get those done for graduation. We might not finish the concession stand but definitely, the parking will be completed. So, that's the update, more to come, as I mentioned, there is 150 projects and we covered a total of 21 in a very fast pace but at the Facilities meeting we will have an opportunity to ask additional questions or clarifications, Dr. Gutierrez. Dr. Gutierrez stated, thank you, that was a good overview and again, we will be having a Facilities Committee meeting very soon, in about 2 or 3 weeks and that way we can go over all these projects in more detail and in more depth and also, more updates at that time. Ms. Minerva Pena, Board Member asked, can we ask questions? Ms. Jessica Gonzalez, Board President asked, do you have questions Mr. Elizondo? Go ahead. Mr. Carlos Elizondo, Board Member asked, maam, just real quick, on the Sams Stadium, I know we are doing a lot of work on the outside, are we looking to do any work on the field itself or the track? I know we are putting a lot of money into the outside, but I know that the inside needs a lot of work and also, I don't know if, I think I mentioned, maybe have the football field converted into a soccer field and removing the track from there? Dr. Cantu stated, there are two things that are in progress right now, one of them is the concrete sealing of the stadium because we talked about how the concrete in some areas was porous and so we are going to seal that. And then the second one is to redo or resurface the track field because there is a lot of damage to it and since we have our students with special needs that are using this track, so, I hope I'm using the correct language, resurfacing it, Coach, right? Yes, we are resurfacing the Sams Stadium track. Mr. Elizondo asked,

yeah, because we've had to move some of those events outside of Sams Stadium because of the condition that the field is in, right? **Dr. Cantu replied, that is correct sir.** Mr. Elizondo stated, I have a follow up question on another one, if you don't mind? **Dr. Cantu stated, no sir.** Mr. Elizondo continued, you said the F&S Services refrigeration project, was there something cut? Is that what you? **Dr. Cantu stated, no, what we are looking at, what the intent of the F&S project is, is to allocate more freezer space, that will not change, that purpose and that intent is not going to change. One of the things that we are looking at, for example, there were some things that its nice to have, for example, adding another docking station, its nice to have another docking station around the back, right now we have 3 and so, its nice to have, it's going to be on hold, it doesn't mean that it's not going to happen ever, but right now, our priority is giving them the freezer space that we need so that we are able to store enough food for our students.** Mr. Elizondo asked, so that's nice to have, it's not something that we need or is it just because money, do they not have their own budget that they can use to allocate the funds there so can have it instead of in the future? Maybe this gentleman here is not going to be here with this, you know, imagine and none of us might not be here and that might not happen. You know, you have a group right now that's working to get these projects done and you know, collaboratively, we can have these things done if they have the money, why not do it now instead of waiting, you know, in the future and then the dynamics might change and then it might not ever happen. **Dr. Cantu stated, yes, Mr. Elizondo, one of the things that F&S does have funding, however, their funding cannot be used for construction, their funding is only for equipment and that's how they are helping us with the equipment, the freezer, which is the most expensive item here. The nice to have, its not that we are not going to have access to it, I mean, as I mentioned, we have 3 docking stations right now, now, again, I'm speaking in advance as far as saying, once we start negotiating, we will know exactly how much money we are talking about. Right now, our budget is 4 million and we are going to work to negotiate to stay within that budget and if we need to put some things on hold, not delete them, but put them on hold, then we will do that so that we can make sure we stay with the 4-million-dollar budget.** Mr. Elizondo stated, okay, my concern is that, that if the project can get fully assembled from day one instead of in pieces, just the way we have seen every other project you know and then it minimizes that project from being successful or 100% completed in the future, if we can do it now, while you have the engineers available, you have the superintendent on board and maybe some of the Board Members thinking that its best for our students. Especially because they going to go to the scratch cooking, right and we want to do that 100% wide, district wide. So, I'm just saying, if that's a possibility, you know, minimize the bottle necking, the inability to move the products here logistically wise, maybe its something we should look into, I don't know, superintendent, if you want to take on that burden or that headache, maybe something you look into. **Dr. Gutierrez stated, well, the original intent in all our discussions have been to add the freezer so that we don't have to be leasing the freezer. But somewhere along the line, some people got creative and started adding more things to it and that's where I had an issue with it because we were only discussing adding a freezer to that area so that we don't have to lease the freezer. So, as they added other things, well, obviously the cost went up and that was not the intent of this project, the intent of this project, and we had a lot of discussions at Facilities , was only to add the freezer so that we don't have to lease another freezer somewhere else. But they started adding a ramp and these other things and that was unknown to me because it was never intended for that, the**

only intent was the freezer and we have enough for the freezer, but, then it got, the scope of the work got carried on with other things that were discussion items that we had. Mr. Elizondo stated, and I agree with you there, but the thing here is, Dr. Gutierrez, is that if its added, it's going to benefit the school district as a whole, I don't see why it should be an issue. Like, you know, the Resaca project, it started at what, a million dollars, we are 6.5 right now, those are things that have been added, but it it's in the better interest of the school district, it should be something that we can do, right? I mean, I know that maybe didn't come and ask you for permission but its like a kid, for Christmas, tell me what you want, they are not give you one present right, or ask for one, they are going to ask for many things. So, I think right now, if we can look in that direction, if you could do that, just maybe look into see what we can do to get F&S as much as we can get them because it is going to be a huge project, my understanding, you know, with the help of the superintendent to get the scratch cooking you know, project, to a great start and not minimize it or choke it within, you know, six months down the line. We should have done this 6 months ago and now we really don't have the money or the engineers and we are going to have to call more people to come in here and do it again and come back to the Board and push it again. I don't know, that's just my thought. Ms. Gonzalez stated, I'm sorry, if I could just interject, I know you guys have questions, but I would propose, Mr. Elizondo and Dr. Cantu is for sure, I know that we are in the works of planning a Facilities meeting and lets have something on the agenda and then from there we can move forward with and then we can have a full conversation about that, how's that? But, well, if you'd go ahead and finish with your questions, okay, they have questions and Ms. Garza has questions. Mr. Frank Ortiz, Board Member asked, okay, thank you madame Chair, Dr. Cantu, going back to the Sams Stadium track field, you mentioned resurfacing, was there ever talk initially of instead of resurfacing that it was going to be replacement? **Dr. Cantu replied, yes there was Mr. Ortiz and there was different options that were explored. However, my understanding is that we've had some shifting underground, the track, so resurfacing just the track, without fixing some of that shifting that has happened will create additional problems in the future with the track. So, we are going to do, its going to be comprehensive, its not just taking it off and put a new one, we are going to make sure that we do it in such a way that we, the same issues that have happened right now with the shifting, that that doesn't happen again.** Mr. Ortiz stated, yeah, I'm just concerned about the cost as well, I mean, you know, if we are going to do things right, we need to do them right the first time, you know. And if we are just going to resurface and then in a couple of years from now we are going to have the same problems again, we are back to square one. So, if we replace and do it correctly, you know, that's the, for a long term, that's what we need to look at and that's my concern. **Dr. Cantu stated, yes, Mr. Ortiz, I can assure you that it is a comprehensive project, they are also looking at drainage, making sure, because there's some areas that need to be, that drainage needs to be addressed, so yes, it will be done well and right and we are focused on that by making sure that we talk to the contractors and the engineers about that.** Mr. Ortiz added, just as long as its long term, not short term, to where we have to spend more money and getting it right again. Ms. Gonzales stated, Ms. Pena and then Ms. Garza. Ms. Pena stated, yes, also, I guess before I forget, let's see, I'm going to say this while stepping on toes, so, let me apologize, I'm going to step on toes. How is it possible that we have, and here in a school district as big a budget as we have, which is half a billion dollars, that we have projects going on Dr. Gutierrez and things change and they don't oopsi, get to you and they stall and they get a little bit side tracked? And here we are, months later and we

are still on stage one. So, I agree with you when you said you had the project just to get the freezer but then they started adding and very politely, we need to make sure that every single employee that works under Dr. Gutierrez in this school district knows that the person that needs to give the yes and the no and the go ahead is going to be Dr. Gutierrez. And to leave him out is to stall and slow us down and that's very painful because the only one that is losing is our community and our children, our staff, out in the front lines because they are doing without because someone dropped the ball somewhere. So, can we please work on that so it doesn't happen because you deserve the respect that everything that gets done needs to go through you. Because at the end of the day, he's the one that's going to answer for the actions of everything that happens and he's the one that get blamed and its very hard to get blamed for something that you had nothing to do with. So, I want to make sure that that is the message out there, please understand, this is the boss and he's, he's the only employee we have, that's why we go to him and he knows we count on him and he counts on you. So, make sure that any changes, please Dr. Gutierrez, need to go to you, and with that said, I'd like to please find out, because I noticed on the intercom projects, the schools that had the issue with the intercom are not listed on here as substantially completed, partial completed, schools in progress, so, can we please have an update on the intercom from every campus that we have. Because I've gone to them and I push the button and I cannot hear a word they are saying and they said they have already brought the concern a thousand times here and I said, please start documenting so they will know and maybe get of hold of your office and your secretary because this project, intercom, is very important for the safety of our students. If something is happening on the outside and somebody pushes for help, we got to make sure we hear them. Ms. Gonzalez stated, I'm sorry, Dr. Cantu, go ahead and add that to the agenda as well, okay, Ms. Garza. Ms. Denise Garza, Board Member stated, yes, thank you Ms. Gonzalez, Dr. Cantu, going back to Mr. Elizondo's question, when you mentioned that we cannot use F&S's budget for construction work or anything like that. Maybe you can find grant money for that project, if you want to bring it, maybe get some information and bring it for the next Facilities meeting, that way this project can get done and it'd be a grant money versus it being our money from our budget? **Dr. Gutierrez stated, some of that is already coming from the Elon Musk grant that we got which is about 1.7 million, so we already have that embedded in there as a cost and we just got that one about 2 weeks ago. So, there is already some grant money but of course, if we could find some more.** Ms. Garza interjected, if there is other grant money lets go out and look for it. **Dr. Gutierrez stated, correct.** Ms. Gonzalez stated, Ms. Lopez Valdez. Ms. Daniella Lopez Valdez, Board Member stated, and this might already be on the agenda but I know that we had previously talked at the other Facilities meeting of looking at alternative ways to get funding and I know SICO was one of them and if that could be on the agenda because I know I've been asking about that one for a while, but. And I know that we have been bringing up the intercoms for a while, Dr. Cantu and you've been updating me, but that way the whole community can know as well, thank you. **Dr. Cantu stated, yes maam.** Ms. Gonzalez stated, go ahead Ms. Pena, follow up. Ms. Pena stated, I meant to touch on base on the stadium, its been in the works for quite a while, quite a long time, every time I breath and look, turn around, its stalled and then something happens and its stalled and something happens and its stalled and something happens and its stalled. So, can we find out, now, what you just said right now, now I'm thinking, when things happen and we are working on getting this fixed and someone says, wait, lets do it this way, okay, the person that we hired says, we got to stop because now we got to reorganize and restructure everything we are doing. Can we find out what we

can do to make sure Sams Stadium gets on track, gets done and gets ready for our schools, can we do that? **Dr. Gutierrez stated, yes maam.** Ms. Pena continued, and find out what the delay is, why its taking so long? **Dr. Gutierrez stated, we will have it at the Facilities.** Ms. Pena stated, thank you. Ms. Gonzalez stated, thank you so much Dr. Cantu and to your team, I know Facilities is like Curriculum, that its just an ongoing every day work so thank you for that, Ms. Pat. **Dr. Cantu stated, you are welcome maam.**

VIII. PUBLIC COMMENT:

Minerva Pena – Presentation – Ms. Minerva Pena, Board Member stated, I’m sorry, that was a correction, please strike that, that was an error, the information got cleared.

Carlos Elizondo stepped out at 7:02 p.m.

Adina Alegria – Accolades – Ms. Alegria stated, good afternoon President Gonzalez, Members of the Board, Dr. Gutierrez and esteemed guests here with us today and those joining us from the Brownsville ISD YouTube Channel. My name is Adina Alegria, executive director of Texas Valley Educators Association, affiliated with Brownsville Union Coalition. Congratulations to all the amazing students who were recognized tonight for their outstanding efforts for their achievements. Brownsville students have indeed been busy with their mock trial competition, Mr. Luis Rangel earned national recognition in the national youth orchestra 2 programs, all the hard-working Valedictorians and Salutatorians, the participants in the national civics’ bee, the senior students that were awarded the impact scholarship from the University of Texas Austin, Brownsville, Rotary Club and the elementary safety patrols. The students of the Brownsville Independent School District have been working hard to put this district on the map, congratulations to all these students. Earning these accolades takes determination and hard work and behind each of these students is a sponsor or teacher that is dedicating their efforts, but most importantly, their time outside of their classroom duties. And although some may receive stipends, all the individuals behind these student’s success, from the bus driver to the custodians, F&S workers, teachers and administrators, deserve to be compensated for all that they do because that is the right thing to do. Regarding the recommended approval to accept the 1.6 million school safety standards formula grant from TEA, I’m hoping that once this district has these monies you will consider changing the fact that security guards need to buy their own belts, hats, flashlights and logos on their t-shirts and provide these items to them, this will help them put more money in their pockets, thank you for your attention this evening.

Carlos Elizondo returned 7:05 p.m.

Esmer Garcia Barajas - Ms. Barajas stated, good evening President Gonzalez, Dr. Gutierrez, esteemed Board Members and our Brownsville community viewing at home. My name is Esmeralda Garcia Barajas, a special education teacher at Castaneda, a BISD parent and a BEST/AFT co-chair. I would first like to congratulate all of the students who worked hard for all their achievements, the educators who work equally as hard to help our students reach their academic potential and to our community members who support public education and help make this community the best. I’m going to speak about professional development on the agenda and before I begin, I’d also like to ask how many professional development hours or PD hours will be required for 23-24? The past couple of years, teachers have received a long list of professional development before they can even enjoy their summer. This was a first for me, I have worked for a couple of districts before and I had never heard of admin sending text and email reminders about completing professional development in the summer. The expectation seems to be that teachers are supposed to complete this professional development on their own time, teachers can’t even enjoy summers anymore because they have a long list of PD to complete before the school year even begins. I’ve said this before and I will say it again, yes, the state bears a lot of responsibility for teachers

leaving the profession, but here, at the local level, is where a lot of decisions are made and they aren't always made in the best interest of teachers or students as I have quickly learned. We can point to state legislators all we want but at some point, we have to look at the local decision making and see if we are really doing what's best here. Teachers used to be given a day at the beginning of the school year to complete the professional development, but now we hardly get a half day to complete them and I was shocked to find that BISD only gives their teachers one day to set up their classrooms at the beginning of the year, so PD takes a lot of that time. My former district gave us two days for set up, the rest of the training days are all about STAR data and scores, but I don't even want to digress into that. Again, the expectation is that teachers are supposed to complete professional development on their own time. We shouldn't act surprised when we can't recruit teachers to come into the profession any more when we are disrespecting teachers at every level, especially at the local level. While we are discussing professional development, reading academy was an excellent professional development, where I learned a lot despite being rushed through it. It is shameful that teachers rush to get through the training in less than a year even though we had a year to complete it, again, a local decision. And to top off the disrespect, we didn't even get compensated, there is a saying in Spanish for that, limosneros y con garrote. It is even more disrespectful and shameful that after all that training no one even follows it and by no one, I mean admin. Reading academy that bilingual students have to be first taught to read in Spanish to be proficient readers and transfer their skills to English but I have yet to see evidence of that in BISD. We are completely disregarding the research behind the reading academy, last time I checked, an early exit bilingual program does not mean completely disregarding Spanish and teaching English only because we are so terrified about scores that we disregard research-based instruction. And for the record, teaching to the test is also not research based instruction. In closing, if you want teachers to take professional development seriously, please give them time to complete it, compensate them justly for the extra time and ensure that research-based instruction is implemented. If you want to genuinely retain and recruit good teachers, please give them the respect they deserve, respect is not having them work as possible, until they quit or have a nervous breakdown, again, we are not super heroes. We are humans who need rest and family time and respectable hours that shouldn't include our off time. On behalf of BEST/AFT, I want to say that our students and teachers are much more than scores, our teachers deserve respectable working conditions and assurances of research-based instruction. Thank you for listening to my best talk.

Ana Valeria Solis – Student – Ms. Solis stated, hi, good evening, Board President Gonzalez, Dr. Gutierrez and Members of the Board, my name is Ana Valeria Solis and I am a 9th grade student at James Pace Early College High School. I am also the proud daughter of Jaime Solis, a 5th grade teacher at Vermillion Elementary School. Over spring break, my dad and I went to Austin along with several other members of the BEST/AFT organization to meet with our elected state representatives. I had the opportunity to meet with Representatives Erin Gamez of Brownsville and Representative Talarico of Austin, Texas who has sponsored the Bill that would give teachers a \$15,000.00 raise and a 25% raise for all other supporting staff members. With both representatives, I was able to share my story about suffering testing anxiety due to the pressure of having to pass the STAR test and having to continuously worry about my dad. Do not get me wrong, my dad loves teaching, he teaches 5th grade, does extended day and Saturday tutorials. I often hear him brainstorming ideas on what would help his students get higher test scores, I am immensely proud of my dad but all his extra duties and planning takes away time that he could spend with me and with our family. At Pace Early College High School, I am running varsity track which I a huge accomplishment as a first-year student and I often wish my dad had more opportunities to watch me run on my meets. I only have 3 more years of being in high school and as a daughter, I want my dad to be able to spend more quality time with me before I head off to college. Unfortunately, these numerous school related distractions pull him to spend more time with his students than with his own family. I know the district cannot do much about the STAR test, that is why I spoke with our representatives but I am sure it is possible that you all can create a defined work schedule where my dad and many others suffering teachers in the district would have more time for their family. You can reduce the number of meetings, staff development and Saturday events

required for teachers to attend, you can at least provide more advance notice of meetings. My dad spends lot of time planning for his students, why cant the district be accounted for planning? As I said earlier, my dad loves to teach, but with the enormous amount of paperwork and testing there is not much time to teach. The district should be more worried about whether students are learning rather than having tons of tests. I want what's best for my dad, my family and for me, my dad had a life outside of BISD and a daughter who wishes to spend more time with her dad. Thank you for listening and have the best day possible.

Denise Garza Day – VI AF Testing – Ms. Garza stated, good evening Board President Gonzalez, Superintendent Gutierrez and BISD Board Members, my name is Denise Yvonne Garcia Day and I am a proud BISD employee for the past 26 years and a proud leader of BEST/AFT. BEST/AFT knows that state testing begins next week, we wish all campuses and educators the best and a successful testing time. BEST/AFT is hearing that campuses are pulling librarians and others to teach boot camp this week. Many of these people became librarians or counselors to escape the pressures of teaching. Their positions are non-instructional, why are they being mandated to teach pull out classes? Most Librarians are also the tech support person on their campus, counselors have many duties, but they all revolved around counseling. This Board has expressed concern on student mental illness issues and in overloading teachers and librarians with too many excessive responsibilities, when are you going to say enough is enough? Agenda item XII B1, XII B2 show 16 retirements and 5 resignations, the number of teachers leaving the profession because of excessive demands placed upon them. Earlier this year, Board Member Garcia sited the AFT poll that showed over 70% of the current teachers in the state are considering leaving. Its not just the money, it's the lack of respect for our profession by our own administration. Again, when are you going to say enough is enough, thank you for your time and have the best of evenings.

Patrick Hammes – Professional Development – Mr. Hammes asked, can I have Minnie's time? No, okay, thought I'd ask. Good evening Board President Gonzalez, Dr. Gutierrez, Members of the Board, Patrick Hammes, a leader with Brownsville Educators Stand Together, BEST and AFT, the American Federation of Teachers, a union of professionals. Tonight, I am speaking on item X A, Professional Development, but first I'd like to thank Ms. Norma Canales, the principal at Rivera Early College High School, her administrative staff and especially her testing coordinator, Hugo Renteria. BEST AFT met with them in late March after hearing concerns from our members that they would not be getting their planning period during state testing which is going to take 3 weeks starting next week. Ms. Canales guaranteed us that she would provide each teacher with their planning period, this has taken a lot of work to accomplish and we thank them for their efforts. Simon Rivera Early College High School has the largest enrollment of any campus in the district, if they can provide a planning period for all of their teachers, then there isn't any reason that all the other campuses can't do the same. It takes time to plan and a lot of work to schedule but isn't it what you expect from you teachers on a daily basis? Campus administrators have a year to prepare for state testing, all teachers should be provided with their planning time during testing time. If staff is needed, then CAB and Main Office personnel should be available to be used as relievers, I have been told it's all hands-on deck and we should take that to mean all hands. Professional Development. BEST/AFT is glad to see that there is a training on mentoring in the professional development program. We have new employees coming in, some through the traditional college with a degree in education but an increasing number through alternative certifications. All of them need mentoring to develop their skills to adapt to the education environment, new teachers who are hired after the start of the school year and miss out on new teacher orientation are even further behind on the knowledge they need to be successful. Once the year starts, everyone is busy all of the time and these new teachers are not getting the mentorship needed. Both mentors and new teachers should have an additional planning period in which they can meet, discuss and review upcoming requirements. I was told by an informed source that there is a significant increase in the number of recommended non-renewals this year, that is a failure by both campus administrators and district leaders. I know that their plate is full but if we

can't develop teachers, then the teacher shortage is only going to increase. The stipend for being a mentor needs to be increased too, if we want meaningful time spent working with developing teachers, this would also hopefully decrease the number of retirements and resignations that are increasing in number each month. Thank you for listening to the best union for BISD employees and have the best of evenings.

Iza Nieto – Ms. Nieto stated, good evening Board Members, administrators, my name is Ms. Nieto, I'm a school counselor at Sharp Elementary. I wanted to go over the agenda item, Senate Bill #1566 which reads, section 3, section 11.1512, a Member of the Board of Trustees of the district has an inherent right to access information, documents and records without submitting a public record request. And I would like the Board Members to request those items from our school district on how many of our classes are overloaded. In 1st grade, as I mentioned the last time I was here, we have 24 students in 1st grade and it's very difficult for teachers to attend to all these students who have difficulty reading or phonics, to gather when its 24 students in one class. Yes, we have a floater substitute, but that does not, that does not help as an actual teacher in the classroom. Our Pre-K is overloaded to 24 also, imagine 24 little ones running all over the place, its very difficult and we need to request, Board Members, you have the power to go to each elementary, high school, middle school to see what's going on. Lets look at these ratios, lets help these teachers, lets help the students, we are here for the students. BISD is number 1, lets make it and still be number 1, ask for this information, you have the right to do so, lets lower these ratios for these kids to have a better education so they can continue going college, graduate and go to college. So, I ask for that, our campuses are growing, we are getting, left and right, people from different cities, from different countries, from different schools, wow, we are increasing in numbers. So, we are doing more with less, our help, less individuals, less help and more work and so we ask for your assistance. Whether it be a receptionist in the front, whether it be hiring another teacher for our students, so, we ask you, ask those questions, we need a change and we, we voted for our Board Members, we need a change because this has been going on for way too long and only you guys can make that change. I don't know, we have so many intelligent administrators that have so many ideas, but yet, we are only run by a couple. So, lets ask, we have so many people with degrees, doctorates degrees, ask, lets move our district forward and not just let it be run by a few, thank you.

Veronica Borrego – Ms. Borrego stated, good evening Board Members, Board President Gonzalez, Superintendent Dr. Gutierrez and members of the audience both here and at home. My name is Veronica Borrego and I am the proud president of the association of Brownsville Educators, AOB. Congratulations to all students who were recognized this evening for all your outstanding achievements and thank you to all the sponsors and staff who helped to support them. We all know that educators are leaving the field in high numbers, as of August of this year, we have had a total of 184 resignations and or retirements across the district. I know that we all want our district to be the best choice and in order for that to happen, we need to make sure we are taking care of and retaining our staff. How can we do this? Respect. What does this mean to our educators? It means taking the time to listen and truly hear what they are saying and have a plan to address their concerns. Thank you, Mrs. Pena and Mr. Elizondo, for taking time to meet with some of our members about lack of respect and issues in the work place, we will be contacting for a follow up. I would also like to thank Mrs. Lopez Valdez for taking the time to listen to concerns about compensation. Different departments are not being given the time for a well-informed decision to be made on their compensation. Our association has previously spoken about how employees should be paid based on their skill set, their certifications, the requirements of the job and the level of responsibility in our district, not comparing them to any other district, their pay grade should reflect their job in BISD. But how will you know this if you give departments less than 10 minutes to discuss how they serve the district? You have many employees in this district who work way past their 40 hours, many of us take home work with us because there is not enough time in the day to complete all our responsibilities plus all additional

tedious and redundant paper work that continues to increase and be added to our plates, much of which is not a state requirement. While we continue to lobby and fight for pay raises and more funding to public education at the state level, we need to make sure we are doing everything possible at the district level to properly compensate our employees. Here is my challenge to you, I challenge you Board Members to request documentation from upper administration in the form of signatures and minutes of meetings that are held with all departments or make time to attend them, this will limit the amount of mis information being given to Board Members. SB1566, section3, C, states, a Member of the Board of Trustees of the district, when acting in the Members official capacity, has an inherent right of access to information, documents and records maintained by the district and the district shall provide the information, documents and records to the Member without requiring the Member to submit a public information request under Chapter 552 of the Government Code. It further states that the district should provide the requested information no later than the 20th business day after the date the request is received and if there is an extension requested, not to exceed the 30th business day and the district should provide the Board of Trustee a reason for the delay. I further challenge you to walk a day in the life of every department and position of this district so that you are fully aware of what is happening and how hard all your employees are working. At the campus level, Technology, F&S, Maintenance, Transportation, Main Office and every single department. Ask them what they take home as work and why? Ask them what they need and how you can alleviate their workload or what you can do to make this a better place to work. Ms. Cadena from TASB, who I repeat, only provides recommendations, should not be the only and final decision where compensation is concerned. *Mr. Ben Castillo, Legal Counsel interjected, time madame Board President.* Ms. Jessica Gonzalez, Board President stated, thank you Ms. Borrego.

The Board may deliberate or take action regarding the following agenda items.

Board policy BE (Local) and Robert's Rules limits debate to two opportunities. A Trustee may debate a motion for three minutes on the first speaking opportunity and two minutes on the second opportunity.

IX. Recommend approving the Consent Agenda. The Board has agreed to discuss the following items. All of the items below that are not called out will be approved by consent.

Motion was made by Ms. Jessica Gonzalez, seconded by Ms. Denise Garza and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. (7-0-0)

X. A. General Function	2, 3, 5, 6, 7, 9, 10
B. Payments	1
C. Budget Amendments	1
D. Contracts/Agreements	1, 2
E. Bids/Proposals/Purchase	1, 2

Daniella Lopez Valdez abstained from X.A.10

(All presentations limited to five (5) minutes)

X. Consent Agenda:

A. Recommend approval of the following General Function Item(s):

1. Recommend approval of the Professional Development Requirements 2023-2024 that serves as the required training for the District. *

Ms. Jessica Gonzalez, Board President asked, Mr. Ortiz, you had a question? Mr. Frank Ortiz, Board Member replied, yes, and these questions that I have are basically for clarification purposes on the professional development that is being required at the campus levels and of course, district wide. Dr. Gutierrez, would I address this question to you or these questions or who do I direct them to? **Dr. Rene Gutierrez, Superintendent of Schools stated, we have Ms. Cindy Castro who oversees the Professional Development, if you don't mind asking her? Ms. Cindy Castro, Professional Development Department Director stated, hi sir.** Mr. Ortiz stated, thank you Ms. Castro, couple of questions here, I've taken a look at the backup information here and I know that there is 29 pages of required training that takes place throughout the entire year. I'm not going to address that, I basically want to address the beginning of the school year professional development activities. I see that our calendar for 23-24, we have professional development on Tuesday, Wednesday, Thursday, then we have a work day on a Friday which is the 11th. And I'm happy that we are starting school year this year on a Monday instead of on a Tuesday like we did this year. But my question, as far as professional development, I'm looking at the backup up here and it says, the campus professional development requirements, and that's what I'm going to address. Because I want our campus administrators to be clear on this, I want our teachers to be clear on this and I just want to make sure that there is enough allocated time for our administrators at the campus level to provide the required staff development requirements in addition to getting ready for the first day of school. I do notice that under professional development requirements it says, topics are determined by the campus, those topics have already been predetermined by central administration, is that correct maam? **Ms. Castro stated, it has been a practice that they do have some autonomy as to what are on there and then we do tell them, its required, like the Ethics, sometimes they need the face to face so that we make sure that they are addressed during the campus staff development days. So, there are a couple of required ones that central administration does tell them that they have to do.** Mr. Ortiz stated, because those requirements, the requirements for PD, some of the campus administrators sometimes have things that they want to address as well and its kind of difficult to put in the requirements that the district is asking them to do in addition to some of the PD that they want to, you know, bring to their teachers. My question is, do the campus administrators at all levels have the flexibility to set their agendas or are their agendas being set for them? **Ms. Castro stated, they do have autonomy sir, on some areas, I know that some of the requirements are told to them from central office and like it's mainly the Ethics one that they schedule with HR, there are a couple of them that they will schedule with Guidance and Counseling, there's so many requirements throughout the year that are mandated from the state. Some principals do call us, they call the departments so that they can get some of those out of the way, I cant tell you for sure, Mr. Ortiz, if it is like, okay, you have to do this, for sure, for sure, I cannot tell you that. I do know that there are some requirements that we do tell them that they have to do to cover all bases sir.** Mr. Ortiz stated, for clarification purposes, once they set their agendas, those agendas are sent to their AA's for approval, is that correct? **Ms. Castro interjected, I believe that is correct sir, yes sir.** Mr. Ortiz asked, okay, so, at that level, are they being told, I don't approve your agenda, you need to have on your agenda these items? **Ms. Castro replied, sir, I'm unaware of that.** Mr. Ortiz stated, my understanding is that that's what they get told at times and they don't have the autonomy that you were talking about. But I'm just making this in general because its clarification because our administrators need to be given the flexibility. **Ms. Castro**

stated, yes sir. Mr. Ortiz continued, now, I know that on that Tuesday and Wednesday, they have to cover a lot of things and then in addition, the outside PD that they need to also, you know, share with their teachers. You've got certain, you know, United Way that comes in, you know and they got to make time. **Ms. Castro interjected, I remember, I haven't forgotten, I still remember trying to squeeze them all in there and not enough time during the day.** Mr. Ortiz stated, of course and sometimes it's difficult because they are being told, you have to address this topic for an hour and a half or two hours or 45 minutes and once they set their agendas and they come for approval to their AA's, it's being rejected, you know, so. I have a concern with that, you know, I think that our principals at the campus level need that autonomy, they need the flexibility because on that Thursday, which is the 10th, most of those employees are off at departments, like the counselors go to the district department in-services, the coaches go somewhere else, the nurses go somewhere else so, you know, its really a lot that the campuses have to cover and not enough time to cover. And then on Friday, you have a workday for our teachers. **Ms. Castro stated, yes sir, that was what the calendar approved.** Mr. Ortiz asked, yeah, my question is, if it's a full day and its work day, we are not going to pull those teachers out for anything? **Ms. Castro replied, they should not be pulled out for anything.** Mr. Ortiz echoed, they should not. **Ms. Castro reiterated, they should not be pulled out for anything.** Mr. Ortiz stated, okay, I just want to make sure that our public and our administrators and our educators, our teachers are listening to this and this is why I want clarification. Because a lot of times, then they have meet the teacher night that same Friday, you know and unfortunately, our teachers and our employees are very, very dedicated, you and I remember. Opening the schools on Saturday because the teachers had to come in and finish up their classrooms and get ready for the students on Monday. So, just for clarification purposes, you know, I'd like our administrators to have that flexibility to set their agendas and they know what they have to cover because they've been told. But they have to look at the time that they have to cover these items and if they set their agendas a certain way, its for a reason, okay and for someone up here to say, nope, send it back, it's got to be this way. You know, that's, to me, micromanagement of the classroom, of the campus, so, I just want to bring that for clarification purposes. **Ms. Castro stated, thank you so much Mr. Ortiz and I will meet with the AA's because I did not know that that's what was happening and Dr. Trevino as well so that we can address it together and see what's going on.** Mr. Ortiz stated, thank you maam, you and I, we remember this. **Ms. Castro stated, no, I remember it.** Mr. Ortiz added, and so do the AA's. **Ms. Castro stated, some of the best times of my life.** Mr. Ortiz stated, right, and so do the AA's that are sitting up here, they have all been principals at one time or another, so they know what I'm talking about. **Ms. Castro stated, yes sir, absolutely.** Ms. Gonzalez stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, and yes, can you please send us the requirements for that staff development, you said you don't have it, can I have whatever the state is required? Because I read very clearly here that, Dr. Gutierrez, topics are determined by the campus, underlined, underscore, highlight, fire crackers, whatever you want. It says real clearly, topics are determined by the campus and I know it's very difficult because I was a supervisor and you are a supervisor, supervised from here to Laredo and it was real easy for me to walk into a Laredo office and say we are going to do this, this and this and I hadn't been there for a week. But it takes a big strong person, when the people that are running the office successfully, the principals and say, that doesn't work here, we got to do it this way. It takes a lot to swallow, you know how my father said, its better to eat a crow than a whole buzzard. Which means, sometimes you have to say, you are right. So, can

we look at that because it clearly says, topics are determined by campuses. It's very difficult to be a leader, to be a supervisor, it really is, because you have to know when to trust the people you are supervising. Because they are going to make you look good, you are not going to make them look good, that's not your job, you don't have that power, they have the power, authority and skill to make you shine. So, can you get us that information sir? **Dr. Gutierrez stated, yes Ms. Pena and let me just go back closer to Mr. Ortiz, obviously, you know, we've all been principals and we don't want to micromanage and we believe in campus autonomy. But sometimes we have to just review agendas just to make sure they are in line and focused with the district wide initiatives that we have. We have a Leadership Academy in the summer over 3 days or 4 days in July, we cover a lot of topics with them, we want to give them, obviously, when I was a principal, I had that flexibility. Just as long as we stay within the parameters of what we are supposed to cover within those meetings, I believe that if there is anything that may be send back or that maybe ask of a principal, it may be something that is not within the parameters or that we see that we could use that time for someone, at another place, because staff development, professional development is very limited as to what we can do and obviously, we want to be instructional focused and making sure that its focused on instruction as we all know, because a lot of us have been principals and administrators. But definitely we don't want to micromanage anyone, but we want to make sure that, and I doubt it if too many agendas get returned back. Perhaps there might be an item that could be covered, like say for example, checking books, maybe right now we, you know, that could be done at a faculty meeting where as on professional development we want to focus on instruction things that teachers need to be prepared for and checking books can be handled at a faculty meeting. And I'm just saying that as an example, so, there's always going to be negotiations as to when they could cover it versus when we have professional development. It's a balancing, we are just trying to balance everything as much as possible. They all, our AA's, directors, have been principals as well and I'm sure they know but, what to cover or what to talk to the principals about and correct me you all. Ms. Alma Cardenas Rubio, Assistant Superintendent for Elementary Schools interjected, I would like to expand on that, a lot of times, when the agendas do come our way, let me just, when the agendas come our way, many times when we ask them to change anything its to actually add so they can get credit for certain items. Let me give you and example, if they talk about data but it only says data, so we say, okay, what are you doing with the data? Maybe closing the gaps, maybe what is the new accountability. Many times, what we do is make sure you list this on the agenda and who is the speaker, what we've learned, the rule of thumb is, if this document was to be reviewed five years from now, would you know who the presenter is, would you know that you talked about a certain topic that you make sure that was on the list, like the TTEST requirements. How is everything that you are doing align to TTEST, to TPEST, how does it align to data so many times our principals have the right topics on the agenda, they don't have the specifics. As you know, many times when we are out either on a grievance or a professional development training, you ask for these artifacts and we want to make sure they are clear, concise and that we've touched everything. The best thing about the Leadership Academy is that many of the topics that are placed on that agenda are from the principals and so, we set those staff developments to address those needs and 90% of the principals literally go back from what they did that week and mirror it to their campus. And so, if we see that the main**

topic is students and its not listed, that would be probably an example of when we say, don't forget, something that you are presenting as a leader or that you are discussing on students, we guide them based on our experience as a former principal, based on our experience of what could come in the future, based on experience of what are the mandated from Mrs. Castro and from the state and when we meet with C&I Department. So, I just want to give you examples that we don't change the agenda, we give recommendations on how to enhance it and how to make sure that if 5 years now, that documentation were to be needed, with all the details be placed. So, we don't change that, we just enhance it for them, that's just an example of what we do. Ms. Gonzalez asked, thank you Ms. Rubio, Mr. Elizondo. Mr. Carlos Elizondo, Board Member replied, yes, just for clarification, I've never been a principal. But, I do understand it should be site-based management and I understand what you are saying Ms. Rubio, but the principals know what they need at their school. If you have someone from administration, from this building, going over to Putegnat and then the other one goes over to Morningside and we tell them to do everything exactly the same as that side of the school to the other side, it's not going to work. I believe that the principal should have the ultimate decision what gets put on their agenda to be taught to their employees at that school. And then not only that, are we allowing vendors to come in and do any type of speeches during these PD's, presentations or meetings? And, can most of these meetings be held or be given out by a simple email? What we are trying to do is minimize the amount of work that is being given to these teachers at their schools, you know, because we are painting a broad brush across the whole district and we ultimately don't know what Rivera needs compared to what Pace needs, you know, you need to allow these principals to do what they are supposed to do. Especially when they know that their school is having an issue that Rivera or Hanna might not and when we do that, those suggestions, we paint it with a broad paint brush and we just tell everybody, you have to do this when it doesn't apply to them. So, I think like Mr. Ortiz was saying, we need to give them the ability to be able to successfully bring their school from whatever issue they are having or not, instead of saying you know what, the superintendent says we have to do it this way and this the way we have to do it. That doesn't always work, a true leader will say, you know what, what are your issues, lets deal with your issues not the issues of every other school. I mean, that's just my opinion but I've never been a principal, but I think that works. **Ms. Castro stated, sir, one of the things that we are doing or that we have been doing this year and we started some of it last year was, I do meet with Dr. Trevino on a monthly basis and I cant tell you that the directors that are behind me, we are some of the tightest directors that I've seen working together and it's probably because we've been colleagues for so long that we collaborate with each other and we often do have conversations in reference to, okay, guys, can this be sent through an email, can it be sent through a regular. And so, one of the best things that we have done is we talk to each other, which wasn't happening, we were in isolation, each department was doing, so forth, we've actually minimized over 50% of professional developments from last year to this year alone. Because a lot of them were just constant redundancy, redundancy, redundancy of professional developments and I agree with you on that, we had a problem. And I'm going to say it out loud, there was a disconnect amongst the departments and we've gotten very, very close and I hope I stay as a PD Director for saying that, but we did, I mean, there was like, Houston, May Day, you know, I mean I know we didn't get to launch the other day but. We did have an issue and so, we addressed it and by addressing that, we were able to decrease by 50% from one year**

to the next and even now, I can almost say that we are even decreasing even now this year because they have been a lot of meetings that have been dissected and that has been very micromanaged. In the speaking of, okay, you are not going to do this, this day and you are not going to do this this day and I want you to send it as an email. And I know that my colleagues, they pick up the phone and they will be like, why? And I'm like, dude, you can do it another day or take it off, you know, it is what it is. So, I do thank you for bringing that to our attention but please rest assured that we are working very hard to maximize what we are supposed to do and not take time away from the teachers. I do recall as a principal, we were, if we were given, and I think, Mr. Ortiz, you recall this, two and a half hours a week for professional development, staff development, every week and teachers are tired, teachers are tired, so, we try to jam cram as much as we can and we are getting better at it sir, were getting better at it. Mr. Ortiz stated, no, I appreciate that, all I'm just saying is that the campus administrators know what they have to do, okay, let's give them the flexibility to get it done when they can do it, they know what's required and you know, they need to have that flexibility. Ms. Gonzalez stated, Mr. Elizondo. Mr. Elizondo stated, yes, just, thank you for noticing that there was a lot of work, but as you can see that one of the actual speakers today was a young lady who says that she is not spending enough time with her dad. And obviously, we've recognized that issue, so, if there is more to cut and allow these teachers to do what they need to do and the principals train their employees within the school, then maybe we should to that, maybe we should listen to those principals to see what they need instead of what we think they need. **Ms. Castro stated, yes sir.** Mr. Elizondo stated, thank you. Ms. Gonzalez stated, thank you Ms. Castro, I'm going to make, oh, well, I'm still going to officially make my motion to approve, but go-ahead Ms. Pena, you had a question. Ms. Minerva Pena, Board Member stated, yes, and I'll second whatever motion you make, let me say this. Ms. Gonzalez stated, great, thank you. Ms. Pena asked, it's really difficult and I guess what I'm hearing is, I don't know, Dr. Gutierrez, do we mandate, are you mandating that your Deputy Superintendents or your AA's go out to these campuses and literally, you know and this is true, lets call an Ace and Ace, Ms. Castro, you know this. **Ms. Castro stated, yes maam, I do.** Ms. Pena stated, when your AA walks in or a Deputy Superintendent walks in or Dr. Gutierrez walks in, even when a Board Member walks in, everybody holds their breath, especially the principal and its like, okay, we stop, whatever they were doing, stop, right, because the bosses are here, we are not your boss, but that's how they look at us, we are only his boss, okay. Our concern or my concern is, everyone that's here, everyone that's here started in a classroom, every single one, and you, Mr. Elizondo, you were a supervisor so you know exactly what you are talking about, you were a principal, you know exactly what he's talking about, I supervised from here to Laredo and back, I know exactly what I'm talking about. Here is the problem that I was taught a long time ago by good people who trained me, never disconnect from where you came from, never disconnect from where you came from. When I had sergeants that would turn around and mistreat the troops and I said, come here, do you remember how you were treated? Yeah. Did you like it? No. Then why on earth are you doing it to them? Oh, I didn't realize it. Sometimes we are afraid to tell our good friends, you are messing up buddy. And sometimes that's what it takes, for somebody to care enough about you to tell you, you are doing wrong, change it, it's going to hurt, but I love people who love me enough to get me back on the right track because it's so easy to get off, I can tell you that, am I right maam, it's so easy. So, what we need to find out sir, can we make sure that we don't disconnect from the front line and like my colleagues said,

the principal knows exactly what they need, we are fixing what's not broken and it ends up getting even more broken. So, can we look at something so we can help the principals because we need them and we don't want them to resign or quit or go work for somebody else. Ms. Gonzalez asked, thank you Ms. Pena, Ms. Lopez Valdez, you want to close it up. Ms. Daniella Lopez Valdez, Board Member stated, yes, I just want to quickly close it up. I know about a year and a half ago we were very concerned about the trainings, which you mentioned and you all did a great job with a great chart that showed how many you cut and maybe it's a refresher or a reminder, but I think if the new Board could also see the amount of trainings that you cut. But maybe also to point it out to the rest of our staff, because I know everyone needs a refresher, so, thank you all very much for making sure that our, you know, just like the daughter, Valeria, I believe the student said she, I had a mom who is a teacher so I understand too. Its important that we make sure that they still have time for their families, thank you. Ms. Gonzalez stated, we have a first and a second. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote, motion passes, 7, 0, unanimous. Ms. Castro stated, thank you, you all have a good evening.** Ms. Pena stated, thank you maam.

Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval of the Professional Development Requirements 2023-2024 that serves as the required training for the District. * (7-0-0)

2. Recommend approval of the 2023-2024 Middle School & High School Course Listing Guides and the 2023-2024 Elementary & Secondary Grading Procedures. * **Consent Agenda**
3. Recommend approval to continue to utilize Cognia Inc. for SACS Accreditation visits and continuous school improvement for the school district in the amount not to exceed \$120,000.00 from budgeted local departmental funds for the school years campuses will be under review (2023- 2025). * **Consent Agenda**
4. Recommend approval to compensate Special Services evaluation staff for "off-duty" student testing as per the 2022-2023 supplemental duty pay \$600.00 per evaluation.

Ms. Jessica Gonzalez, Board President stated, I'm sorry Ms. Pena, you had a question. Ms. Minerva Pena, Board Member stated, Dr. Gutierrez, that's okay, in a nutshell, sir, could you kind of elaborate a little bit on what this covers? **Dr. Rene Gutierrez, Superintendent of Schools stated, stated, this is, Ms. Lippa, go ahead, I think you can give us more detail information on this item. Ms. Adriana Lippa, Special Services Director stated, good evening Ms. Gonzalez, Dr. Gutierrez and Members of the Board, yes, this item is to compensate for extra duty in regards to our early childhood intervention evaluations. And so, because we want to make sure that our students they are 3-year old's coming in, and so, we are having the best opportunity to evaluate the children, these children, after 4. That's when parents can get off and come to the evaluation, to conduct the child's evaluation and so, on Saturday, children have pinatas, they have bautizos and they have all these things, so, it's a little bit more parents don't show up. So, then we've had to open up our evaluations to after school for early childhood intervention program. So, this is why we are having to put this item in, because in our compensation plan, this is not in there so that is the sole reason for**

this. Ms. Gonzalez stated, Ms. Garza and then Mr. Elizondo. Ms. Denise Garza, Board Member stated, Ms. Lippa, you just mentioned that is was not included in the compensation plan but I believe we did approve supplemental pay in the last compensation plan. **Ms. Lippa stated, so it is there, but because its after school, its not specific to after school hours so we have to just, it is there, but not specific to after school.** Ms. Garza asked, so it's pretty much amending the wording that includes after hours instead of the supplemental which used to be like in the summer time or on the weekends. **Ms. Lippa stated, yes, yes, and that has had to be a need because we want to make sure that we are working with parents and also making sure that we are also keeping to timelines.** Ms. Garza stated, thank you for working with our parents and listening to them because I know it is hard for a lot of our parents who do work to get their child evaluated so thank you for listening to them. **Ms. Lippa stated, thank you Ms. Garza.** Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member asked, yes maam, I'm just trying to figure this out, do you have enough people that are going to volunteer for that amount of money? **Ms. Lippa replied, yes, we do, our, I have, I honestly have an awesome team behind me, our evaluation staff does come in after hours to evaluate. We do have contract workers but, in all honesty, I offer it first to our staff and I am very blessed, I'm sorry, to really have a team that is willing to work the after-hours to do, to get the job the done.** Mr. Elizondo stated, good, thank you. Ms. Gonzalez stated, Mr. Ortiz, I heard somebody, okay, Mr. Ortiz and then Ms. Pena. Mr. Frank Ortiz, Board Member asked, yeah, I understand that they do it like after school, sometimes they do it on Saturdays as well because they work with the parents and so forth and you know, it is additional work for them. Just of the top of your head, would you happen to have a number of how much we spend on this, you know, evaluations after school Saturdays, during the summer? **Ms. Lippa replied, I can tell you that it's in the thousands of, I mean, its 600 dollars per evaluation and so I know that at times we've set aside like maybe, 90 thousand to perhaps 100 thousand, depending on the need of the evaluations.** Mr. Ortiz stated, yeah, this has been happening for years, okay, so I think its money well spent and I think that we are working with our parents, because remember, we are here for our students and that's who we want to address thank you. **Ms. Lippa stated, certainly, yes.** Ms. Gonzalez asked, Ms. Pena, did you have a question? Ms. Minerva Pena, Board Member stated, yes, I wanted just to thank you for making it per evaluation, its very, very important because this is a lot of work. **Ms. Lippa stated, it is.** Ms. Pena continued, and we need someone who is going to care and take the time and take a deep breath and listen to these children and these parents. So, thank you and I would like to second the, I'd like to move to approve. Ms. Garza stated, I'll second. **Ms. Lippa stated, thank you. Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote. Dr. Gutierrez stated, thank you Ms. Lippa.** Ms. Gonzalez stated, yes, thank you Ms. Lippa and to your amazing staff.

Motion made by Minerva Pena, seconded by Denise Garza, and unanimously carried to recommend approval to compensate Special Services evaluation staff for "off-duty" student testing as per the 2022-2023 supplemental duty pay \$600.00 per evaluation. (7-0-0)

5. Recommend approval to submit the 2023-2024 Allotment & TEKS Certification Form.*
Consent Agenda

6. Recommend approval to accept the \$1,640,169.00 School Safety Standards Formula Grant from TEA to assist in meeting the new school safety standards and to include other security related costs from January 25, 2023 to April 30, 2025 at no cost to the District. **Consent Agenda**
7. Recommend approval for the disposal of 26 pallets of Vital Oxide Disinfectant. **Consent Agenda**
8. Recommended approval in supporting TSC on their proposal to the Texas Workforce Commissions JET Grant Program. There is no cost to the District. *

Ms. Jessica Gonzalez, Board President asked, Ms. Pena, you had a question on this one? Ms. Minerva Pena, Board Member replied, yes, Dr. Gutierrez, could you just give us the detail in a nutshell? **Dr. Rene Gutierrez, Superintendent of Schools stated, I think this is working with the Texas Workforce, but go-ahead Dr. Cantu. Dr. Nereida Cantu, Deputy Superintendent for Business & Operations stated, yes, Dr. Gutierrez, the Texas Southmost College, Ms. Pena, was looking to submit an application for what is called a JET Grant. The JET Grant actually is an acronym for Jobs and Education for Texans and so this grant, they were seeking to get the funding because it will enhance their program for the commercial and residential electrician program for TSC. And so, if they got a letter of support from the ISD, or in this case Brownsville ISD, they would get 5 additional points for their grant. So, they were asking for a letter of support from BISSD and we submitted that.** Ms. Pena asked, okay, so this is not something that's just to encourage and get more money for their grant? **Dr. Cantu replied, that is correct.** Ms. Pena added, and hopefully, some of our students can apply as they get older to be part of that program because we do need a lot of people in that area. **Dr. Cantu stated, yes maam.** Ms. Pena stated, thank you. Ms. Gonzalez stated, motion to approve. Ms. Denise Garza, Board Member stated, second.

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval in supporting TSC on their proposal to the Texas Workforce Commissions JET Grant Program. There is no cost to the District. *
(7-0-0)

9. Recommend approval to reschedule the Regular Board Meeting of June 6, 2023 to June 13, 2023, (due to graduations) and cancel the Regular Board Meeting of July 4, 2023 (due to the summer work schedule). **Consent Agenda**
 10. Recommend approval of Resolution #028/22-23 to extend the current depository contract with Lone Star National Bank for an additional two-year term (2nd extension) beginning July 1, 2023 and ending June 30, 2025. **(Daniella Lopez Valdez Abstained) Consent Agenda**
- B. Recommend approval of the following Payment(s):**
1. Recommend the approval of payments for construction services and/or engineering services throughout the district in the total amount of \$1,351,973.09. **Consent Agenda**

C. Recommend approval of Budget Amendments:

1. Recommend approval of Budget Amendment #020 in the amount of \$1,571,491.00 for Local and Food and Nutrition Funds. (Reallocation of \$330,077.00 Carryover Budget of \$270,000.00 and New Funding of \$971,414.00). **Consent Agenda**

D. Recommend approval of the following Contract(s)/Agreement(s):

1. Recommend approval to enter into Agreement between One Tree Planted Inc and Brownsville ISD to create a systemic plan for planting trees at Brownsville schools, starting with this Project in 2023 to plant 210 trees at ten schools. Contingent to funding, extend the scope of work to plant more trees in 2024 and 2025. **Consent Agenda**
2. Recommend approval to allow the leasing of 2036599 Robindale Rd. Adjacent to 4350 Robindale Rd. to Verizon-MD7. **Consent Agenda**

E. Recommend approval of the following Bid(s)/Proposal(s)/Purchase(s):

1. Recommend renewal of CSP #20-126 Financial Advisor Services to Estrada Hinojosa and Company, Inc., Dallas, Texas, for two (2) additional one (1) year terms. Year four (4) of a five (5) year contract. **Consent Agenda**
2. Recommend renewal of RFQ #19-116 Comprehensive Annual Financial Report for Fiscal Year 22-23 and Fiscal Year 23-24 to Cascos and Associates, PC, Brownsville, Texas, for second and final extension to expire in April 2025. **Consent Agenda**

XI. Board Member Request(s)

A. Action Item(s)

1. Discussion and possible action that the superintendent inform the board of any reassignments of staff before the recommendation of such action. (Board Member Request Carlos Elizondo/Board Support Frank Ortiz)

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, yes, just for clarification, that way the public knows and we know exactly where the moves are going to be made for the school, that's basically it, just more information more than anything. **Dr. Rene Gutierrez, Superintendent of Schools stated, okay, I mean, every year, you know, as superintendent I evaluate the staff, but, and if I need to reorganize, I reorganize and then I inform the Board.** Ms. Gonzalez stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yes, I agree with Mr. Elizondo, its just a good practice, just to that we know, you know, before everybody else knows. So, it would be just good practice sir. **Dr. Gutierrez stated, okay.** Ms. Gonzalez stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, and Dr. Gutierrez, I'm just concurring what they say, can you make sure that we know before we get the phone calls. Sir, I want to ask you to work on that 100%, because I've been asking this since I've known you for 4 years. Can you please make sure that you politely let us know before we get 10 calls and I don't know what's going on? I know that you don't mean for your people to run out and tell everybody, but somehow, somewhere, the walls have ears and the walls are talking in the community and then we get the calls. So, can you politely, just make sure, before the walls run and tell the community, that you politely tell us that way we can say, talk to the superintendent or talk to them because that's something we have nothing to do with, I'm sorry. **Dr. Gutierrez stated, that's, that's okay Ms., okay.** Ms. Gonzalez asked, so, no

action on this item? *Mr. Ben Castillo, Legal Counsel replied, there is not a vote, there is no action.* Ms. Denise Garza, Board Member stated, Dr. Gutierrez, and real quickly on what my colleagues were saying, usually, some of these reassignments have been in the summer so, maybe if you can consider that first meeting in June, before you make those assignments, you can bring it up to us on those, any reassignments that are going to be done. **Dr. Gutierrez stated, okay, sure.** Ms. Garza stated, thank you. Ms. Gonzalez stated, Ms. Pat.

XII. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 7:53 P.M.

XIII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 10:19 P.M.

A. LEVEL III GRIEVANCE(S):

1. Discussion, consideration and possible action regarding Level III Grievance No. 011/22-23 on M.T. **(Deleted as per Grievant Legal Counsel)**
2. Discussion, consideration and possible action regarding Level III Grievance No. 012/22-23 on M.L. **No Action**

Ms. Jessica Gonzalez, Board President stated, Eddie has something, Mr. Garcia had something to say. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, yes.** Mr. Eddie Garcia, Board Member stated, yes, before we went into executive session, I had raised my hand. Regarding the notification of changes, I just want to state that I agree with my fellow Board Members regarding the notification of changes. Hopefully, these notifications and changes are made early in the summer, this way to allow for a smooth transaction. And also, I just to say that lets not forget that we are not here to micromanage, that these changes are at the discretion of the superintendent, that's all I wanted to comment regarding before we went in to executive session. Ms. Gonzalez stated, thank you Eddie, I do apologize for not seeing you beforehand, we are going to get you a flag, go ahead Ms. Pat.

B. PERSONNEL MATTER(S):

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval grouping Personnel agenda items 1, 2, 3, 4, 6, 8, 9, 10, 11, and 14. (7-0-0)

1. Presentation, acceptance and approval of Retirements. (16) **(G 7-0-0)**
Gina Anaya, Laura O. Borjas, Aurora J. Castillo, Roy Esparza, Bertha Garza Elizondo, Edna Garza, Rosalinda Garza, Jose A. Gonzalez, Mary Monahan, Maria Montalvo, Michael Moore, Dawn L. Morales, Rita M. Olvera, Lynne M. Silva, Mary A.W. Smith, Graciela Suarez

Amendment: Item 1 Page 610 will be replaced with Page 610a
Pages 642a – 642f will be added to agenda backup

Add: Mariana Rocha Khouane, Juana Maria Garcia, Sandra G. Lopez

C. ATTORNEY CONSULTATION

1. Staff Attorney
 - a. Discussion and possible action to cancel contract between Vizipp Inc. and Brownsville Independent School District (BISD) signed by Vizipp Inc. on or about April 5, 2022 and BISD on or about June 16, 2022, and to authorize the BISD Superintendent to negotiate a settlement agreement with Vizipp Inc. for Board approval.

Motion made by Denise Garza, seconded by Eddie Garcia, and unanimously carried to recommend approval to cancel contract between Vizipp Inc. and Brownsville Independent School District (BISD) signed by Vizipp Inc. on or about April 5, 2022 and BISD on or about June 16, 2022, and to authorize the BISD Superintendent to negotiate a settlement agreement with Vizipp Inc. for Board approval, as discussed in Executive Session. (7-0-0)

2. Board Attorney:
 - a. Legal Update with Board Counsel.

D. INTERNAL AUDITOR CONSULTATION

1. Status of past, ongoing and completed Board approval audits.

E. Board Self Evaluation.

1. School Board Standing Operating Procedures Manual.
2. TASB Board Member Access to School District Records.

XIV. Announcement(s):

Ms. Jessica Gonzalez, Board President stated, announcements Dr. Gutierrez. **Dr. Rene Gutierrez, Superintendent of Schools stated, yes, a couple of announcements for the remainder of April and beginning of May. We have, this coming Friday, April 21st, we have the 3rd annual recycle rally at 9:00 a.m. here by the administration building parking lot. We also have a Special Ed/504 Committee meeting at 12 noon here in the Board room. Then on Saturday, April the 22nd, we have the Superintendents Golf Tournament at Rancho Viejo so we'd like to invite everyone to go by there. The following week, April the 23rd thru the 30th, we have Library Week which is going to be going on throughout the week of April the 23rd thru the 29th. We also have Administrative Professionals' Week next week, April 23rd thru the 29th. Next week also, a lot of things going on at our campuses, we are going to start the STAR testing for our students, so, STAR testing will begin next week. April the 25th, Tuesday, is School Bus Driver Appreciation Day, a big thank you to all our drivers. Of course, we always thank them for their work, but that's their appreciation day. Wednesday, April the 26th, we have a job fair at the CAB and then Friday, April the 28th is Arbor day, we have Día del Nino celebrating on that day. Then we move on to May, May 2nd will be the Regular Board meeting here at 5:30 in the Board room and then the following day, May the 3rd, we have our 5th Budget meeting here in the Board room at 5:30. Those are the announcements that I have, unless there is any other announcements that I may need to make.** Ms. Gonzalez asked, Ms. Pena, did you want to add something? Ms. Pena replied, yes, elementary BISD Bravo Ballroom Contest Finals, 6:00 P.M. at TSC Performing Art Center on April 26th, is that still on? **Dr. Anysia Trevino, Deputy Superintendent for C&I/HR Division replied, no, they moved it because of STAR testing.** Ms. Pena asked, when did

it get moved to? **Dr. Trevino** replied, let me check my calendar. Ms. Pena stated, thank you. **Dr. Trevino** stated, on the. **Dr. Gutierrez** interjected, probably after testing in the May. **Dr. Trevino** stated, May 26th but I will double check. **Dr. Gutierrez** asked, so it's the later part of May? **Dr. Trevino** replied, yes sir. **Dr. Gutierrez** stated, okay. Ms. Gonzalez asked, can you just, Pat, can you just remind us about that date, send us an email? **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees** replied, I will. Ms. Gonzalez stated, okay, great. Ms. Pena stated, thank you. **Ms. Perez** stated, yes maam. **Dr. Gutierrez** asked, okay, any other announcements? Ms. Gonzalez echoed, anybody else? **Dr. Trevino** interjected, on May 16th. **Dr. Gutierrez** echoed, May 16th. **Dr. Trevino** continued, elementary and high school and on the 17th. Ms. Pena interjected, can you say that on the, on the mich please? **Dr. Trevino** stated, so we have rescheduled the elementary and high school ballroom dancing competition, still at TSC on May the 16th and for middle schools on May 17th. Ms. Pena stated, thank you.

XV. Adjournment.

Motion was made by Jessica Gonzalez, seconded by Carlos Elizondo and unanimously carried to recommend approval to adjourn the Rescheduled Regular Board Meeting at 10:25 P.M. (7-0-0)

➤ **There being no further business appearing before the Board, the meeting was adjourned.**

(HANDOUTS ADDED TO OFFICIAL MINUTES)

(AUDIO/VIDEO TAPES OF THE OPEN MEETING AND THE WRITTEN CERTIFIED AGENDA OF THE CLOSED MEETING ARE ON FILE)

Approved by:

Jessica Gonzalez, President of the Board

Date

Attested by:

Denise Garza, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees
Administration
Board Attorney
Staff Attorney
Speaker/Presenter

(Minutes presented at Special Called Board Meeting held September 18, 2023)



Amendment/Addendum

Approving the agenda of the Regular Board Meeting of Tuesday, April 18, 2023, with any corrections/deletions:

Board President:

Legal Counsel – Grievant Recommendation

XII. A. Level III Grievance(s)

Item 1 Will be deleted from agenda and backup

Administration Recommendation

B. Personnel Item(s):

Item 1 Page 610 will be replaced with Page 610a

Pages 642a – 642f will be added to agenda backup

Item 2 Page 644 will be replaced with Page 644a

Pages 654a – 654d will be added to agenda backup

Item 7 Will be deleted from agenda and backup

Item 12 Will be deleted from agenda and backup

Item 13 Will be deleted from agenda and backup

