



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the Months of December 2020 and January 2021

SUBMITTED BY: Griselda Rodriguez / Alejandra Salinas **OF:** Office of Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: March 25, 2021

RECOMMENDATION: It is recommended that the UISD Board of Trustees approve the Board Meeting Minutes for the Months of December 2020 and January 2021

1. Regular Board Meeting – December 15, 2020
2. Special Called Meeting – December 21, 2020
3. Special Called Meeting – January 05, 2021
4. Special Called Meeting – January 12, 2021
5. Public Hearing – January 19, 2021
6. Regular Board Meeting – January 19, 2021
7. Emergency Meeting – January 26, 2021
8. Special Called Meeting – January 28, 2021

RATIONALE:
State Law requires the Board to prepare and keep minutes of its Open Meeting Govt. Code §551.021. The minutes are public records available for public inspection and copying upon request to the Superintendent or his designee. Govt. Code § 551.022.

BUDGETARY INFORMATION:
No Budget Impact

POLICY REFERENCE & COMPLIANCE:
This is in compliance and in accordance with Board Policy BE and BE (LOCAL).

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

December 15, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

Ramiro Veliz, III – President – PRESENT
Javier Montemayor, Jr. – Vice President - PRESENT
Ricardo “Rick” Rodriguez – Secretary – PRESENT
Ricardo Molina, Sr. – Parliamentarian - PRESENT
Francisco “Frank” Castillo – Member – PRESENT
Aliza Flores Oliveros – Member – PRESENT
Juan Roberto Ramirez – Member – PRESENT

A Regular Meeting of the Board of Trustees of United ISD was held on Tuesday, December 15, 2020, in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

BOARD MEMBERS MAY PARTICIPATE VIA VIDEO OR TELEPHONE CONFERENCE DUE TO COVID-19.

Two-way communication to the Board meeting can be accessed by clicking on the following zoom link:
<https://us02web.zoom.us/j/86560818700?pwd=dGdGNDdudHUyRHVmRGgwVFFISihUZz09>

Meeting ID: 865 6081 8700
Passcode: 549457

If you would like to view a live-stream of the meeting, please click on the following YouTube link:
<https://youtu.be/Qoy3gf-Rfi0>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

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

- II. **Announcement by the Board President calling this meeting of the United Independent School District to Order at 12:15 p.m. The record showed that a quorum of Board Members was present, that this meeting had been duly called, and that notice of this meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551**

III. Pledge of Allegiance

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

IV. Public Comments:

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comments shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

Jorge "JD" Delgado – I'm with Laredo College Board of Trustees. I would like to thank the school board and Superintendent Santos for collaborating with Laredo College on various programs and initiatives throughout the years, precisely the Dual Language Program, which has been the most successful program. Our shared students have been able to take advantage of the high quality of education and at an affordable cost. This partnership between UISD has been, and will continue to be, and A+ grade level school district; and Laredo College being the number one community college in the state of Texas. On behalf of the Laredo College Board of Trustees, we formally request your virtual attendance at our board meeting today at 6 p.m. We will be having a recognition and resolution for the remarkable service to the education of Laredo and support of Laredo College throughout the tenure of Mr. Bobby Santos. Thank you and hope to see you all later today.

Tina Treviño – Thank you board for having this meeting today. I am Tina Treviño, a former UISD board member of nine years. I got involved as a board member at that time because I believe that only children's education is the one and only job for us adults. I am here for exactly the same reason...children's education...as you should too. I was one of the seven several years ago who stepped up on behalf of the children of UISD, to help re-direct a board whom, some of them had lost focus that children were their job and became self-servant. It is my opinion that Mr. Santos' contract ends in June. He is the Superintendent and he should remain the Superintendent. By buying him out, you will be wasting taxpayer, my money. Money, which during this time of Covid, needs to be focused on the educational enhancement of the children. In my opinion, UISD needs a person who has known education throughout their career as an educator, who has continued to be in the school classrooms meeting with parents of the children, the teachers and meeting their needs. Someone who has attended State and National educational conferences, webinars, meetings to aid in bringing UISD's educational standard to that higher than Alamo Heights in San Antonio. Due to Covid, UISD needs to have someone who understands the challenge of these dedicated teachers that we have. As they begin to get more and more students in the classrooms, all at different levels of knowledge, you have to know education in order to lead this district. These teachers will begin to address more children as they enter the doors and they come in with empty eyes or good and alive and vibrant eyes. There are two ways to choose the Superintendent; from within the family of UISD or in a search where applicants are reviewed for their skills their experience and their merit, and input from the community. That is your job; to represent us. Look behind you; I was here when that logo came to be and that logo says UISD for Children. Board members, that is your directive from all of the tax payers, the parents, the employees and most of all, the children. I beg you, listen to their words. I need you and you and you and

all those sitting up there making decisions. This child is saying "I need you to be my guiding force for my life, for my education, for my career and my future". I thank you for your time.

George Altgelt – Honorable Board, Goerge Altgelt here. As a tax payer and citizen who has children in the UISD system, and also as an advocate on behalf of teachers, paraprofessionals and the sort. As a lawyer, I've spent a lot of time in front of you all and we've all been kind of growing up if you will in the United ISD boardroom and I've come here before you today to witness to the fact that through my advocating as well as on behalf of students, there was always a very steady and firm hand at the helm and that was Mr. Santos and though we frequently disagreed we always agreed to carry ourselves out very professionally. There were many occasions where the matter was delegated to Ms. Gloria Rendon. I rise in support of Ms. Rendon because I know you are shopping around for a possible replacement but the right hand to the steady hand perhaps where Mr. Santos was a little iron fisted and I understand that is needed, Gloria was able to bring a lot grace and a lot of meaningful contemplation and a lot of fairness to the will of the board and the will of the district. So, I don't think you have to look much further. She has an outstanding reputation in the Texas educator community and she has broad support from teachers across the board, students across the board. I think it will be very hard to find somebody that could have anything negative to say about her. I'm just hoping to encourage you all to make the right decision that puts kids first.

Gloria Rendon – read public comment from David Perez (Attached to the minutes)

Gloria Rendon – read the public comments regarding Agenda Item VII-A-3 and Item IX-B (Resolution on the Border Wall) from the following people: Jose L. Ceballos, Nadja Lopez, Isabela Cigarroa, Amy Gamboa, Analea Gutierrez, Shellee Laurent, James Norris, Manuel Juarez, Sr., Lola Norris, Maxine Rebeles, Tricia Cortez, Regina Portillo, Elizabeth Pecina, Juan Ruiz (Attached to the minutes)

Martha Garcia – I have been in the district for 44 years and I have been a teacher for 47 years. Some of you could have been my classmates, some of you could have been my students and some of you could be my student's parents. As a proud member of the UISD family since 1979, I have worked under more than five superintendents in this district. I have witnessed great and bad decisions being made by our board members and our superintendents that have affected everyone. I can go back to Mr. Hughes, my first superintendent, Mr. Rodriguez, Dr. Woods, Dr. Barber and many more. It is my strongest belief as an educator, having worked for them, that education is the key to success for every student that walks through our halls. I proudly had the honor of countless success stories by UISD students ranging from the White House to NASA to medical and law schools, Hollywood, medical research fields, artificial intelligence, doctors, physicists and many other fields. I believe that the leadership of this institution is of utmost importance to continue with this success. Within the past few years, the district has hosted the League of Legends ceremony which is a direct testimony to our student's successes. UISD must continue its role in producing top quality students who in turn make the district continue being highly recognized in the United States and around the world. You, as board members and as parents of UISD students and some of you are UISD graduates, are entrusted by the people of this district, of this community, to make the right choices and should always keep and maintain auditions and actions. It is of utmost importance that your choice of the next superintendent(inaudible)... Mr. Santos is not asking to be bought out. He is an honorable man. You are rushing ..(inaudible).. and the decision is in your hands. Thank you.

Javier Montemayor – I would like to make a motion, based on the interest of time and transparency, that we call up item IX-F, IX-E and IX-B in that order.

Aliza Flores – I second your motion

IX – F Action in Regards to Appointment of Interim Superintendent of Schools

Javier Montemayor – My motion is that this item be tabled to June 30, 2021, based on the fact that 1 – there is no vacancy. With the contractual terms of Mr. Santos' contract, the appointing of an Interim is, in my opinion, ridiculous

and number 2, impossible to do the way it is structured. And to suggest a buy-out, which is not even on the agenda today, would cost the district approximately 600 to 700 thousand dollars and that is if Mr. Santos is even going to entertain such an offer. Based on where we're at with regards to the pandemic, the disability that UISD has at this point and time, we've been an A rated district now for the past three years, I don't believe that it is necessary and if the board members who sponsored this item still want to proceed with that interim then I suggest that we take that up in June 2021.

Aliza Oliveros – Mr. Montemayor, you took the words right out of my mouth and you have my second.

Ramiro Veliz, III – We have a motion to move up the items IX-F and IX-E, do we have to do a second motion to table the item?

Juan Cruz – No just make a motion first to move them up

Javier Montemayor – I make a motion to move up Items IX-F, IX-E and IX-B

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Aliza F. Oliveros

Discussion: None

In Favor: Unanimous

MOTION PASSES

Javier Montemayor – My motion is that we table IX-F to June 30, 2021.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Aliza F. Oliveros

Discussion: None

In Favor: Unanimous

MOTION PASSES

Javier Montemayor – On Item IX-E that reads:

IX-E Action in Regards to Hiring Search Firm for Superintendent of Schools Position

Javier Montemayor – I think this is more of a sensitive issue and the board can be better served by having a board workshop, perhaps before the end of December. I can work to set some deadlines, at what time do we want to see the new superintendent come in to the district so that the transition for Mr. Santos can be effective and smooth, maybe somewhere around May 30, 2021. Interview committees, local, regional, nation-wide searches. I know our legal counsel has a presentation that we probably want to view so I don't think we can get to it today but we can set up a workshop.

Ricardo Rodriguez – I agree with what you're saying. All in all, the only thing that I would say is we're putting a committee for that and maybe that's why we were elected, to make that decision. I think if we open it up to the public and to have interviews for people to apply, I agree and concur with what you are saying.

Javier Montemayor – That is what we need to discuss and reach a consensus. I don't have a plan. I think if we have a board workshop we can come up with a plan and move forward from there it would be more organized.

Ramiro Veliz, III – Those are the two items IX-E and IX-F on the Superintendent Search Firm and the possibility of appointing an Interim Superintendent, that would be IX-F

Juan Cruz – Mr. Montemayor needs to re-state his motion on Item IX-F first which is to table it to June 30th and a second and so forth.

Javier Montemayor – I got a motion and a second from Ms. Oliveros.

Ramiro Veliz, III – All those in favor to table Item IX-F to June 30th, we have a motion and a second by Ms. Oliveros.

Francisco Castillo – If we're going to suspend the action for IX-F, just want to be clear; what would happen if we need to come back? Are we confined, Mr. counsel regarding that we have to wait until the 30th? Or if there's a need, can we come back to this?

Juan Cruz – First of all Mr. Castillo, to be clear, the only action on the table right now is to table IX-F, not IX-E. So, IX-F is to table the appointment of Interim Superintendent of Schools. If that passes and there's a change of heart, let's say in February or March, then the board can bring that item back at any time.

Ramiro Veliz, III – Or if the situation arises. Right now, there is no need for an Interim since Mr. Santos is still here until the end of June next year.

Javier Montemayor – If in between, you have 6 months left on your contract Mr. Santos, I think that is sufficient time for the board to come up with a search and appoint a new superintendent. I don't think we need an interim right now, but if we do, if anything changes, then at that point we also have to plan the issue of paying out Mr. Santos' contract at some point.

Francisco Castillo – Are we discussing IX-E now?

Juan Cruz – IX-F

Ramiro Veliz, III – The motion is that we table it until June 30, 2021.

Ricardo Rodriguez – I just want to clarify something and I speak for all the board here, or some of the board members. There is no reason Mr. Santos, none of us are looking to buy you out. We heard some of the public comments and I just want for you to stay the 6 months and finish the contract. At no point in time were we looking for that. The only thing we are trying to see here is that we have the proper time to appoint a superintendent and to open it up for the public for transparency so people can see that we want to have it open so the people can apply for superintendent and have a committee, to have interviews as we did when we got our police chief, back in the days. I don't think anybody is in agreement on buying you out. I think we want to see you finish your contract. I think you have done excellent work for our district and I commend you for that.

Roberto Santos – At this point Mr. Rodriguez, my intent is to finish out my contract. I'm really not interested in any buy out. I don't know who's brought that up. What I am willing to do is, whenever the board selects the superintendent, I am willing to stay all the way through the end of June 30th to make sure there is a smooth transition and I am loyal to United ISD and I'm here to help whoever comes in.

Aliza F. Oliveros – I just wanted to make a point there. The only reason I think the public felt there was going to be a buyout was because you only need an interim if you don't have a superintendent so you can't have a superintendent and an interim. It doesn't make sense. I don't even know how that is even thought of. I think we just need to wait and I think we're mixing two agenda items together. We do need to do things openly and transparent to the public but that's a separate item. Right now, we're just talking about tabling the Interim.

Javier Montemayor – Yes that is my motion.

Ramiro Veliz, III – So we have a motion and a second by Ms. Aliza Oliveros. Any further discussion to table Item to June 30, 2021?

Motion: So Move
Moved by: Javier Montemayor
Seconded by: Aliza F. Oliveros
Discussion: None
In Favor: Unanimous

MOTION PASSES

Ramiro Veliz, III – So that's tabling IX-F. Now we have to make a motion for IX-E. Is that correct Mr. Cruz?

Juan Cruz – Yes. That would basically just confirm to do a workshop whenever you all are available.

Javier Montemayor – I'd like to do a workshop. I don't have a plan and the appointment of the superintendent is a very important thing that we need to consider so I would like to meet with the board in a workshop before the end of the month of December. My motion is to table this, the hiring of the search firm, or other type of hiring procedures.

Ricardo Rodriguez – I second that with just a little tweak. If we can do the meeting or workshop at least to start at 6:00 instead of noon because I know that one of our board members Mr. Castillo can't make it at noon time.

Ramiro Veliz, III – Ok so that would be some time before then end of this year. We have a motion and we have a second.

Motion: So Move
Moved by: Javier Montemayor
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

MOTION PASSES

Ramiro Veliz, III – That takes care of item IX-E

Javier Montemayor – The next one is IX-B – Action with regards to the Resolution on the Border Wall. My motion is to move it up as well.

Ramiro Veliz, III – We have a motion by Mr. Montemayor to move up Item IX-B, do we have a second?

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

Juan Cruz – You heard several speakers today on the border wall. This is something that Zapata County Commissioner's Court has passed. Also, I read in the newspaper that Webb County passed it as well. I understand that the City of Laredo has not passed it and now it's coming to the board for review and possible approval. This resolution basically would just take a stance at UISD and the speakers are correct, as you know, we do have a little bit of property on the river banks. Nothing really that we could use for the district to build a school or anything like that but some of the school district's property is compromised. This resolution basically states that there's been a waiver of statutes by the current Trump administration with regards to moving forward with the construction of this border wall. It also says that there's been a destruction of (inaudible) habitatge along the rio grande. It also calls into question the appointment of Chad Wolf who was the Acting Secretary of Department of Homeland Security. It also states that the present Trump administration has waived procurement laws under the federal laws. This resolution, if passed by the board, will allow this resolution to be presented to Alejandro Mayorkas who is the incoming Secretary of the United States Department of Homeland Security to implore on the new Biden administration to basically not move forward with the border wall. To take the border wall as something that is significant in their new administration, that construction of the proposed border wall in the Laredo sector would not be the only means by which to secure the border. That there be stopping of any favoritism of letting out contracts to build this border wall and to announce finally to the incoming administration to immediately consider over writing, correcting and disciplining any action taken by the current administration. So, that is really what is being proposed for the board to consider. I understand that they do not want a modification of this proposed resolution so we have not changed anything. They want to have every government that passes this border wall to be consistent and be the same.

Ramiro Veliz, III – This would be the same resolution that is being passed in Zapata, Webb County....

Juan Cruz – Yes sir

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Aliza F. Oliveros
Discussion: None
In Favor: Unanimous

MOTION PASSES

V. Board Recognitions

A. 2020 AP Scholars

VI. Informational Items

A. Finance Division Monthly Financial Report

Ms. Laida Benavides presented information on the Monthly Financial Report

B. Budget Calendar for 2021-2022

Ms. Laida Benavides presented information on the Budget Calendar for 2021-2022

C. Proposed Boundary Changes for Various Elementary Campuses Effective 2021-2022 School Year

Mr. Mike Garza presented information on the Boundary Changes for Elementary Campuses

D. Proposed Boundary Changes for United Middle School and J.B. Alexander High School Effective 2021-2022 School Year

Mr. Mike Garza presented information on the Boundary Changes for United Middle School and J.B. Alexander High School

VII. Items for Individual Consideration

A. Approval of Monthly Disbursements

Mr. Sam Flores presented the Monthly Disbursements information

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

B. Approval of Property Tax Refunds for the Month of November 2020

Ms. Laida Benavides presented the information regarding the Property Tax Refunds for the Month of November 2020.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

C. Approval of Board Minutes for the Months of July 2020 and August 2020

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

D. Approval of Donations

Mr. Roberto J. Santos read the donations into the minutes and thanked the companies for their generous donations. The total donations amount is \$2,200.00

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

E. Approval of Awarding Bids, Proposals and Qualifications

Ms. Cordy Jackson presented the information regarding Awarding of Bids, Proposals and Qualifications

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

F. Approval of JOC 2020-007 Phase II – Safety & Security Window Film Installation at UISD Campuses

Ms. Cordy Jackson presented the information regarding JOC 2020-007 Phase II

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

G. Discussion / Action to Adopt Resolution to Declare All Texas Educators as Front-Line Workers to Receive Early Covid-19 Vaccine

Roberto J. Santos – Our recommendation is that the board approve this resolution. The bottom line is to send it to the governor to be able to consider our employees so hopefully, they can get to the front of the line for the Covid vaccine.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

MOTION PASSES

H. First and Final Reading of Board Policy DGBA (LOCAL) Personnel Management Relations Employee Complaints / Grievances

Ms. Gloria Rendon presented information on Policy DGBA (LOCAL)

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

I. First and Final Reading of Board Policy FNG (LOCAL) Student Rights and Responsibilities Student and Parent Complaints / Grievances

Ms. Gloria Rendon presented the information on Policy FNG (LOCAL)

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

MOTION PASSES

VIII. Closed Session:

The Board adjourned into closed session at 1:14 p.m. pursuant to the following sections of the Texas Open Meetings Act

- A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
 - 1. Discussion regarding Superintendent's Duties and Responsibilities
 - 2. Consultation with Legal Counsel in Regards to Board Policy CW and Possible Naming of School Campus
 - 3. Consultation with Legal Counsel in Regards to Resolution on the Border Wall
- B. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.072 Deliberation Regarding Real Property; Closed Meeting
 - 1. Report Regarding a Possible Purchase for Approximately 12 acres, North from the United 9th Grade Campus on 2811 Hook Em Horns Blvd., from Killam Ranch Properties I, L.C., or its Affiliated Entity, for \$14,000 per Acre Pursuant to the Settlement Agreement dated April 18, 2007
- C. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting
 - 1. Consultation with Legal Counsel in Regards to Continuation of Paid Leave Benefits to Employees Affected by Covid After the Expiration of the FFCRA on December 31, 2020
 - 2. Consultation with Legal Counsel in Regards to Payroll Deduction for Employee Organization Dues
 - 3. Consultation with Legal Counsel In Regards to Employment Contract Terms for Superintendent of Schools
 - 4. Consultation with Legal Counsel in Regards to Employment Process of Searching for New Superintendent of Schools
 - 5. Discussion regarding Appointment of Interim Superintendent of Schools

IX. Reconvened from Closed Session:

The Board reconvened from Closed Session at 1:56 p.m.

- A. Action in Regards to Board Policy CW (LOCAL) and Possible Naming of School Campus

Mr. Juan Cruz – The recommendation is to name a campus on the Mines Road area for Mr. Juan Roberto Ramirez. The campus to be determined by the school board and administration at a later date.

Motion: So Move

Moved by: Ricardo Molina
 Seconded by: Javier Montemayor
 Discussion: None
 In Favor: Unanimous

MOTION PASSES

B. Action in Regards to Resolution on the Border Wall

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Aliza F. Oliveros
Discussion: None
In Favor: Unanimous

MOTION PASSES

C. Possible Action Regarding a Possible Purchase for Approximately 12 acres, North from the United 9th Grade Campus on 2811 Hook Em Horns Blvd., from Killam Ranch Properties I, L.C., or its Affiliated Entity, for \$14,000 per Acre Pursuant to the Settlement Agreement dated April 18, 2007

Mr. Juan Cruz – the recommendation is to authorize administration regarding a possible purchase for Approximately 12 acres, North from the United 9th Grade Campus on 2811 Hook Em Horns Blvd., from Killam Ranch Properties I, L.C., or its Affiliated Entity, for \$14,000 per Acre Pursuant to the Settlement Agreement dated April 18, 2007 as presented in Closed Session.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

MOTION PASSES

D. Action to Approve Resolution to Continue Paid Leave Benefits to Employees Affected by Covid After the Expiration of the FFCRA on December 31, 2020

Mr. Juan Cruz – the recommendation is to approve Resolution to Continue Paid Leave Benefits to Employees Affected by Covid After the Expiration of the FFCRA on December 31, 2020

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

MOTION PASSES

IX. Adjournment

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Regular Board Meeting of December 15, 2020 was adjourned at 1:58 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary

UISD Board of Trustees Meeting December 15, 2020
Public Comments on Border Wall Resolution Agenda Item
Item VII.A.3 and IX.B on Border Wall

#	Name	Email	Comment
1)	Nadja Lopez	nadjalopez@dusty.tamui.edu	Laredo is winning the fight against the border wall. We have fought hard to get this far, and we are so close to crossing the finish line. Stand your ground. Stand strong. Defend our city. Defend our health. Defend our future. We are almost there.
2)	Isabela Cigarroa	isacigarroa@gmail.com	The people of Laredo, and the United States, have spoken. The wall lost. We have rejected this destructive and wasteful wall. It's now only a matter of bringing the victory home. Think about the parks our children will be playing in for years to come. Do we want these to have a monstrous wall as a backdrop? Our land should be a symbol of growth and prospects for our future. Let's ensure this is the case.
3)	Amy Gamboa	amygamboa2@gmail.com	The wall was on the ballot this year and it lost. It lost both in the United States as a whole, and it lost here in Laredo. The people have spoken: we don't want a border wall. President Elect Biden has already made it clear when he said "not another foot" will be built by his administration. We need to hold him to his promise and defend our lands for our future and for our children.
4)	Analea Gutierrez	analeagutierrez@gmail.com	The fight against the border wall is in the last minute in the last quarter, and Laredo is winning. Those who want to steal our lands, control our waterfront, confiscate our properties, are hoping they can get it over the finish line before the clock runs out, but they are far from the goal line. All YOU have to do is stand firm, stand your ground, and we win. Stay strong.

5)	Sheilee Laurent	Leelaurent22@gmail.com	UISD has land at stake in the constructing of the wall. We can stop this undemocratic land-grab with support from our Congressman Henry Cuellar who sent a letter to Biden and the governing bodies in Webb & Zapata who have already adopted this resolution to send a strong unified message to the incoming administration! Defend our district's land.
6)	James Norris	drjnorris@gmail.com	Last week, the Texas State Democratic Party, and Zapata County passed the resolution unanimously and without hesitation. This week, the Webb County Commissioners' Court passed it as well. Here in Laredo we have so much at stake. We need your leadership as an elected governing body. Stand up! Be strong!
7)	Manuel Juarez, Sr.	manueljuarez521@gmail.com	UISD has two parcels of undeveloped riverfront land that the contractors want and need in order to succeed in building their wall. Don't let up. Protect your taxpayers and their investment in our children's future. Together we can send the message that our land is not up for grabs!
8)	Lola Norris	lonorris@gmail.com	This resolution has already been passed by the Webb County Commissioners Court, our local and State Democratic Party, and our neighbors in Zapata County. It is now your turn. We ask that you, as our elected leaders at UISD, send the strongest message possible to the incoming administration, and hold to their promise that "not another foot" of Wall will be built.
9)	Maxine Rebeles	Maxine.rebeles@yahoo.com	We are so close to the finish line, to ending this terrible chapter for our community. So much is at stake for Laredo. The consequences of letting the federal government take our lands, and forever divide us from that most precious and life-giving river are unbearable for our children and their families to live with.

10)	Tricia Cortez	tricia@rgisc.org	<p>There are 16 active lawsuits happening right now against our community, targeting special places along the river that stand to be bulldozed and demolished. Sadly, this is happening to border communities like ours because of pure partisan politics. Our people – the rights and voices of our residents, many of whom don't have the resources or means to fight this battle against the government – must be heard and uplifted by this board. They need you. We ask that you vote in favor to support this resolution</p>
11)	Regina Portillo	regi.port@gmail.com	<p>As a UISD graduate, I ask you – please vote in favor of sending a clear message to the Biden Administration that we will fight for our lands, our river, our rights, our history and our children's future.</p>
12)	Elizabeth Pecina	lizpecina05@gmail.com	<p>As a resident of Rio Bravo, a small town down south of Laredo and located right next to the river, it's very important to highlight the impact the Laredo politicians have on my community. Your support is essential for our residents too as most of them work in Laredo and will be affected by the construction of the wall directly. We need to send a unified message and demonstrate that our city is working together to stand up to the unjust tactics used in the attempt to take our lands such as the declaration of national emergency and the laws waived - effectively making our city a constitutional-free zone in order to allow the wall to be built. Our private and public lands are not for taking.</p>
13)	Juan Ruiz	juan@rgisc.org	<p>Large-scale "public works" projects have historically had a detrimental effect on the most marginalized members of society. The border wall is no different. I work as a field organizer in Webb County and Zapata County conducting outreach to residents in our community who will be directly impacted by the construction of the proposed border wall. Through the course of my work, I have encountered countless families whose homes, ranches, and businesses lie in the path of the proposed wall. Each of these families is expected to be negatively impacted by</p>

			<p>the wall; however, not every family will feel the brute force of these words equally. Several low-income families throughout our region are expecting to be displaced by wall construction, forcing children to relocate to new schools and putting parents in a position of having to explain to their children the drastic changes they are experiencing. In the midst of all of this, several families will lose generations worth of investment into their homes. Several parks and important spaces of outdoor recreation and refuge will be lost. This includes Santa Rita Park near where I grew up in South Laredo, and similarly, the Rio Bravo River Park which is adjacent to UISD held property slated to be impacted by the border wall. It may seem like the school district may not have a voice on this issue. The land it owns along the river amounts to a few acres in what will be hundreds of miles of wall. I will say though, that the district has the most important voice in all of this because it speaks to the needs of its students. As I noted, recreational spaces along our frontline neighborhoods will be destroyed, resulting in a desert of sorts that will deny children access to safe outdoor spaces, and instead force them to play in the shadows of history's cruelest legacy. As a graduate of the United Independent School District, I ask that you support this resolution calling for a moratorium on construction of the border wall. Thank you.</p>

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

December 21, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

Ramiro Veliz, III – President – PRESENT
Javier Montemayor, Jr. – Vice-President - PRESENT
Ricardo “Rick” Rodriguez – Secretary – PRESENT
Ricardo Molina, Sr. – Parliamentarian - PRESENT
Francisco “Frank” Castillo – Member – PRESENT
Aliza Flores Oliveros – Member – PRESENT
Juan Roberto Ramirez – Member – PRESENT

A Special Called Meeting of the Board of Trustees of United ISD was held Tuesday, December 21, 2020, beginning at 6:30 PM in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

BOARD MEMBERS MAY PARTICIPATE VIA VIDEO OR TELEPHONE CONFERENCE DUE TO COVID-19

Based on Governor’s Abbott’s Executive Order, the District will ensure social distancing protocols are practiced to the greatest extent possible thus limiting the number of persons physically present in the UISD Boardroom. Therefore, in an effort to conduct public business in a transparent manner, the District will live stream the Board meeting.

Two way communication to the Board meeting may be accessed by clicking the following zoom link:
<https://us02web.zoom.us/j/81236136996?pwd=Q2NRb0ZkRDdiYThmY1hOVlc4UGICQT09>

Meeting ID: 812 3613 6996
Passcode: 230763

If you would like to view a live-stream of the meeting, please click on the following YouTube link:
https://youtu.be/EH06C_6Qfr4

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Roll Call, Call Meeting to Order

II. An Announcement by the Board President calling this meeting of the United Independent School District to Order at 6:30 p.m.. The record showed that a quorum of Board Members was present, that this meeting was duly called, and that notice of this meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

III. Pledge of Allegiance

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

IV. **Public Comments:** Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comments shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to Section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

Agustin Ballesteros – My name is Agustin Ballesteros and I have served the District for 47 years and the purpose for me addressing you is I would like to ask you to have a committee for the Superintendent. I would like to correlate it with the Bond of 2013. You might ask what does this have to do with the Superintendent? Well, I was a member of that 121 member committee and we worked together. It was a 121 member committee from the whole district and in the end we built 14 schools, 6 in the North and 8 in the South. Two of them were re-done; Nye in the North and Salinas in the South. The purpose of the correlation is that because of this committee, we asked the community for help and it is one of the greatest achievements of UISD history; building 14 schools with 409 million dollars. We put it to good use, we did team work. It was not about us, it was about doing away with 324 portables that our children had to study in. I ask you now; we need to form a committee to come up with the best candidate. After 16 years, Mr. Santos has done a great job. I've had the opportunity to work under several superintendents and I am proud to say I am United strong, behind you, for you. I know that you men and women have done tremendous things for our children. This is about education. My closing remarks; please, for the sake of our children, have a committee because that committee will communicate, will input information, so that in the end our board will once again make the right decision so that we can continue to achieve greatness. Our kids are doing excellent. We have excellent report cards. I am proud of that and I would just like to thank you for listening to my words. I am here to help you and I am here to help the children. I love United and I have served under three high schools so I know what our district needs. Please keep that in mind. Do you have any questions for me?

Ramiro Veliz, III – Not at the moment Mr. Ballesteros. We appreciate your remarks.

David Perez – My name is David Perez, United Classroom Teachers Association President. I am a teacher at United High School, parent of two current and one former UISD student. I am also a tax payer and I want to echo what Coach Ballesteros said that we should have a committee to include teachers, parents and tax payers. I think it's important to have public input in the interest of transparency in the selection of the new superintendent. I ask that you let us have that time for this very important step we are going to take. The next superintendent is going to be leading the district for many years to come, hopefully, and he or she is going to face a lot of challenges coming out of this pandemic. We have to see what is going to be the new norm. The decisions of the superintendent are going to have far reaching effects on the students, the tax payers, parents so I think we deserve a say in the selection of the next superintendent.

Juan Avila – First of all, before I start my time, I would like to say, Mr. Ramirez, It's always a pleasure to see you sir. I would like to say Merry Christmas to everybody. May the Lord bless each and every one of us, our families. Please stay safe and hopefully better things will come in 2021 if we get rid of this pandemic. To the item on the Agenda tonight I want to echo the words of coach and I want to echo the words of Mr. Perez as well. As you all know, I have four former UISD students. Three Alexander bulldogs, one Longhorn graduates. I am proud to be part of UISD. I remember the last ceremony we had a Krueger Field on Del Mar. It was for the Class of 2000 when Mrs. Molina brought that class. That was many years ago, but I'm still a strong believer in the United Independent School District. I humbly ask, and that is why I have been trying to reach out to you Mr. Veliz, because I strongly believe that the public, the tax payers; we need to have a say so in the selection of the incoming superintendent. We have to remember that the shoes that the next superintendent is going to have to fill in are pretty big because Bobby Santos, Mr. Santos has led a very good, outstanding performance in UISD. We've had some rough times like every district does but he has managed, along with his associate superintendents and everybody else to come forward and continue focusing on the problems that we have. But again, let's be strongly committed to the people in the community because this is not "el Viejo patron". This is not a political issue. This is the future education, of the future leaders, not only of Webb County but around the world. Sometimes our students have to go elsewhere to further their education or job sites and we must remember that they are UISD, they are Laredo proud and they are our future leaders. I ask you to please form a committee to where we can have input or send in our questions and hopefully get some answers. Who is going to be the best fitted superintendent to fit those shoes? I don't think we are in a rush to get a superintendent because Mr. Santos still has I believe until June so let's take it carefully, let's look at it correctly, let's make the correct choice and the correct decision. I strongly, I keep my word and I posted it, I strongly recommend Gloria Rendon as the next Superintendent for UISD. Nobody else that has helped Mr. Santos shine that star in UISD the way she has. I humbly thank you for your time and again Merry Christmas to all of you and may God bless you all.

Sylvia Bruni – Thank you very much for giving me an opportunity. I am really grateful to be able to share what I think is so important and frankly I am basically going to ditto everything that I've heard so far. I was particularly impressed with Mr. Ballesteros because his recommendation brought me back to that very task force. I was very fortunate. I co-chaired that overall committee. I sat with Mr. Ballesteros and it was a marvelous community based activity and I think we are still reaping the rewards. I am going to urge you to consider and to follow through with what your community is recommending. I think no matter when, it would have been so important for you to select the best, in my opinion, instructional leader because your superintendent is going to be your top instructional leader. At the same time, I think it's really important that

you hear from your community. I'm particularly hopeful that you will allow your principals and your teachers because they are the front line. If anybody is a hero right now, it's your principal and your teacher. I am going to endorse what Mr. Ballesteros recommended, what is already been recommended to you by my three previous colleagues. Please consider a community based group that will help you search and evaluate the candidates. I think it's going to be very important that you be led by the community and if there is anything that I can do to help you. I began my career with United. I served 22 years, the first 17 as a teacher. I was your very first senior English teacher. I am very proud of that. I learned so much from my children and my young people. I taught seniors from United for 17 years and then I went on to an assistant superintendent position. I went on to serve 40 years in schools. I think I know what we speak of. I'm particularly emphatic. You need a strong instructional leader but I think you also need to hear from your community and I am going to be very hopeful that you do exactly that. Pick a community group that represents United and you won't fail. Thank you so much for letting me speak with you. My wish is that you spend with everyone a very safe and joyful holiday.

Martha Garcia – My name is Martha Garcia UISD faculty member since 1979. Presently working at Alexander High School for the past 26 years, at United High School for 18 and some years at LISD. I've been extremely proud of my profession and my work with UISD where I have seen that our hard work and dedication as teachers, as a district, as a team, is being paid off by the thousands of successful stories from our graduates. This has been thanks to our superintendent, board members such as you good men and women that serve with the only purpose of promoting excellence in education in Laredo. This meeting, at such a special time, where the world is looking up at the sky, to see the star of Christmas, which is not going to happen until the next 800 years, yet here we are. Board members, you and I are missing such a special time with our families but it makes me wonder; what is more important? The education of our children, the future of our children, so here we are instead of looking up at the sky. If this meeting is to form a committee or selection of superintendent, I would like to ask that this committee be a local committee which can include not only board members but UISD faculty, students and community members such as parents. If I may also suggest to add professors from Laredo College and TAMU. Since many of our graduates attend these schools, they are the best judges of our success and will work hand in hand to make Laredo children achieve a college education. Do not go outside of Laredo or pay companies to find us somebody. We do not have enough money to pass around. We are the ones that know our needs. We do not need to pay outsiders. We do not know who comes from outside. Please remember that United's mission is "We inspire all students to become responsible citizens by pursuing excellence through life long learning". I think we deserve an opportunity to show people that we can lead. Do not rush into making this important decision. We deserve a local role model. One that we can be proud of and like I have said before; behind a great man, there is a greater woman and I can see many of you men, there's women behind you and Gloria Rendon has been that woman in our district. Thank you for allowing me the opportunity to speak.

Tina Trevino – First of all I would like to thank the board members for creating this wonderful opportunity for you all to have a discussion about a very honest, sincere, equal pursuit of the right superintendent for United ISD. I've listened to the variety of people that spoke today and everybody has different views but they all have the same goal; and that is to have a better United as we go forward with someone new. The individual, everybody has different opinions and/or how to get there. As I had said previously, you have two choices; either way if you decided to get a formal search, you can go and use that formal search company at a

minimal price to evaluate and search within or you have the ability to go and search not only in Laredo, Texas and National. In order for that search to be productive, you need to know what your vision is. We don't know your vision. This would be our opportunity, the community's opportunity to give you input as to what we feel would be the best for United ISD. It would give us the opportunity to have a non-biased, honest procedural direction led by a professional search company. There are a number of them. I'm sure you know very well as I know of TASB who their whole job is to get good educators, find the right person with the right match. I had the privilege of working with TASB for many years in a variety of areas, not just a search so that is always an option and there are some private ones as well. The whole objective is finding the best candidate and in order to find the best you need a pool. We have a pool in United. Let them apply and stand up next to other people in Texas or other people in the United States. We may have some people who were from Laredo who have gone out and are ready to come home and give that to the district, you never know. In order to get that best candidate, we need the community to help you make the decision on the best things for our district. The decision you are going to make will be not just for today, not even for tomorrow, not for next year. It will be for the future, for families and children's education. Ask your community, they trusted you, they voted you; now you trust them. Trust them to give you the words they want you to say. The decision that you make to represent them. You wanted their vote, now we, the voters, want our board member to speak for us. They are the ones that put you in that chair. They want the best for their children, for their grandchildren and for generations to come. I suggest that you form a community committee of educators because education is what United is about; business people, the health profession. We've got magnet schools. Right now, there's more people going into medicine than ever before. If there's a positive from Covid, that is it. Parents; they care and from students themselves. Add some present students and also find some alumni. We want to find a person for this position that will create a positive atmosphere, an embracing atmosphere and a growing atmosphere. Ask them really hard questions about decision making, about budget leadership, about district challenges. Ask what was one of your decision making where you took a risk and it was a success. Now tell me a decision you made that you wished you had changed. We all have regrets. I have shared with you my thoughts, my concepts, and my procedures. The bottom line is, the community of Laredo that UISD, wants to have a voice and we voted for you to be our voice and now is our opportunity to speak through ourselves. The only thing is you have to give us that opportunity. I hope with all my heart that the result of these words will help you, the board for UISD, in meeting your responsibility of taking care of the children, their education, their future. Thank you so very much.

V. Items for Individual Consideration

A. Discussion / Action in Regards to Conducting Search for New Superintendent of Schools

Mr. Juan Cruz presented information regarding conducting search for new superintendent of schools.

Mr. Jaime Garcia presented information regarding conducting search for new superintendent of schools via search firm.

Juan Cruz – I don't know how you want to proceed. Is there anyone that wants to make a motion or have a discussion on this?

Frank Castillo – In either of these options, whether it's a private firm or TASB, would they include community responses from community recommendations like parents or teachers?

Juan Cruz – Yes, they typically do. What we used to do before was Town Hall, which would basically gather people but obviously we can't because of the pandemic. That's not something that will be done. If that part of the process that you want TASB to do it's probably going to be done via Zoom. If you choose TASB then the next step in January is for them to meet with you through Zoom. You can instruct them as far as committee and how many people and so on and so forth.

Frank Castillo – My question is whether it's already included in the amount that they mention in these slides.

Juan Cruz – I believe so. I'll check the proposal but I believe it is.

Javier Montemayor – I like the idea of the board establishing a committee of people throughout the community, maybe educators, business people; maybe appoint anywhere between 3 to 5 members per board member and they will meet to discuss the needs of the district. Their input is important and we can even establish questions and criteria on a points system. I'd like TASB to handle that. Would we direct TASB to work with the committee that we set up to guide the committee. How would that work? I know the city had one for their city manager not too long ago and they interviewed a lot of the candidates and they narrowed it down and presented the final list to city council.

Juan Cruz – That's part of Mr. Castillo's question as well. And yes Mr. Castillo, it does say that part of the TASB proposed fee is to conduct a leadership profile session which is included in their base proposal. That would be handling the profile of what you want, what the community wants is going to be part of the committee process. And if you want to add to that motion like #2 at an agreed contract price of blank as provided by the Texas Association of School Boards to include a community-based committee for input, you can certainly add to that.

Javier Montemayor – So it's either we go internal or state wide; we can go regional?

Juan Cruz – Yes, you can go regional. If its regional, it will be at the \$18,500 figure because the internal is basically the \$12,500

Frank Castillo – I'm more interested in public involvement. Perhaps not necessarily interviewing candidates but having the opportunity to review candidates in some form or fashion. And maybe I am thinking too far out of the box but yes I definitely would welcome input from the public about who the better candidates are, maybe the top five. That could make my role to make a decision perhaps more in line with what the community wants.

Juan Cruz – Back to what Mr. Montemayor also comment was about the city manager. The only difference is as I stated earlier, the name of everybody that applies for the position of superintendent of schools is confidential by law by the government code. The only name that goes public is the top 5

candidates that you have so if you do have a committee. We would have to make sure that those committee members sign confidentiality agreements so that they know that Juan Cruz or Jaime Garcia is applying for the superintendent of schools position, that it is not made public. I'm not sure what your inclination is going to be whether internal or external but that is basically to protect the applicant's employment should they be applying from an outside school district.

Ramiro Veliz, III – Let's say we do get community members and form the committee and we go through TASB, we can have input; have them provide questions that we'll direct to the candidates. Once we have the top 5 candidates list, at that point we can release the names to them and get more direct questions based on qualifications; based on experience to each candidate. We can always be directing the search firm in this case TASB, we can go that route right?

Juan Cruz – Yes, if the board chooses TASB to do an internal or external then I would set up a meeting with the board through Zoom in January as soon as possible so that you can talk to their consultants and give them your input and your direction about the community based committee that you may want to establish.

Javier Montemayor – If I can add my opinion on going in house. I think that one the issue of fairness is an issue that we're going to be handling at our point. For Human Resources it's going to be rather tough with all the work that they have, all the Covid situation that they're dealing with right now. I would rather that our Human Resources Department stay completely out of it and that we hire an independent search firm. I would recommend we hire TASB.

Ricardo Molina – How about using Human Resources Department to post the position of superintendent locally for 30 days beginning January 4th through February 4th and bring the candidates and if we can't decide local, we can always go state wide or nationwide. We can give the opportunity to the people who work at United.

Juan Cruz – Yes Mr. Molina, that would be option number 1. That would certainly be an option for the board to consider as well.

Ramiro Veliz, III – That would be going through the H.R. Department and I think just like Mr. Montemayor mentioned, it's not an easy task with everything that is going on right now. It's going to be an added duty for them. Can we just have them post and then have TASB pick up the process after like in February? Is that something that can work out as well or it's easier just to start with TASB and if it's an internal search or regional search just go with the TASB process?

Juan Cruz – Yes if you do hire TASB, they will work through H.R. to publish your position. And if you want it published in TexasISD.com which is a common place for all the superintendent vacancies then they also would take care of that.

Ricardo Molina – I have the experience of working under three superintendents that TASB chose and Dr. Barber was one of them and we had a lot of trouble and TASB recommended them and then Dr.

Nelson and other people they recommended. They haven't recommended good people. They have problems at the district with them. I think that Human Resources, we have something here locally. Why have to go to TASB when we have the Human Resources. The option is for them to pick up all the applications that applied.

Javier Montemayor – I make a motion to hire the Texas Association of School Boards to conduct the superintendent search, option #2 with a contract price of \$18,500 as provided by the Texas Association of School Boards.

Juan Roberto Ramirez – I second the motion.

Ramiro Veliz, III – Mr. Montemayor would that be just an internal search or a regional search. Do you want to go state wide or what would be the specific search criteria?

Javier Montemayor – I certainly would like all our local candidates to apply but the regional search, somebody who has the experience of dealing with the unique challenges that we have here on the border, the economically disadvantaged, the limited English speaking students. Those types of challenges that we deal with or that the school district deals with. I'm looking for someone who has that experience. I don't think state wide. I would love to see internal candidates only but I don't want to exclude any candidates.

Aliza Oliveros – Unfortunately I don't have the experience of having worked with TASB in a superintendent search. Obviously TASB doesn't make the decision, ultimately it is the board that takes the vote and takes responsibility for whom they hire. Does the process at all involve any input from the committee, a local committee? Or is the recommendation completely given to TASB?

Juan Cruz – Once TASB, if they're hired, they will meet with you and give you their ideas and you can give them your terms about how you want the leadership profile of the superintendent to be compiled and how you want the community to be involved. They would go to the extent of basically building your leadership profile with the board's input and then whatever community members that you would want to get involved but you're going to have to give some direction coming up in January.

Frank Castillo – Is there at any point where TASB can make a presentation to us or is that completely out of line before I make the final decision or indecision?

Juan Cruz – If you think you want them to make a presentation, obviously through Zoom, they will go ahead and do that. Option #2, if it does pass then we'll set them up as soon as possible when you have time to do a Zoom meeting with them and if you want to continue that relationship then you add it; if you don't want to then you go out and either do it through the Human Resources department or you let out a request for proposals so that you get other search firms also to submit what they can do for you.

Frank Castillo – For that matter also, our Department of Human Resources, are they able to make any type of presentation to us.

Juan Cruz – Yes, I'm sure David Garcia can tell you what they're dealing with and whether or not they have the capacity to handle this search.

Ricardo Molina – Is there a motion already?

Juan Cruz – Yes there is a motion.

Ramiro Veliz, III – Mr. Montemayor, just to reiterate your motion, for Option 2, the search will be conducted by TASB for regional search which would be; do we have to specify like Region One or

Juan Cruz – It will be Region One; unless you want to include the Corpus Christi area we can say Region One and add Corpus Christi.

Ricardo Rodriguez – I kind of agree somewhat with Mr. Castillo. I have never experienced dealing with TASB; but I agree also with Mr. Molina, somewhat. Yes, we can go with number 1 but the only thing is that I know we want community involvement and I hear what every comment that we have, we put all the community aside and now we're making a different decision on what we want to do. Like what Mr. Montemayor wants to put out but I just feel that for right now, I think before I can make a decision, we need to get a little more educated with the Human Resources and with TASB and what they want to do before I guess I can make a decision.

Aliza Oliveros – I asked the previous question because it was important to me that the community be involved. And I think TASB is very reputable and not only that but I think it would be very transparent so you have the best of all worlds. You have a win win win situation. You have community involvement, you have a reputable search and you have transparency, which is of utmost importance here.

Ramiro Veliz, III – I think we have to and correct me if I'm wrong Mr. Cruz, with TASB we would be able to pretty much decide exactly how to do the process. Obviously get their input, get their experience but we can't say ok the committee is going to get involved. I believe all the board members are in favor of that, to have community input from throughout the district. Obviously faculty from our schools and parents as well. So we can definitely have TASB, have the community involved, even though we're going through TASB, is that correct?

Juan Cruz – Correct. At the end of the day, it's going to be board driven; but if at any time you don't like the direction TASB is going, then it's your job to tell them differently and redirect them in terms of the way you want them to do it. I think the initial meeting, if you decide to go with TASB, it is important for you to say exactly what you think that this process should look like.

Ricardo Molina – the last three superintendents, we went with TASB and Tina Trevino was on the board. They hired Dr. Barber, they hired Mr. Rodriguez, and they hired Mr. Santos. They never formed committees, they never formed anything. The board made a decision and they hired. That wasn't the process. TASB was never used because I was on the board since 96 so like I said, the ultimate decision is the board's. We want input and everything but like I said, I would like to use Human Resources Department to post and we have a lot of time until June so we have enough time to look at our internal candidates and if the board doesn't agree we can always go through the search statewide. We have time, don't be in a hurry. I know Mr. Montemayor has a motion but I'd like to make another motion when he gets through.

Aliza Oliveros – Mr. Molina mentioned about Tina Trevino. Tina Trevino did not hire anyone solely by herself. I'm sure it was the whole board vote, otherwise it would have never happened.

Ricardo Molina – It was a board vote to get Eddie Perales out and get Dr. Barber in.

Aliza Oliveros – That is why transparency is the key and the only way to do it is to have an independent firm with community input. There is no other way.

Ricardo Molina – What is wrong with Human Resources? They're not transparent or what?

Javier Montemayor – I don't think, and this is just me speaking, Human Resources Department is ready to go on such an important search. I think if we disagree on candidates, we're going to wrap them up into the whole mix of things. With the whole pandemic, I think they're dealing with the numbers growing every day and their department, they're working on that and school issues, employee issues. For them to set everything aside and concentrate on the superintendent search, I don't think we have that much time. I know Mr. Santos' contract ends June 30 but I think, ideally, it would benefit the district to have somebody in the superintendent's position by April so there will be a smooth transition and he or she can work with Mr. Santos to get that transition out. Mr. Santos has days, I guess that are accruing that maybe wants to take some days maybe early June ...

Ricardo Molina – I already spoke to Mr. Santos, he wants to get paid for the days.

Javier Montemayor – So then if he decides to stay, ok. We can start on the process.

Ricardo Molina – I went with TASB with three superintendents and like I said, they brought Dr. Barber, they brought Dr. Nelson, they brought all these people and they weren't what we expected in other words, what the other boards expected. They were highly recommended but not and Mr. Rodriguez was the other superintendent they brought.

Juan Cruz – What's on the table?

Aliza Oliveros – Take the vote please.

Ramiro Veliz, III – We have a motion by Mr. Montemayor and a second by Mr. Ramirez to hire TASB to conduct the superintendent search. It will be a regional search.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion:

In Favor: Javier Montemayor, Juan Roberto Ramirez, Aliza Flores Oliveros, Ramiro Veliz, III

Opposed: Ricardo Molina, Ricardo Rodriguez, Francisco Castillo

MOTION PASSES

Ramiro Veliz, III – We will go ahead and hire TASB and start the process through them. It will be a regional search. Mr. Cruz, with that option, we'll meet first with them and then we'll decide when to post, is that correct?

Juan Cruz – Yes, the next step is going to be for me to get in touch with Mr. ----- and maybe the first week in January we can check your schedules so that we can have a Special Called Meeting with the board and TASB to get your ideas about the search process.

Ramiro Veliz, III – OK

VI. Closed Session

The Board adjourned into Closed Session at 7:33 p.m.

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Consultation with Legal Counsel in Regards to Terms of the Present and Prospective Superintendent's Employment Contract

VII. Reconvened from Closed Session

The Board reconvened from Closed Session at 7:56 p.m.

Ramiro Veliz, III – There is no action needed. Before we adjourn, I would like to extend a Merry Christmas and a Happy New Year to my fellow board members, to Mr. Cruz, Mr. Garcia and Mr. Santos, Ms. Rendon and all UISD administrators, faculty and students. Difficult start of the year but I think everybody is doing a great job, great team work and I look forward to this upcoming year and to continue in the success of our great district.

VIII. Adjournment

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion: None

In Favor: Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Special Called Meeting of December 21, 2020 was adjourned at 7:58 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary

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

January 05, 2021

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - PRESENT

Javier Montemayor, Jr., Vice-President – PRESENT

Ricardo Rodriguez, Secretary – ABSENT

Ricardo Molina Sr., Parliamentarian – PRESENT (Via Videoconference)

Juan Roberto Ramirez, Member – PRESENT (Via Videoconference)

Aliza Flores- Oliveros, Member – ABSENT (Via Videoconference)

Francisco "Frank" Castillo, Member – PRESENT (Via Videoconference)

A Special Called Meeting of the Board of Trustees of United ISD will be held Tuesday, January 5, 2021, beginning at 12:00 PM in the UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045.

BOARD MEMBERS MAY PARTICIPATE VIA TELEPHONE CONFERENCE DUE TO THE COVID-19

Based on Governor Abbott's Executive Order GA-23 and the City of Laredo Amended Covid-19 Public Health Emergency Health Orders, the District will ensure social distancing protocols are practiced to the greatest extent possible thus limiting the number of persons physically present in the UISD Boardroom. Therefore, in an effort to conduct public business in a transparent manner, the District will live stream this Board meeting.

Two way communication to the Board meeting can be accessed by clicking on the following zoom link:
<https://us02web.zoom.us/j/83566391333?pwd=RCtyZUhdTBhQ0J4eFVKN2tDM3JvZz09>

Meeting ID: 835 6639 1333

Passcode: 834432

If you would like to view a live-stream of the meeting, please click on the following Youtube link:

<https://youtu.be/g9BoAtEI0PA>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Roll Call, Establish Quorum, Call to Order

II. Announcement by the Board President calling this meeting to of the United Independent School District to Order. Let the record show that a quorum of Board Members is present, that this meeting has been dully called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

Mr. Ramiro Veliz, calls this meeting to order and establishes a quorum at **12:01 PM**.

III. Pledge of Allegiance

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

IV. Public Comments

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. Public comment shall not be used for personal attacks by the speaker against District employees, or students. Speakers who engage in personal attacks, or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

RE: Item V-A; Superintendent Search Process

Jose Ovando: Good afternoon my name is Jose Ovando I'm speaking about the superintendent search process. I belong to a group called Parents United and some members of our organization also belong to UISD. At this time I come with something very concerning to us. And that is that some of these employees are being coerced into advocating for one specific person for the position of superintendent. I find this very wrong morally, wrong legally, it's wrong ethically, and I can spend more than three minutes here saying why this is wrong, but in the end you all hold the chair because you owe a position of trust, and we trust that you're going to do the right thing for us. Let me very clear that I'm not here to advocate or oppose any candidate, let me repeat that again; I'm not here to advocate or oppose any candidate. What I am against is that the school district (inaudible) various individuals within the school district are playing politics with our children. And I'm not the only one that feels like this. There are over a thousand members in our organization and we all feel the same way. I would like to see two things; one, that this stops immediately and two, that there is an investigation as to who and why their doing this. I'm not going someone to take one candidate and shoving it down my throat. But again I'm not here to boast or advocate for any one candidate. I don't want the school district pushing somebody down my throat. That's not what we want and that's not how it should be done. That's not the process of the search for superintendent. I took this issue up privately with some of you and I thank you for taking my call. Others, I guess the opinion of your constituents is not important and you never answered my call but be that where that should fall but I'm here because I feel that this is very important. Please take action on this.

Mr. Severo Flores: Antes que todo, quiero decirles halgo. Que a mi me discriminaron ahorita. Porque? Porque yo fui el primero que firme la hoja, y pasan a este individuo, primero que a mi! Eso no es justo! (Mr. Ramiro Veliz attempts to address Mr. Flores) Yo como presidente y fundador de mi asociacion Webb County Workers Association....(Ramiro Veliz: "Si", recognizing Mr. Flores's Association), merezco el respeto!

Ramiro Veliz: Se le esta dando el respeto, lo estamos escuchando.

Severo Flores: El respeto no me lo estan dando! Despues de que me hicieron para un lado!

Ramiro Veliz: Pero de igual manera lo vamos a escuchar.

Severo Flores: Si, pero si usted va a alguna tienda y estoy en frente y me pasan primero a mi y luego a usted?

Gloria Rendon: Can I clear that up sir? El señor Ovando vino ayer sir, a firmar (addressing Mr. Flores)

Severo Flores: Pues ahorita agarro la forma (Nods in discontent)! Es mas, este individuo le pregunto algo a Santos y Santos le dijo que estaba bien. Si no soy un estúpido ni un tonto! Yo se cuales son mis derechos y los exigo mis derechos por la posicion que yo tengo (slaming on the podium)!

Ramiro Veliz: Tiene dos minutos, si quier-

Severo Flores: Ya, ya, ya (Mr. Flores storms out of the USD boardroom).

Tina Treviño (community member): I am simply here to compliment all of you on your decision to go forward with the TASB search. I think that as we have mentioned before or as I have mentioned before, that, that was a good option. I believe that, I still believe that. And I still want to compliment you on making that decision taking that first step, and reminding you of the fact that the community would truly like to be involved. And would like to give some direction as to our concept as to what the new superintendent should have that's going to make United as good as it is right now If not better and again I was sitting outside. I was looking at the logo. I suggest ladies and gentlemen that every time you come in, you look at that logo, United ISD, for children; thank you.

Gloria Rendon: I know there are some individuals that are logged in sir. This individual Robert Gomez, he did submit his in writing.

Ramiro Veliz: Go ahead and read it for the record.

Gloria Rendon for Robert Gomez: As a member and taxpayer of this community, it is important to have a highly educated person as our next Superintendent. The board needs to have a Superintendent that has a doctoral degree. It is important that our children realize the importance of education and that our next superintendent model this for our students. Laredo ISD has a doctoral level as a Superintendent. Most school districts have already move into this and are only hiring superintendents that have a doctoral degree. Why should United ISD be any different? The requirement for a doctoral degree has always been there, but it was removed to place Mr. Santos as the superintendent. He has done an excellent job, but times are changing and as a district we have to hire a doctoral superintendent. The board must include they require a doctoral degree and hire the candidate that will move our district to a better future. I hope the board has not been bought by inner dealings and hopes to hire a candidate from the inside for their interest. It's not about making favors it's about kids. We all know that a person has already been selected as the next superintendent and if this happens, maybe TEA needs to investigate the board. Hiring a doctoral superintendent and truly searching for the best candidate is what United ISD needs. Board of trustees stop with the inside political moves and hire what the kids and the teachers truly need. A leader with experience that has a doctoral degree. Place back the requirement of doctoral degree, Mr. R. R. Gomez.

Claudia Lanese-Garcia (online): Thank you and good afternoon everyone I just want to say this is my second time attending a school board meeting and my first time actually making a comment. I am a daughter of educators my father actually retired from Alexander High School around 2004. Both my brothers were educators briefly, my sisters-in-law are educators one in Laredo and all of my best friends are educators. My youngest child is graduating from Alexander High School in May so you ask, "why should I care about the new superintendent?" well, for the entire generation that my kids were in school Mr. Santos was heading the district. I can tell you I slept soundly every night knowing that he was in charge. For the next generation, I would hope that the next candidate, the next superintendent that is chosen is there for another generation. But that superintendent must also be highly qualified. I do think it concerns me when I have heard that the district or that the board elected officials are actually considering hiring in a process that is not transparent. It is not open to the public and will not include public comments, public input from parents or teachers or employees and I just find that disheartening I find that dishonorable and I find that very concerning. This is the person that, when it comes to our children you all know It is all about academics and instruction. It needs to be someone that is highly qualified in those areas and it needs to be open to the public and a wide expanded search so that you can get the best largest list of applicants as possible so you can properly so you can possibly vet their qualifications and bring the best person to Laredo. The fact that you are even considering limiting the search to have an internal, have one department in your district make recommendations and then you choose from there is very troubling. Please open it up to the public, open up a large pool of applicants so we can get the best of the best, and please allow parents input, allow teachers input, allow employees input. This is your duty I believe as elected official. And I would hope that it's not politicize, because the education we give our children is the greatest commodity and asset that we could give them and the person in charge has to be the person setting the example, has to be the role model and has to exemplify the person we want our children to grow up to. So, I encourage you to please widen the scope, widen the net, get as many applicants as possible so that you find the most qualified one. And please don't make this political. Where you're only going to consider certain friends with the idea that one day that person will move up to public office and be able to give friends and family jobs. That is not what we are doing here. So I ask that please, make it a public search, ask parents what they think, ask teachers what they think. Because you are not inspiring confidence when you're trying to make it a secret and provide a lack of transparency. So I just wanted to convey that. Even though I am not going to be a continued UISD parent I am still a taxpayer and I still have vested interest in this community and I want our children to be educated by the best possible person. So I just encourage you to do that and to do what all of your taxpayers expect. Thank you.

Juan Avila: (Greeting the audience, board members and the present staff); I want to thank you for taking the time to listen to my comments. This is the second time that I have approached you all on the same issue, as you all had another special called meeting. I am still on the same page, that we should have, and I echo Mrs. Garcia's comments, that you should get the public involved, to get your teachers involved. You say, or you asked (inaudible)...to your public, you said that you would be as much as possible transparency; ok. "Cuando el rio se oye, es que agua lleva", ok, and by

rumors, board member Rodriguez, board member Veliz, and board member Molina, have already decided who is going to be the next superintendent. Rumors don't start from one day to another. Rumors start when people start talking during situations. And if your choosing the candidate that has already been spoken about, then why go waist so much money on looking through the outside? If you want that candidate so much, why go spend taxpayers money, why go spend more money that the district does not have at the present time? With this pandemic the district has not... really has frozen everything, everybody has, everybody is on a slow motion because of this pandemic. So, if we do believe in the employees that we have then why don't we start In-house? Why do we have to go outside? Let's start In-house. If you don't like what you have In-house, then go ahead and go outside, but at least give the respect to the employees that are with you right now, that have a degree, that have the right's to be a superintendent, instead of going outside of the district. Because, I will be honest with you I myself have 3 former Alexander bulldog graduates, 1 United longhorn graduate and I'm a proud sponsor for UISD, I will always say that UISD has the best educators. Yes, but when it comes to politics, we also have the best politics because this is a political situation that we're going through. (Inaudible)..."A dejeme ocupar al compadre del hijo del compadre, de la hija" (spanish), we want somebody there that will be able to take the reigns and take it the way they've been taken. Mr. Santos had done an excellent job, I have nothing bad to say of the gentleman, he's done a good job. But you also must remember, when you have a right hand person that has made you shine for the district, and that person is Gloria Rendon and make you Mr. Veliz and the rest of the board members shine? You all need to look at what you all are doing. Because this is why Laredo loses. Because people.. (inaudible), they don't even think giving them the opportunity of a job here in Laredo. So before you make that decision, you think about yourselves of the transparency that you just promised. Mr. Veliz, Mr. Molina and Rick, you all just got through with your election (Spanish) y no es amenaza, we need to let the public know. Don't play politics with our children. Don't play politics with the teachers, with the staff, with everybody in UISD. You need to be careful what you're doing. Yes, if we need to call TEA to investigate then we shall do that on the next step. Have a good afternoon, and let's hope for the best and hope that you make the best decision. Thank you.

Martha Garcia: (Greets the audience); I've been teaching for UISD for the past 44 years even though I have a 47 year record. We've come a long way. I've been her since 1979 and the success rate for our students is unbelievable. Our students can compete anywhere around the world because we have a great body of teachers and the head is the most important part of the district. If we have a lousy head, we will have a lousy district. Many of us in Laredo do not have the money to send of our kids to private schools or better schools outside. We depend on our children's education, on your decisions. Your decisions are helping our students grow. My own children with college degrees, a couple of degrees each, and it was thanks to our teachers. In fact, my little one, even though with many learning disabilities, she has a master's degree of hospital human resources, she ordered two diplomas, one for me and one for her English teacher, Ms. Annie Treviño. My daughter had learning disabilities but thanks to the teachers, she was able to attain a master's degree, which is not very easy. I attended the first meeting for the search of superintendent and they said it was going to be tabled until June. Then there was another meeting

and again. I don't know about what's going on, but what I hear, I'm not liking it. We should not be playing politics in our student's lives, in our students' future. "Yo no quiero un politicillo de peseta"! I want a leader that knows her job, that knows what we need, and that has walked the halls of the district. That knows what we teachers, -I am retiring this January 20th because things are getting extremely difficult for all teachers. I am speaking for every teacher in the district. If you do not have a good head, as a leader I can assure you, you are going to start getting a lot of teachers very unhappy. I feel bad for them, if they were to get us someone that was not qualified. That has stains that has had problems. I just received something in a chat about parents, I read a letter from a local attorney, and I'm heart broken. You do not play politics in our childrens future. If there's three board members that are doing this, shame on them. Our kids, our parents, our taxpayers need someone that can be a role model to our students. And if you do not like that person because she's a female then that is wrong. If she is not qualified because she is a female, I will be the first one to start a petition because that lady has worked for many years in our district. And knows what we're going through. So I'd like to have you board members be wise, be clear, be honest. Because you are going to have many unhappy grandparents, parents (of a teacher), taxpayer and a pain in the neck. Thank you so very much.

George Altgelt: After greeting the board and audience; Good to see you again, it goes without saying. I've been coming before you all over at least the last 11 to 12 years on behalf of parents teachers and students. And so often we find ourselves basically in opposition with administration there's just inherent friction with the relationship of advocate and board and is has always been very respectful. Especially as it relates to administration. And so, I come forward to tell you that my personal experience, -and I shared a little bit of light on, a couple weeks ago when we spoke. About having the benefit of putting a lot of things in context. Reflecting on who was the hearing officer and how did we get to levels one, two and three to begin with and frankly so much of my business frankly as it relates to going before UISD, has dried up. I'm not complaining, but the reason that it's dried up is because, very specifically Mr. Bobby Santos and his steady right had Mrs. Gloria Rendon have resolved a lot of these issues. They have been that ounce of prevention that has really streamlined, parent satisfaction, student satisfaction and teacher satisfaction. Now I'm not here to paint a pretty picture that UISD is perfect, we all know it's a big organization and big problems come with big organizations but there is a different element to it, and it's palpable. You can feel it and you can also read it. You can read it in the data. If you look at the fact that UISD is now a rival school district with some of the best school districts in the state of Texas. Including, I've heard even Alamo Heights. Our test scores, they speak for themselves. This didn't happen by accident, this didn't happen by inertia. This happened because you all as a board have given your management administrators artistic license. Put together a dream team of admins and directors of curriculum, principals, whom I often don't necessarily agree with but the fact is that their scores speak for themselves and the good work that's been done is a direct reflection, not only of you, but of Mr. Santos. And most recently in the spotlight for me at least because I know that steady hand is Gloria Rendon. She has her hands on the helm and their guiding us in a way that has frankly removed so much of the politics that has historically played the district. The reason you all are

performing so well is that you cut the nonsense out of it. And I can tell you as a former city council member, going in to the city of Laredo; so much of my job was cleaning up the big political messes that were left behind by previous council members. And when I say big, you know previous council members left us an FBI investigation. They left us Dannenbaums Engineering's big "desmadre" (Spanish). That was because city council members shoes politics, "patrones" instead on principal and people. To you all's credit you all have been able to really tighten things up. I can't imagina a scenario where this same USD board and I realize there's a few differences we have a new addition, Mr. Castillo, glad to see you on board. But I can't imagine (inaudible) ...USD board with the addition of Mr. Castillo who's frankly before the city council, always advocating for data driven policies and good management. Management is an incubator for good managers to come about. But I can't imagine this board going and taking a "Coyote" and putting it in charge of the hen house and somehow expecting another result. It doesn't work that way. I'm here to tell you and you all know for your selves. When you put a politician in charge of a bureaucracy. You don't get an in product of a school district that is rivaling the best school districts in the state of Texas. An so my counsel to you is to "don't play politics", especially do not (inaudible)... of our children. Frankly when were all older. The quality of the education that you all are able to provide to these next generation/s of students, is going to dictate whether we get to grow old gracefully and a warm sunny culture in Laredo, or if we all have to pack and go move somewhere else because it just kind a turned into not the Laredo that we all know and love. So the weight on your shoulders is quite heavy. The decision is simple. And so I tell you that in all of these years of going against USD frankly; the most reasonable, graceful and educated voice in the administrative building on Lindenwood Street was Gloria Rendons', And this is coming, we frequently, we most often disagreed than we agreed. Because I was obviously advocating on behalf of the parent or teacher or student. There is just tension because it's the nature of it, of the business. But we always agree that professionalism and common courtesy and common sense and respect were the rules that we were going to stick by regardless of how tense the meeting was Mrs. Rendon brought a lot of humanity and a lot of responsibility with her job and the administrator with the district. I can tell you, you known because I do my homework with all my hearing officers, all my board members and all people that I have to deal with. And so it's not just my opinion. I'm telling you, but since you all know this, you've worked with her. I don't know why this is so complicated, you all worked with her over these years. But I know her and I know you all know her to be a passionate and consummate professional. I have come to know her as a tough Texas educator who has worked her way up through sure grit and perseverance and she understands a classroom cause she's been there. She understands teachers, she understands the parents and most importantly she understands the students and their education in this rapidly evolving dynamic world that their going to inherit. So, when you are going through the list of what characteristics should you put a premium on, I would submit to you that honesty is worth paying the premium. And on that thought Gloria gets a check plus in the honesty department and I mean she's a very shining example of the very best that Laredo had to offer. I can tell you as a former council member we scoured the earth far and wide to find a city manager that would come to Laredo. And so we settled. That's only the case, we settled. That's not the case here. Definitely respect the process. Throw your casting net far and wide, but if you end up back with Gloria Rendon, you are not settling for some distant second

place. In fact selecting and putting a premium on an honest public servant. Those are my public comments. I implore you to carry out the task that you've been charged as elected officials. It is not a simple task. It's not one you can be careless about. So make it very clear and send a message that you are going to continue to build on the good work that they have already done. Wishing you all grace in your deliberations and thank you for listening to me.

Javier Montemayor: I think this board, all recognizes the importance of the position of superintendent. In December, we had a special called meeting. There were two agenda items; one was the appointment of an interim superintendent. The other one was the superintendent search process. The appointment of the superintendent at that meeting was tabled until June 2021, if needed. The board recognizes that there was no vacancy so there was no need of action at that meeting. The second item which was the search for superintendent process, the board voted to hire TASB to help the board resolve issues involving transparency, to help the board with organization and to give the board guidance on the selection process of the superintendent. The board of lead felt that it was fair to all internal applicants and external applicants as well. The board also spoke about, selection of committee members, to help give the board a superintendent profile criteria if you will, that would help the board with the selection and at the same time the committee would provide public comment/public input. That's what I recall. Correct me if I'm wrong, that is what occurred in December. So it addressed a lot of the things that some of you the public comments are alluding to.

Ramiro Veliz: Thank you Mr. Montemayor, there seems to be some misinformation or lack of information as you mention. And you are correct we are proceeding with a search firm. In this case, it is TASB and they will definitely provide guidance to help us proceed with the process and just to point out, it will be transparent. There will be input from our public and definitely from parents and from educators as well. Mr. Ramirez, do you some words.

Juan R. Ramirez: I see Mr. Rolando Peña on the screen, I was wondering if he had any comments (greeting Mr. Peña).

Rolando Peña: I just want to commend Laredo United for their successes in academics. You have been probably one of the strongest leaders in academics in my whole tenure in Region One. I thank you guys for being such a tyrant for success. Good luck with your search.

V. Items for Individual Consideration

A. Discussion / Action in Regards to TASB Executive Search Service Coordination of the Superintendent Search Process and Matters Related Thereto

TASB Search Process Presentation presented by Butch Feltner and Marion Strauss from TASB. See the attached presentation.

Mr. Feltner: Thank you board members. We appreciate the opportunity to visit with you today. With me is also Marion Strauss. She is the senior consultant for TASB executive search services as well as Mr. Rolando Peña who you just hear will also be a part of our team. Our process today we're just going to run through this and certainly open to any question that you might have. What we have is the knowledge and experience. We have been doing this for well over 30 years. So, this is not the first time we've been doing this. So we have conducted right around 800 searches for the state of Texas, for school districts in the state of Texas. And we completely understand about getting the right person. This is not something that you try to go out and try to find somebody and we are really not sure. The process is that we want to work with you make those tough decisions because at the end of the day we want you to hire the right person. The most highly qualified person. So that the work that we work with. *Mr. Feltner goes on to explain the next 5 step process to the board which includes the timeline and recruiting and interview part. Mr. Feltner continues with his presentation by providing examples of other search processes such as Brownsville ISD. Due to the pandemic, Mr. Feltner explains, they have an online survey that they will utilize as a tool to gain knowledge/input from the staff, teachers and the community at large. "It's as if they were sitting there talking to us", says Mr. Feltner. The compilation of this report is given to the board for their review. No one in the district will have access to this report Mr. Feltner assures the board. "No one in the district can see what anyone else is writing" he says. The arbitrary date for applicants to submit is March 11th. At this time candidates are also being recruited.*

Javier Montemayor: How many superintendent searches have you or your agency conducted?

Butch Feltner: I have been with TASB now 14 years and I have personally conducted probably around 140.

Javier Montemayor: Any searches similar in size and population of Laredo United. The students that we have and population size, the type of limited English, or criteria that we have here for our students? Economically disadvantage areas as well...

Mr. Feltner: The one that comes to mind right now Mr. Montemayor is Brownsville. We completed Brownsville ISD and I think Brownsville was a little bit bigger than you all are. And we did complete that search successfully and they chose to hire an out external candidate that particular time. We did also Carrollton Farmer's branch in the Dallas area. We've done that one actually twice in my 14 years. And similar although not so much in size is Galveston. We completed Galveston. Then we did Clint, which is out near the El Paso area, we've done that one.

Dr. Strauss: One thing I'd like to add is that both Butch and I are retired superintendents. And Dr. Rolando Peña is also a retired superintendent. This is what we do full time. All day every day and we use our field service like Mr. Peña to help us in the areas that we work in. One of the most

important things that Butch mentioned and that I want to reiterate is that all internal and external candidates are on an equal plain field. We very often place internal candidates but they have gone through all the rigor of all the candidates and have risen to the top of the group. And I think that's extremely important you want the very best person and you want the most highly qualified. And they can be either internal or external and they are all going to be treated equitably with us. When it's time to select the interviews after the deadline passes, after applications are closed. We will come in as a group, the three of us, and we will go through the applications that you have received. You'll receive them about a week before we come. So you'll have an adequate amount of time to look through and select who you believe are your top 10 or so candidates. And then Mr. Peña, Butch and I will come in and go through a process with you to select those that you are going to interview. And it's a pretty extensive process. A long meeting. You get three hours of board credit for going through this process. So, it is very structured and we've done it over and over and it works. We ask that all of the candidate remain confidential. Yes, we're going to gather community input, but in order to get the very best candidates; the candidates trust us that the search will be confidential. So that's our recommendation. Now, is there anything that says you have to do it that way? Absolutely not; but we have found in our experience that should you decide to open or make public the last three or so candidates you'll probably lose some of the most qualified candidates because only one person is going to get your position. And it's going to be highly sought after but only one can get the position. Others have to go back to their home district. I think it's important that it remain confidential. We can include in your applications that you receive, everyone that's applied or, you give us the parameters. If it's only those people that are in a certain area, the state. We could do that. If it's only superintendents certified or superintendents not superintendent experience we can do that. We can do superintendent and deputy superintendent or assistant superintendent. That'll be up to you. It is your decision and we will work with you to make sure that we get it exactly how you want it. There's going to be questions about, once the interview ease or selected. We have bank of questions that are approved by the TASB attorneys and we will help you select those questions. We will then refer back to the leadership report that you got from your community and constituency. So, it's a very intense process. I know that you haven't had to go through this in a long time and I congratulate you for that. But we're going to help you get through this and help walk you through this process, so that at the end of the day you have the very best candidate in place and ready to come and lead your district forward.

Butch Feltner: One thing I might add and board members please understand one thing. We do not, let me emphasize that "we do not", select your candidates for you. We feel that this is a board members and boards decision. If you ask us to recommend, we certainly can recommend candidates to you. But we are not going to bring you seven or eight and say here are your candidates, you get to choose from that group. That's not what we do, that's not how we do that. And so let me put that to rest. We are open, we are transparent, we do not eliminate anybody from the process. Everybody has an equal opportunity to apply for this position. And we want you to make the best and most informed decision possible as a board. We want to get this right as you want to get this right. So in the interview process it's a multiple layered interviews. The first round that you go through is a very structured interview process to select the candidate and after you

select those candidates for our first round interviews, then you will narrow that group down to a group that you'd like to bring back to a second round of interviews. And then you will narrow that down to your loan finalist at that point. So those are kind of the nut shell if you will of the interview process and then we will talk about making the connection. This is where we're bridging are

Frank Castillo: I have a question. Thank you Mr. Cruz, and thank you very much TASB for being present with us. It's very helpful what I'm listening to. What I wanted to find out were two things; one is, is there a you say you are only going to give us candidates that we get to select the top candidates, but is there like a grading system? A scoring system that we'll be able to access so we know perhaps where the candidates stand? And secondly one of the main concerns that I want to address is of course community involvement. I want to make sure that teachers have, a vested in, who have a vested interest should I think in who their leader would be, will have a voice as long and as well as parents. Perhaps even some students that are already in the field trying to do best for the school district. Can you entertain those two questions please.

Butch Feltner: I'll start with the second one first. In our survey online, There's multiple areas for the groups that you just mentioned, to have input. What we would do is, once we get the timeline established, we would like to send recommendations to the district leadership on these groups that we recommend. And what we've found over the years have been successful in meeting with which ranges from community to county leaders the faith-based groups, to student groups, and all to those add teachers, administrators and different things like that. So we open it up to everybody that we can try to meet with.

Frank Castillo: Nobody is left out perhaps. No one is left out.

Butch Feltner: We're trying not to leave anybody out. Everybody has an opportunity to provide input on what their looking for, their next superintendent. And it's quite amazing that after you go through this you start to see some of the five six or seven main topics begin to rise to the surface if you will. The cream will rises to the top if you know what I mean.

Juan Cruz: Butch, before you go to your second question. I just want to reiterate this for the board and the public and what Dr. Strauss mentioned very clearly, that the community engagement is limited only basically to basically giving input about the superintendent profile. To have community members sit down and actually interview like they did at the city of Laredo. Interview candidates that may be interested in applying for the superintendence. That is not done in superintendent searches. The reason why is because every single name of the persons that apply to be the superintendent, is confidential under the law. The only name that's released is the name of the finalist. And then that finalist negotiates a contract 21 days thereafter under the government code that first and hopefully will you know, he or she will get that decision. So just to reiterate that community engagement because obviously we've had a lot of public comments. Yes, It can be worked into the process. But it's limited to the superintendent profile. Not actually sitting down and being part the ones that are going to interview at the end of the day, it's the board members are the

ones that conduct the interview. So just wanted to clear that out. You want to answer the second question Mr. Feltner.

Butch Feltner: Refresh my memory...

Frank Castillo: The scoring any kind of scoring table?

Butch Feltner: We at one time put together a matrix but what happened is from district to district the matrix changed. So what we decided to do is just eliminate the matrix because what district A decided what they were looking for in a superintendent, we took the matrix to district B well district B didn't like that matrix and then so for to district C. And so we just eliminate it. Now, can we put together one for you? Yes, we can. We have that capability and you can modify how you like to. And when you look at the applicants you can score them according to that matrix. Last slide, we go into making the connection and Dr. Strauss you can speak to that.

Dr. Strauss: Through the vetting we are going to help you again with those that you are going to interview. We're going to help you select the ones that you want to talk to. But then making the connection after the interviews we're going to work with you to make sure that all of your questions are answered. We work with Mr. Cruz to make sure that we get the contract points developed you are going to be asking questions of the candidates about salary and benefits but we're going to continue that with the process to develop those things so that there are no surprises during this whole process. Are there any questions about that? We take care of scheduling in the interviews. We take care of all of the ones that are coming back for a second round interview as well as those that get those phone calls that none us like to make. But we do that and tell them that they were not selected to come back. So, are there any questions about that?

Butch Feltner: Also, what we offer is a transition. This is through our board development services. And all it is it's option, you don't have to do this but we have found it; if you are familiar with Boerne ISD outside of San Antonio. They went through the transition process and they liked it so much that they actually presented at a conference on our transition process and how effective it is. Because what it does is; within the first 90 days after the first superintendent has been hired we encourage you to have our board development training folks come down and sit with you in going over the roles and responsibilities of the new superintendent. What the board's expectations are, and kind of smooth out the process. So everybody is starting on the same page. We're not starting on different pages. And so it's a valuable tool and the there's a fee that's waived because you go with TASB. It's just travel and expense of the consultant traveling down to United and round trip. So it's very minimal but the value is incredible. So we offer that opportunity for you as a board. Because we want to make sure that the knot is tied at the end. Mr. Faulkner goes on to show some of the searches that they have done over the past year or two.

Dr. Strauss: Point Issabel is another one that we conducted.

Juan Cruz: Mr. Feltner, just so that the board is aware. Right now, we are working on the job description. So, moving forward the job description has not been visited by the board for 16 years. So, we're going to go ahead and prepare it and discuss it with the school board at the next meeting. Once they approve it then we'll send it over to you so that you can publicize it on your publication materials and your applications online.

Butch Feltner: That certainly works for us.

Juan Cruz: Any questions from anybody?

Ramiro Veliz: Thank you for the information.

Javier Montemayor: I make a motion that we move forward with the TASB executive search services the coordination of the superintendents search process as presented including to have a committee appointed by each board member. Three individuals appointed by each board member which will include an educator hopefully, a parent and a community person. In addition to having our local unions represented as well, TSTA, TCPA, ATPE to assist the board with coming up with the next superintendent's profile

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Juan Roberto Ramirez
Any Discussion:	Frank Castillo; the term committee is this an advisory committee?

Javier Montemayor - the community involvement from what I understand is to help the board with, what are we looking for in a superintendent. Are we looking for who's strong in administrative experience, does the community want to see a superintendent who's strong in instruction? Or strong in other fields. So the community involvement they will help give us a profile of what we're looking for in the next superintendent. Through their public comments, through their anticipation and that will help us form our questions in our as you wanted Mr. Castillo our evaluation tool, or criteria tool to be able to see who is strong where.

Frank Castillo - Well I definitely want the public input or community input but I wanted make sure that people are understanding that that they will serve like an advisory or a role.

Ramiro Veliz - I think that the way you refer to this committee this would be more direct feedback. Obviously we would accept feedback from the community in general and that's something that we would work with TASB to get all the comments submitted and information submitted from everybody. Again the committee is direct feedback from these individuals and again this is assistance so we can create that profile

Juan Cruz - Mr. Veliz in a case of larger community input usually what they do in the superintendent search is that they have a link on your website and then they get that input and they give it to you and then potentially release it over to the board.

All In Favor: Unanimous

MOTION PASSES

B. Approval of waiver from the Education Appraisal requirements due to Covid-19 for the 2020-2021 School Year

Gloria Rendon: On December 10th the Texas commissioner of education came on and presented information in regards to submitting an education appraisal waiver. Last year it was allowed to create evaluation process for all of our employees. In this case now they are only allowing the evaluations to be waived for this particular school year due to covid. For all general teacher requirements which was what we would like to do for our teachers, including the student growth requirement. In addition to that we would waive the student growth requirement in the Texas principal evaluation and support system which is T-test. That is the recommendation. It has been a difficult year and so we would like to waive that evaluation period for the evaluation process for our employees, our teachers. We did check with legal, to see what else it encompasses. This waiver only for the TEA education agency id only for the teachers and the principals portion of that waiver. But it could be also, depending on how you all take it, any other campus administrator as certified by us. Because it is maybe the assistant principals as well.

Ramiro Veliz: So, this way we would cover our district requirements and all of TEA requirements as well and we will submit to TEA?

Gloria Rendon: Yes, sir.

Motion: So Move
Moved By: Frank Castillo
Seconded By: Ricardo Molina
Any Discussion: None

All In Favor: Unanimous

MOTION PASSES

C. Approval of Waiver to schedule periodic (non-consecutive) asynchronous instructional days during the Spring of 2020-2021 for a maximum of 2,100 minutes

Gloria Rendon: Also on that particular day the commissioner of education allowed school districts for teacher preparation through planning to get acquainted the online system and so forth, they allowed a maximum of 2100 minutes in lieu of actual asynchronous instruction. So what they would actually do is that they would upload their lessons that particular day and we would like to take advantage of this requirement of this opportunity for our teachers as well and our students. So we have designated four days. January the 18th, February the 12th, April 23, and May 21st to be asynchronous days of instruction for our students. So they would actually be in attendance in school. The state does require that those individuals who do not have internet or wi-fi, or chrome books or equipment to be still attending class that that particular day. And so, we are making arrangements that they will have the asynchronous instruction provided with general support from para-professional support at the campus level. But this would allow our teachers to plan prepare lessons and activities for our students on January 18th, February 12th, April 23rd and May 21st.

Motion: So Move
Moved By: Javier Montemayor
Seconded By: Ricardo Molina
Any Discussion: None

All In Favor: Unanimous

MOTION PASSES

VI. Items for Information Only

A. Curriculum and Instruction Updates

A motion is made to table this item.

Motion: So Move
Moved By: Javier Montemayor
Seconded By: Juan R. Ramirez
Any Discussion: None

All In Favor: Unanimous

MOTION PASSES

VII. Adjournment

Motion: So Move
Moved By: Javier Montemayor
Seconded By: Ramiro Veliz
Any Discussion: NONE

All In Favor: Unanimous

MOTION PASSES

There being no further business of the USD Board of Trustees, this Special Called meeting of January 5, 2021 is adjourned at 1:15 PM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Giselda Rodriguez and submitted for approval by the USD Board of Trustees at the March 2021 Board Meeting.

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

January 12, 2021

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - PRESENT (Via Videoconference)

Javier Montemayor, Jr., Vice-President – ABSENT

Ricardo Rodriguez, Secretary – PRESENT (Via Videoconference)

Ricardo Molina Sr., Parliamentarian – PRESENT (Via Videoconference)

Juan Roberto Ramirez, Member – PRESENT (Via Videoconference)

Aliza Flores- Oliveros, Member – ABSENT

Francisco “Frank” Castillo, Member – PRESENT (Via Videoconference)

A Special Called Meeting- AMENDED of the Board of Trustees of United ISD will be held Tuesday, January 12, 2021, beginning at 12:00 PM in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX. 78045.

BOARD MEMBERS MAY PARTICIPATE VIA TELEPHONE CONFERENCE DUE TO THE COVID-19 PANDEMIC

Based on Governor Abbott's Executive Order GA-23 and the City of Laredo Amended Covid-19 Public Health Emergency Health Orders, the District will ensure social distancing protocols are practiced to the greatest extent possible thus limiting the number of persons physically present in the UISD Boardroom. Therefore, in an effort to conduct public business in a transparent manner, the District will live stream this Board meeting.

If you would like to view a live-stream of the meeting, please click on the the following Youtube link:

<https://youtu.be/piYS46qrvuE>

Two-way communication to the Board meeting may be accessed by clicking on the following zoom link: <https://us02web.zoom.us/j/82878132529?pwd=ZiVqU1VzK1JDME4rdk92QORROFM0Z09>

Meeting ID: 828 7813 2529

Passcode: 575196

Public Comments may be submitted to Gloria Rendon at: grendon@uisd.net at any time prior to the Board Meeting. Public comments must pertain to agenda items only.

Mr. Ramiro Veliz calls roll and establishes a quorum at 12:03 PM.

I. Roll Call, Establish Quorum, Call to Order

II. Announcement by the Board President calling this meeting of the United Independent School District to Order. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

III. Pledge of Allegiance

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

IV. Public Comments

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. Public comment shall not be used for personal attacks by the speaker against District employees, or students. Speakers who engage in personal attacks, or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS.

V. Closed Session

A. TGC 551.071 Consultation with Attorney; Closed Session

The board adjourns into Closed Session at 12:05 PM.

1. Consultation with Legal Counsel in Regards to Redistricting Plan and Legal Matters Related Thereto

Juan R. Ramirez: Mr. Santos, when will this process start?

Roberto J. Santos: The process started already, as I started to visit with Mr. Rios. We're in the process of setting up an appointment to go visit with him. Where we begin to look at him. What he calls the shape file. The file identifies every voter registered in all the districts and then you begin to, as you move a boundary what's the net effect. Just like Mr. Rios said that some areas obviously some people need to lose a couple thousand and someone has to gain some. So, I think the sooner we begin to play with the files with him, the sooner I can come back and begin to visit with the board members on their specific areas.

Ramiro Veliz: Then we will see the final...

Roberto J. Santos: Yes, but at least it gives us like Mr. Rios said just gives us an idea then you tweak it the end and get the final numbers.

Juan Roberto Ramirez: Mr. Ramirez inquires about how soon the redistricting plan will be ready.

Roberto J. Santos: They probably won't come Mr. Ramirez until the board finally approves the final plan. We'll begin to work with all the seven board members. We need to anticipate of course the seven board members and all the incumbents in there are going to be fine except we're going to move some boundaries.

Juan Cruz: Mr. Ramirez, remember that you still have to get the information straight from the U.S. Census Bureau. So once you get that information is when really officially start this whole thing. So we've got to hold off probably after inauguration day to get everything from the Bureau.

Juan R. Ramirez: Mr. Rios was mentioning that the board members should have award in regards to the reassignment of the redistricting. I don't which to lose any part of the land. Since my boundary I guess as I saw it on the chart, it kind of levels almost to the Columbia bridge around there and (inaudible) it was a little farther than that.

Roberto J. Santos: Mr. Ramirez, I think your area is all the way west of Hwy 35, all the way to the river. As an example; Peñitas, Mandel Golf Course and all those areas.

Juan Roberto Ramirez: Past Columbia road, there is still a little areas that I was thinking up to... what's the name of the town?...

Roberto J. Santos: It's all the way to the end of the county line, it would be Encinal, close to Hwy 44.

Juan Roberto Ramirez: Ok, thank you sir.

This meeting is reconvened from Closed Session at 12:32 PM.

VI. Adjournment

Motion: So Move
Moved By: Ricardo Molina
Seconded By: Juan R. Ramirez
Any Discussion: NONE

All In Favor: Unanimous

MOTION PASSES

*There being no further business of the USD Board of Trustees, this Special Called meeting of January 12, 2021 was adjourned at **12:32PM.***

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Giselda Rodriguez, and submitted for approval by the USD Board of Trustees at the March 2021 Regular Board Meeting.

**Public Hearing
The State of Texas
United Independent School District
The County of Webb**

January 19, 2021

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - ABSENT

Javier Montemayor, Jr., Vice-President – ABSENT

Ricardo Rodriguez, Secretary – ABSENT

Ricardo Molina Sr., Parliamentarian – ABSENT

Juan Roberto Ramirez, Member – PRESENT (Via Videoconference)

Aliza Flores- Oliveros, Member – ABSENT

Francisco "Frank" Castillo, Member – ABSENT

A Public Hearing of the Board of Trustees of United ISD will be held Tuesday, January 19, 2021, beginning at 11:15 AM in the UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

BOARD MEMBERS MAY PARTICIPATE VIA TELEPHONE CONFERENCE DUE TO THE COVID-19

Based on Governor Abbott's Executive Order GA-23 and the City of Laredo Amended Covid-19 Public Health Emergency Health Orders, the District will ensure social distancing protocols are practiced to the greatest extent possible thus limiting the number of persons physically present in the UISD Boardroom. Therefore, in an effort to conduct public business in a transparent manner, the District will live stream this Board meeting.

Two way communication to the Board meeting can be accessed by clicking on the following zoom link:
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Meeting ID: 824 9782 6114

Passcode: 022195

If you would like to view a live-stream of the meeting, please click on the following Youtube link:
<https://youtu.be/ctMhlmGa7Ms>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Open Hearing

Mr. Juan Roberto Ramirez opens the Public Hearing at 11:15 am.

II. Texas Education Code §39.306 and §39.362 Presentation of United ISD's Annual Report Including the TAPR (Texas Academic Performance Report) and PEIMS Financial Standard Report, describing the District's Educational and Financial Performance

Angelica Sanchez, DEIC Chair calls this hearing to order at 11:18 am. – The agenda item for today as Mr. Ramirez mentioned is the public hearing on United ISD's annual report including the Texas Academic Performance Report and the PEIMS Standard Report, describing the district's educational and financial performance (Mrs. Sanchez hands over the presentation to Mr. David Gonzalez, associate superintendent of Curriculum and Instruction.)

David Gonzalez – Good morning audience and members of the board. At this time the annual report will include the following sections:

- I. me2019-2020 Texas Academic Performance Report (TAPR) For United ISD and each Campus.**
- II. 2019-2020 District Accreditation Report**
- III. Campus Performance Objectives**
- IV. PEIMS Financial Standard Report / For United ISD and each campus**
- V. Report on Violent or Criminal Incidents on Campuses**
- VI. Student Performance in Postsecondary Institutions / For each High School**
- VII. 2019-2020 TAPR Glossary**

The first section is compiled by TEA for every school district and campus using PEIMS (Public Education Information Management System). The TAPR report is published in two different formats: A comprehensive, "dynamic" online data system and a PDF version designated to allow districts to fulfill their public notification requirements.

The 2019-2020 Texas Academic Performance Report as a district, for 2020 accountability rating was "*Not Rated: Declared State of Disaster*". Any Needs of Intervention go through the Special Education Department, which we continue to work on as we speak. (Mr. Gonzalez passes over this presentation to the executive director of assessment and accountability, Mrs. Emma Leza.)

Juan Roberto Ramirez – Mr. Gonzalez, if I may; what does the *State of Disaster* mean?

David Gonzalez – During this Covid period, the state did announce declaration of "State of Disaster", there was no accountability rating for our campuses or our district or any district for the state of Texas.

Juan Roberto Ramirez – Thank you sir.

Emma Leza – Good morning Mr. Ramirez, Mr. Rodriguez and members of the audience. Again for the record, Emma Leza, executive director of accountability. I am going to be presenting parts of the TAPR that we actually had data on. Again because of the declaration of state of disaster there are some areas that we won't.

*Mrs. Leza goes on to present on Demographics, attendance & Dropout, graduation rate, post-secondary indicators and other student information compared to the state and region. Due to the covid pandemic some data was based on 2019 graduates where applicable.

See attached presentation.

David Garcia – Good afternoon, board members, Mr. Santos, ladies and gentlemen and viewing audience; My name is David Garcia, I am the associate superintendent for human resources. The staff information I am going to present to you is simple overview of what the state has compiled of us during this past year. The initial information of course is total staff and of course we are talking about full-time employees with the district. They total = 6,494.1 which is 100% of our full-time employees of the school district. Professional Staff total = 3,351.1, which is 51.6% of our workforce. Number of teachers with UISD is 2,603, which is about 40% of our employee workforce. Professional support staff = 468 or 7.2%. Campus administration = 174, which is about 2.7% of our leadership at their respective locations. Central office we have 103 individuals, which is 1.6% of our staff. If you look at educational aids, these are instructional assistants in the school district they number 756, which is 11.7% of our working staff. Our auxiliary staff or support staff in that particular area is 2,386 or 36%. All these individuals of course work and strive to provide the best educational opportunities for all the students that represent this fine school district and of

course under the direction and the leadership of Mr. Roberto J. Santos. When we look at librarians there are full-time librarians of 47 of course it is respective to all the different instructional locations that we have in the school district. When we look at full-time counselors the total is 103. When we look at total minority staff, we are looking at 6,365 employees or 98% of our employee workforce. Furthermore, when we break down our instructional educators, our teachers by ethnicity and by sex, we are looking at; Hispanics= 2505.2 or about 96% of our employee workforce compared to the state, Hispanic population in the teaching area is 28%. So ours is considerably much higher. Of course we look at white population = 74, Asian population =16 and you can look at the comparative figures with the state (see presentation attached). When we look at gender of our instructional staff, we look at the majority of our workforce, in teaching are female and of course we're looking at 2025.8 or 77% of our workforce. Regardless of gender the school district always strives to hire the best candidates for their respective positions as they become available. Regardless of gender we try to find the best candidates to maximize all instructional efforts in the school district. When you look at our employee workforce by degree status, it says "No Degree", 25.5 or 1% pf our population. These are individuals that the state allows for us to retain through a certification process, which is either DOI or SOQ. Very simply what it does, as an example if we have a gentleman that meets the requirements as prescribed by the state to be a teacher in Welding. There is a minimum educational experience or wage earning experience that the state allows for us to recognize, as they move forward to be considered to teach these classes. Welding, Air conditioning, refrigeration, plumbing, carpentry and these are some of the areas that the state allows for school districts across the state to hire non-degree individuals to teach these respective areas. For teacher with bachelor's degree, which is about 75.6% of 1,968. With master's degree 599 or 23%. With doctor's degree are .4% of our employee workforce. What we do in this particular area is the school district; we grow our own teachers as well. Geographically we are isolated from San Antonio, Corpus Christi and the Valley so we make excellent use of our internal efforts to try to grow our own educators and of course, we have been very successful in that particular area. Getting teachers by experience, we are looking at 69 teachers or 2.4-2.7%. 1 to 5 years of experience = 451 or 17% of our workforce. 6 to 10 years of experience 392, 11 to 20 years = 1,148 and over 20 years 542.8 or 20%. Mr. David Garcia make the comparison to the state percentages.

See Attached Presentation.

Juan Roberto Ramirez – Mrs. Leza, I have a question; How is it going to be this coming end Of Year?

Emma Leza – This coming end of year we have also cancelled accountability but not STAAR testing and during the regular board meeting, I am going to go over what the state has sent us on testing this year.

Juan Roberto Ramirez – Because of less accountability, does that mean we will have less teachers or the same teachers?

Emma Leza – Instruction will remain the same but accountability will be a little bit different. I will go into detail in the regular board meeting, sir.

Juan Roberto Ramirez – Thank you very much.

Mrs. Laida Benavides continues the presentation on Section IV. The Financial Standard report based on 2018-2019 financial data.

See attached presentation.

Ms. Annette Perez the director for Discipline Management provides the report on Violent or Criminal Incidents. She goes on to elaborate on the types of violations that make up this report and points out the significant drop from 35 assaults compared to the previous school year that was at 84.

Rebecca Morales the executive director for Federal and State Programs presents on Title IV presentation, and activities in the district to support safe and healthy students.

Juan Roberto Ramirez – Mrs. Morales, in the middle of this pandemic, has there been any reports of the students miss use of any kind of drugs or anything like that?

Rebecca Morales – That is an excellent question and we just discussed this at a management meeting and we will be coordinating with Webb County. I have already reached out to SCAN and we will be conducting that survey again. Because we are very interested since the students have been mostly at home. In looking to see if there has been any change in the use of any alcohol tobacco other drugs. So we are doing that and we will be conducting that survey this year through Webb County.

Juan Roberto Ramirez – That is great help to the household and the community to avoid any students to be going down the wrong road and getting involved with police. That's fine, thank you very much.

Rebecca Morales – Yes, sir.

Emma Leza – to conclude some of the information of TAPR, we do have also a report on student performance in post-secondary institutions. This is how they perform when they are going to universities and college. Approximately 7% of the students, earned a GPA of

a 2.0 or better when they were at two or four public colleges and universities. The last thing that I have for you is the information on the glossary. What we will be doing is that we usually have booklets sent out to every campus. This year we are going to have an electronic booklet, which will be sent out to all the principals. We already will have all of this information on the website so it is readily accessible to our parents and of course to any patron of UISD. So, just know that the Spanish glossary is the one that takes a little bit longer for the state to release. So we will have that on our website as soon as it is released.

Juan Roberto Ramirez – Mrs. Leza will you provide a copy to each board member please.

Emma Leza – Yes we will. It will be sent to every board member and member of management and cabinet as well.

David Gonzalez – Mr. Ramirez and Mr. Rodriguez, and everyone on board. As we celebrate board appreciation month, we would like to thank you for your continuous support in our pursuit of educational excellence and success for our principals, teachers and students. At this time I will turn it back to our chairperson, Mrs. Angie Sanchez.

Angelica Sanchez – For the record, the time is 11:55 am. This concludes this Public Hearing and DEIC meeting, thank you.

III. Public Comments

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. Public comment shall not be used for personal attacks by the speaker against District employees, or students. Speakers who engage in personal attacks, or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS.

VI. Adjournment

There being no further business of the USD Board of Trustees, this Public Hearing of January 19, 2021, is adjourned at 11:55 AM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Griselda Rodriguez, and submitted for approval by the USD Board of Trustees at the March 2021 Regular Board Meeting.



WE WANT UNIFIED

INDEPENDENT SCHOOL DISTRICT
2019-2020 Annual Report

Public Hearing

January 19, 2021

Sections to the Annual Report

- I. 2019-2020 Texas Academic Performance Report (TAPR)
 - o For United ISD and each campus
- II. 2019-2020 District Accreditation Report
- III. Campus Performance Objectives
- IV. PEIMS Financial Standard Report
 - o For United ISD and each campus
- V. Report on Violent or Criminal Incidents on Campuses
- VI. Student Performance in Postsecondary Institutions
 - o For each high school campus
- VII. 2019-2020 TAPR Glossary

Section 1 – 19-20 Texas Academic Performance Report

- Compiled by the Texas Education Agency (TEA) for every district and campus using
 - PEIMS (Public Education Information Management System)
 - Student Assessment Data
- TAPR is published in 2 different formats
 - A comprehensive, “dynamic” online data system
 - Data are added as they become available
 - A PDF version
 - Only includes major, statutorily-required data points
 - Designed to allow districts to fulfill their public notification requirements

2019-20 Texas Academic Performance Report

District Name: UNITED ISD

District Number: 240903

2020 Accountability Rating: **Not Rated: Declared State of Disaster**

2020 Special Education Determination Status:

Needs Intervention

Section 1 – 2019-2020 Demographic Data

Group	State	Region One	United ISD
All Students	5,479,173	439,044	42,455
Hispanic	52.8%	96.9%	98.9%
Economically Disadvantaged	60.3%	85.2%	74.9%
English Learners	20.3%	37.5%	33.1%
At-Risk	50.6%	62.2%	52.8%

Source: TEA 2019-20 UISD TAPR

Section 1 Texas Academic Performance Report

Due to the cancellation of Spring 2020 STAAR assessments, the data for these measures have not been updated. Therefore, the data that are reported are identical to the data reported in the 2018-19 TAPR and the January 2020 Annual Report.

The state agency did not produce any accountability ratings or reports for 19-20.

Section 1 Texas Academic Performance Report

- Attendance and Dropout Rates
- Graduation Rates
- College, Career and Military Readiness (CCMR)
- Other Postsecondary Indicators

The most recent data for these measures are from the 2018-19 school year. Therefore, performance on these measures has been updated since the 2018-19 TAPR.

Section 1 Attendance and Dropout Rates

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

	State	Region 01	District
Attendance Rate			
2018-19	95.4%	95.5%	95.8%
2017-18	95.4%	95.5%	95.8%
Annual Dropout Rate (Gr 7-8)			
2018-19	0.4%	0.2%	0.1%
2017-18	0.4%	0.2%	0.3%
Annual Dropout Rate (Gr 9-12)			
2018-19	1.9%	1.4%	0.8%
2017-18	1.9%	1.7%	0.9%

Section 1 Graduation Rates

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

	State	Region 01	District
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4-Year Longitudinal Rate (Gr 9-12)

Class of 2019			
Graduated	90.0%	90.7%	96.1%
Received TxCHSE	0.5%	0.2%	0.1%
Continued HS	3.7%	3.5%	0.9%
Dropped Out	5.9%	5.6%	2.9%
Graduates and TxCHSE Graduates, TxCHSE, and Continuers	94.1%	94.4%	97.1%
Class of 2018			
Graduated	90.0%	91.2%	95.9%

FHSP-DLA Graduates (Longitudinal Rate)

Class of 2019	83.5%	89.5%	89.0%
Class of 2018	82.0%	89.0%	89.8%

Section 1 Other Postsecondary Indicators

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

	State	Region 01	District
College, Career, and Military Ready Graduates (Student Achievement)			
College, Career, or Military Ready (Annual Graduates)			
2018-19	72.9%	83.4%	85.3%
2017-18	65.5%	73.0%	79.9%
College Ready Graduates			
College Ready (Annual Graduates)			
2018-19	53.0%	58.8%	59.4%
2017-18	50.0%	52.9%	54.6%
Career/Military Ready Graduates			
Career or Military Ready (Annual Graduates)			
2018-19	40.4%	58.9%	66.6%
2017-18	28.7%	43.9%	57.0%





Section 1 Other Postsecondary Indicators

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

TSIA Results (Graduates >= Criterion) (Annual Graduates)

	State	Region 01	District
Reading			
2018-19	33.4%	49.4%	46.7% 
2017-18	32.1%	46.0%	40.1%
Mathematics			
2018-19	24.7%	39.9%	26.9% 
2017-18	23.7%	36.5%	22.4%
Both Subjects			
2018-19	18.8%	33.6%	20.0%
2017-18	18.1%	30.4%	15.3%
Completed and Received Credit for College Prep Courses (Annual Graduates)			
English Language Arts			
2018-19	5.1%	7.7%	10.7% 
2017-18	2.0%	3.4%	10.8%
Mathematics			
2018-19	7.3%	8.6%	11.8% 
2017-18	3.9%	3.5%	10.8%
Both Subjects			
2018-19	2.6%	4.9%	7.3%
2017-18	0.9%	0.9%	3.1%

Section 1 Other Postsecondary Indicators

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

	State	Region 01	District
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AP/IB Results (Examinees >= Criterion) (Grades 11-12)

All Subjects			
2019	51.0%	36.2%	59.0%
2018	50.7%	34.5%	59.4%

SAT/ACT Results (Annual Graduates)

Tested			
2018-19	75.0%	72.5%	54.7%
2017-18	74.6%	73.4%	63.4%

At/Above Criterion for All

Examinees			
2018-19	36.1%	20.1%	31.2%
2017-18	37.9%	21.7%	30.6%

Advanced Dual-Credit Course Completion (Grades 9-12)

Any Subject			
2018-19	44.6%	55.0%	58.7%
2017-18	43.4%	51.6%	56.0%

Section 1 Other Postsecondary Indicators

District Name: UNITED ISD

County Name: WEBB

District Number: 240903

Graduates Enrolled in Texas Institution of Higher Education (TX IHE)

Graduates	State	Region One	United ISD
2017-18	53.4%	57.3%	66.9%
2016-17	54.6%	59.7%	68.8%



Graduates in TX IHE Completing One Year Without Enrollment in a Developmental Education Course

Graduates	State	Region One	United ISD
2017-18	60.7%	60.2%	53.5%
2016-17	59.2%	59.5%	50.5%

Section 1 Texas Academic Performance Report

- **Student Information**
 - Student enrollment (including enrollment by grade level, by ethnicity, by certain student identification indicators, and students with disabilities by primary eligibility category) and other student information (including graduation information, retention rates, and class size information)
- **Program Information**
 - Student Enrollment by Program
 - Teachers by Program (population served)
- **Staff Information**
 - Staff information (including total staff, staff by classification, teachers by ethnicity and gender, teachers by highest degree held and years of experience, experience of campus leadership, staff salary, and teacher turnover rate information)

The most recent data for this information are from the 2019-20 school year.

Section 1 Student Information

Student Information	District		Membership		State	
	Count	Percent	Count	Percent	Count	Percent
Total Students	42,923	100.0%	5,479,173		100.0%	
Students by Grade:						
Early Childhood Education	95	0.2%	16,848		0.3%	
Pre-Kindergarten	1,593	3.7%	248,413		4.5%	
Kindergarten	2,703	6.3%	383,585		7.0%	
Grade 1	3,085	7.2%	391,175		7.1%	
Grade 2	2,952	6.9%	388,370		7.1%	
Grade 3	2,936	6.8%	391,565		7.1%	
Grade 4	2,974	6.9%	399,883		7.3%	
Grade 5	3,174	7.4%	417,272		7.6%	
Grade 6	3,312	7.7%	422,605		7.7%	
Grade 7	3,324	7.7%	423,421		7.7%	
Grade 8	3,265	7.6%	411,170		7.5%	
Grade 9	3,589	8.4%	448,929		8.2%	
Grade 10	3,400	7.9%	406,785		7.4%	
Grade 11	3,117	7.3%	376,894		6.9%	
Grade 12	3,404	7.9%	352,258		6.4%	

Student Information	-Non-Special Education Rates-		-Special Education Rates-	
	District	State	District	State

Retention Rates by Grade:

Kindergarten	1.1%	1.6%	5.6%	5.5%
Grade 1	5.9%	2.9%	13.3%	4.9%
Grade 2	3.6%	1.6%	5.0%	2.0%
Grade 3	1.7%	0.9%	0.5%	0.8%
Grade 4	0.6%	0.5%	0.0%	0.4%
Grade 5	0.2%	0.4%	0.5%	0.5%
Grade 6	0.0%	0.4%	0.0%	0.5%
Grade 7	0.2%	0.5%	0.3%	0.6%
Grade 8	0.3%	0.4%	0.6%	0.6%
Grade 9	3.9%	7.8%	8.5%	13.1%

Section 1 Student Information

Student Information	District		Membership		State	
	Count	Percent	Count	Percent	Count	Percent
Students by Instructional Program:						
Bilingual/ESL Education	16,628	38.7%	1,128,904	20.6%		
Career & Technical Education	15,344	35.7%	1,512,219	27.6%		
Career & Technical Education (9-12 grades only)	11,361	84.1%	805,496	50.8%		
Gifted & Talented Education	6,036	14.1%	444,125	8.1%		
Special Education	4,399	10.2%	577,868	10.5%		
Students with Disabilities by Type of Primary Disability:						
Total Students with Disabilities	4,399		577,868			
By Type of Primary Disability						
Students with Intellectual Disabilities	1,877	42.7%	245,216	42.4%		
Students with Physical Disabilities	519	11.8%	123,847	21.4%		
Students with Autism	590	13.4%	79,952	13.8%		
Students with Behavioral Disabilities	1,309	29.8%	120,042	20.8%		
Students with Non-Categorical Early Childhood	104	2.4%	8,811	1.5%		
Mobility (2018-19):						
Total Mobile Students	5,143	12.3%	806,375	15.3%		

Class Size Information

Class Size Averages by Grade and Subject
(Derived from teacher responsibility records):

	District	State
Elementary:		
Kindergarten	18.5	19.0
Grade 1	18.9	18.9
Grade 2	18.4	18.8
Grade 3	18.3	19.0
Grade 4	18.4	19.2
Grade 5	21.5	20.9
Grade 6	21.0	20.4
Secondary:		
English/Language Arts	19.9	16.4
Foreign Languages	21.5	18.7
Mathematics	19.6	17.8
Science	21.4	18.8
Social Studies	22.1	19.3

Section 2 District Accreditation Status

- Each year, TEA assigns one of four accreditation statuses to each district in the state:
 1. *Accredited*
 2. *Accredited-Warning*
 3. *Accredited-Probation*
 4. *Not Accredited-Revoked*
- In assigning an accreditation status to a district, TEA considers
 - Academic accountability ratings
 - Financial accountability ratings
 - Data integrity
 - Program-area deficiencies identified through Results Driven Accountability (RDA)

CDN	DISTRICT NAME	ESC	2019 FIRST Rating	2019 Accountability Rating	2019-2020 Accreditation Status
240903	UNITED ISD	1	B - Above Standard	A	ACCREDITED

Section 3 Campus Performance Objectives

- Campus Improvement Plans (CIP)
 - Each campus has developed and is implementing a CIP, as required by TEC §11.253
 - Each CIP includes **performance objectives** (approved by the Board) that are based on data analysis and needs assessments – including data reported in annual TAPR reports
 - Each campus **periodically measures progress** toward its performance objectives
 - Updated CIPs for the 2019-20 school year (which show each campus's **progress toward meeting its performance objectives**) are posted and available for review at the district's school improvement office or at the applicable campus

Staff Information

Human Resources

2019-2020 Annual Report

Staff Information	District		State	
	Count	Percent	Count	Percent
Total Staff	6,494.1	100.0%	734,726.4	100.0%
Professional Staff:				
Teachers	3,351.1	51.6%	468,132.4	63.7%
Professional Support	2,603.9	40.1%	363,121.3	49.4%
Campus Administration (School Leadership)	468.7	7.2%	74,698.8	10.2%
Central Administration	174.7	2.7%	21,960.1	3.0%
Educational Aides:	103.9	1.6%	8,352.3	1.1%
Auxiliary Staff:	756.6	11.7%	78,096.8	10.6%
	2,386.3	36.7%	188,497.2	25.7%
Librarians & Counselors (Headcount):				
Librarians				
Full-time	47.0	n/a	4,373.0	n/a
Part-time	1.0	n/a	595.0	n/a
Counselors				
Full-time	103.0	n/a	12,901.0	n/a
Part-time	1.0	n/a	1,103.0	n/a
Total Minority Staff:	6,365.0	98.0%	375,758.9	51.1%
Teachers by Ethnicity and Sex:				
African American	2.0	0.1%	39,132.5	10.8%
Hispanic	2,505.2	96.2%	102,099.7	28.1%
White	74.8	2.9%	209,453.0	57.7%
American Indian	1.9	0.1%	1,239.6	0.3%
Asian	16.0	0.6%	6,393.2	1.8%
Pacific Islander	0.0	0.0%	638.2	0.2%
Two or More Races	4.0	0.2%	4,165.2	1.1%
Males	578.1	22.2%	86,302.4	23.8%
Females	2,025.8	77.8%	276,818.8	76.2%

2019-2020 Annual Report

Staff Information	District		State	
	Count	Percent	Count	Percent
Teachers by Highest Degree Held:				
No Degree	25.5	1.0%	4,859.9	1.3%
Bachelors	1,968.6	75.6%	266,596.3	73.4%
Masters	599.8	23.0%	89,088.4	24.5%
Doctorate	10.0	0.4%	2,576.8	0.7%
Teachers by Years of Experience:				
Beginning Teachers	69.9	2.7%	26,878.7	7.4%
1-5 Years Experience	451.0	17.3%	101,305.8	27.9%
6-10 Years Experience	392.1	15.1%	70,305.4	19.4%
11-20 Years Experience	1,148.1	44.1%	106,767.7	29.4%
Over 20 Years Experience	542.8	20.8%	57,863.9	15.9%
Number of Students per Teacher	16.5	n/a	15.1	n/a

2019-2020 Annual Report

Staff Information

District State

Experience of Campus Leadership:
 Average Years Experience of Principals 8.5 6.2
 Average Years Experience of Principals with District 8.4 5.3
 Average Years Experience of Assistant Principals 8.8 5.3
 Average Years Experience of Assistant Principals with District 8.7 4.7

Average Years Experience of Teachers: 11.1
 Average Years Experience of Teachers with District: 7.2

Average Teacher Salary by Years of Experience (regular duties only):

Beginning Teachers	\$50,876	\$49,868
1-5 Years Experience	\$54,027	\$52,823
6-10 Years Experience	\$56,895	\$55,756
11-20 Years Experience	\$60,532	\$59,308
Over 20 Years Experience	\$66,551	\$65,449

Average Actual Salaries (regular duties only):

Teachers	\$59,853	\$57,091
Professional Support	\$72,080	\$67,352
Campus Administration (School Leadership)	\$84,372	\$82,512
Central Administration	\$96,811	\$108,367

Instructional Staff Percent: 55.2%

64.6%

Turnover Rate for Teachers: 6.1%

16.8%



WE ARE UNITED

INDEPENDENT SCHOOL DISTRICT

U BELONG
 EVOLVE
 ACHIEVE

Section 4 Financial Standard Reports

2018-19 Actual Financial Data (District)

- Revenues
- Expenditures
- Disbursements
- Tax Rates
- Fund Balance

2018-19 Actual Financial Data (Campus)

- Expenditures by Object
- Expenditures by Function
- Program Expenditures by Program

2018-19 is the most recent year for which these data are available.

2019-2020 Annual Report

	District				State				
	General Fund	%	Per Student	All Funds	%	Per Student	All Funds	%	Per Student
Revenues									
Operating Revenue									
Local Property Tax from M&O (excluding recapture)	\$177,322,845	44.00%	\$4,097	\$177,322,845	40.01%	\$4,097	\$24,943,497,732	43.99%	\$4,605
State Operating Funds	\$181,166,799	44.95%	\$4,186	\$186,589,363	42.10%	\$4,311	\$21,921,438,167	38.56%	\$4,047
Federal Funds	\$35,137,971	8.72%	\$812	\$66,321,746	14.97%	\$1,532	\$6,959,931,329	12.27%	\$1,285
Other Local	\$9,404,820	2.33%	\$217	\$12,926,785	2.92%	\$299	\$2,882,959,027	5.08%	\$532
Total Operating Revenue	\$403,032,435	100.00%	\$9,313	\$443,160,739	100.00%	\$10,240	\$56,707,826,255	100.00%	\$10,470
Other Revenue									
Local Property Tax from I&S	\$0	0.00%	\$0	\$36,631,088	78.03%	\$846	\$7,114,967,591	84.62%	\$1,314
State Assistance for Debt Service	\$0	0.00%	\$0	\$619,525	1.32%	\$14	\$498,243,085	5.93%	\$92
Other Receipts (excluding debt service financing)	\$3,768,426	100.00%	\$87	\$9,694,099	20.65%	\$224	\$794,651,977	9.45%	\$147
Total Other Revenue	\$3,768,426	100.00%	\$87	\$46,944,712	100.00%	\$1,065	\$8,407,862,653	100.00%	\$1,552
Subtotal: Operating and Other Revenue	\$406,800,861	100.00%	\$9,400	\$490,105,451	100.00%	\$11,325	\$65,115,688,908	100.00%	\$12,022
Recapture Revenue									
Local Property Tax Recaptured	\$0	0.00%	\$0	\$0	0.00%	\$0	\$2,768,462,682	100.00%	\$511
Total Recaptured Revenue	\$0	0.00%	\$0	\$0	0.00%	\$0	\$2,768,462,682	100.00%	\$511
Subtotal: Operating, Other and Recaptured Revenue	\$406,800,861	100.00%	\$9,400	\$490,105,451	100.00%	\$11,325	\$67,884,151,590	100.00%	\$12,534
Debt Service Financing and TRS Estimate Revenue									
Debt Service Financing Related Revenue	\$0	0.00%	\$0	\$0	0.00%	\$0	\$3,691,153,910	63.99%	\$582
Estimated State TRS Contributions	\$18,296,250	100.00%	\$423	\$18,296,250	100.00%	\$423	\$2,077,222,453	36.01%	\$384
Subtotal: Debt Service Financing and TRS Estimate Revenue	\$18,296,250	100.00%	\$423	\$18,296,250	100.00%	\$423	\$5,768,376,363	100.00%	\$1,065
Grand Total: Operating, Other, Debt Service Financing, and TRS Estimate Revenue excluding recapture	\$425,097,111	100.00%	\$9,822	\$508,401,701	100.00%	\$11,747	\$70,884,065,271	100.00%	\$13,088

2019-2020 Annual Report

	District				State				
	General Fund	%	Per Student	All Funds	%	Per Student	All Funds	%	Per Student
Expenditures									
Operating Expenditures by Object (61xx-64xx only)									
Payroll Expenditures (Object 61xx)	\$345,327,991	85.60%	\$7,979	\$369,585,860	83.43%	\$8,540	\$42,536,152,378	79.22%	\$7,854
Professional & Contracted Services (Object 62xx)	\$22,713,837	5.63%	\$525	\$24,525,355	5.54%	\$567	\$5,053,894,853	9.41%	\$933
Supplies & Materials (Object 63xx)	\$27,614,883	6.85%	\$638	\$36,905,302	8.33%	\$853	\$4,665,604,291	8.69%	\$861
Other Operating Expenditures (Object 64xx)	\$7,760,985	1.92%	\$179	\$11,992,490	2.71%	\$277	\$1,436,788,644	2.68%	\$265
Total Operating Expenditures by Object	\$403,417,696	100.00%	\$9,322	\$443,009,007	100.00%	\$10,236	\$53,692,440,166	100.00%	\$9,913
Non-Operating Expenditures by Object									
Debt Services(Object 65xx)	\$7,406,359	38.87%	\$171	\$43,298,289	42.91%	\$1,000	\$8,439,295,633	48.78%	\$1,558
Capital Outlay(Object 66xx)	\$11,650,204	61.13%	\$269	\$57,612,492	57.09%	\$1,331	\$8,861,633,785	51.22%	\$1,636
Total Non-Operating Expenditures by Object	\$19,056,563	100.00%	\$440	\$100,910,781	100.00%	\$2,332	\$17,300,929,418	100.00%	\$3,194
Grand Total: Operating and Non-Operating Expenditures by Object	\$422,474,259	100.00%	\$9,762	\$543,919,788	100.00%	\$12,568	\$70,993,369,584	100.00%	\$13,108
Operating Expenditures by Function (61xx-64xx only)									
Instruction(Function 11,95)	\$215,615,845	53.45%	\$4,982	\$240,653,701	54.32%	\$5,561	\$30,104,392,112	56.07%	\$5,558
Instructional Resources & Media Services (Function 12)	\$6,439,775	1.60%	\$149	\$6,577,825	1.48%	\$152	\$605,276,429	1.13%	\$112
Curriculum & Staff Development (Function 13)	\$493,342	0.12%	\$11	\$4,543,118	1.03%	\$105	\$1,226,192,940	2.28%	\$226
Instructional Leadership (Function 21)	\$7,612,608	1.89%	\$176	\$9,831,232	2.22%	\$227	\$878,926,312	1.64%	\$162
School Leadership (Function 23)	\$24,941,332	6.18%	\$576	\$28,782,460	6.50%	\$665	\$3,188,405,674	5.94%	\$589
Guidance Counseling Services (Function 31)	\$14,688,601	3.64%	\$339	\$17,390,635	3.93%	\$402	\$2,024,672,783	3.77%	\$374
Social Work Services (Function 32)	\$3,197,420	0.79%	\$74	\$3,197,420	0.72%	\$74	\$152,988,674	0.28%	\$28
Health Services (Function 33)	\$5,136,209	1.27%	\$119	\$5,210,176	1.18%	\$120	\$556,828,343	1.04%	\$103
Transportation (Function 34)	\$16,572,670	4.11%	\$383	\$16,572,679	3.74%	\$383	\$1,636,095,662	3.05%	\$302
Food Services (Function 35)	\$27,076,932	6.71%	\$626	\$28,306,327	6.39%	\$654	\$2,916,390,356	5.43%	\$538
Extracurricular (Function 36)	\$14,258,972	3.53%	\$329	\$14,258,972	3.22%	\$329	\$1,647,983,294	3.07%	\$304
General Administration (Function 41,92)	\$12,576,977	3.12%	\$291	\$12,576,977	2.84%	\$291	\$1,746,395,855	3.25%	\$322
Facilities Maintenance & Operations (Function 51)	\$41,170,072	10.21%	\$951	\$41,185,879	9.30%	\$952	\$5,226,340,714	9.73%	\$965
Security & Monitoring Services (Function 52)	\$10,222,576	2.53%	\$236	\$10,262,617	2.32%	\$237	\$558,885,118	1.04%	\$103
Data Processing Services (Function 53)	\$3,142,538	0.78%	\$73	\$3,142,538	0.71%	\$73	\$956,567,070	1.78%	\$177
Community Services (Function 61)	\$271,827	0.07%	\$6	\$516,451	0.12%	\$12	\$266,098,830	0.50%	\$49
Total Operating Expenditures by Function	\$403,417,696	100.00%	\$9,322	\$443,009,007	100.00%	\$10,236	\$53,692,440,166	100.00%	\$9,913

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	District					State				
	General Fund	%	Per Student	All Funds	%	Per Student	All Funds	%	Per Student	
Non-Operating Expenditures by Function										
Non-Operating Expenditures by Function (1x-9x) (65xx)	\$7,406,359	38.87%	\$171	\$43,298,289	42.91%	\$1,000	\$8,439,295,633	46.78%	\$1,558	
Non-Operating Expenditures by Function (1x-9x) (66xx)	\$11,650,204	61.13%	\$269	\$57,612,492	57.09%	\$1,331	\$8,861,633,785	51.22%	\$1,636	
Total Non-Operating Expenditures by Function	\$19,056,563	100.00%	\$440	\$100,910,781	100.00%	\$2,332	\$17,300,929,418	100.00%	\$3,194	
Grand Total: Operating and Non-Operating Expenditures by Function	\$422,474,259	100.00%	\$9,762	\$543,919,788	100.00%	\$12,568	\$70,993,369,584	100.00%	\$13,103	
Operating Expenditures by Program Intent Code (PIC) (61xx-64xx only)										
Basic Educational Services (PIC 11)	\$185,360,537	45.95%	\$4,283	\$189,911,794	42.87%	\$4,388	\$23,769,020,825	44.27%	\$4,389	
Gifted and Talented (PIC 21)	\$666,536	0.17%	\$15	\$681,627	0.15%	\$16	\$416,549,053	0.78%	\$77	
Career and Technical (PIC 22)	\$13,393,807	3.32%	\$309	\$14,098,765	3.18%	\$336	\$1,673,614,337	3.12%	\$309	
Students with Disabilities (PICs 23.33)	\$44,827,645	11.11%	\$1,036	\$52,453,623	11.84%	\$1,212	\$6,603,694,277	12.30%	\$1,219	
State Compensatory Education (PICs 24,25,28,29,30,34)	\$23,504,282	5.83%	\$543	\$43,598,252	9.84%	\$1,007	\$4,676,522,504	8.71%	\$863	
Bilingual (PICs 25,35)	\$4,776,617	1.19%	\$110	\$6,434,323	1.45%	\$149	\$690,802,576	1.29%	\$128	
High School Allotment (PIC 31)	\$4,408,947	1.09%	\$102	\$4,408,947	1.00%	\$102	\$576,205,810	1.07%	\$106	
Prekindergarten (PIC 32)	\$5,065,253	1.26%	\$117	\$5,065,253	1.14%	\$117	\$576,398,990	1.07%	\$106	
Athletics/Related Activities (PIC 91)	\$8,226,849	2.04%	\$190	\$8,226,849	1.86%	\$190	\$1,093,452,352	2.04%	\$202	
Un-Allocated (PIC 99)	\$113,187,223	28.05%	\$2,615	\$118,129,534	26.67%	\$2,730	\$13,616,179,442	25.36%	\$2,514	
Total Operating Expenditures by Program Intent Code (PIC)	\$403,417,696	100.00%	\$9,322	\$443,009,007	100.00%	\$10,236	\$53,692,440,166	100.00%	\$9,913	
Non-Operating Expenditures by PIC										
Non-Operating Expenditures by PIC (1x-9x) (65xx)	\$7,406,359	38.87%	\$171	\$43,298,289	42.91%	\$1,000	\$8,439,295,633	46.78%	\$1,558	
Non-Operating Expenditures by PIC (1x-9x) (66xx)	\$11,650,204	61.13%	\$269	\$57,612,492	57.09%	\$1,331	\$8,861,633,785	51.22%	\$1,636	
Total Non-Operating Expenditures by Program Intent Code (PIC)	\$19,056,563	100.00%	\$440	\$100,910,781	100.00%	\$2,332	\$17,300,929,418	100.00%	\$3,194	
Grand Total: Operating and Non-Operating Expenditures by Program Intent Code (PIC)	\$422,474,259	100.00%	\$9,762	\$543,919,788	100.00%	\$12,568	\$70,993,369,584	100.00%	\$13,103	

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2019-2020 Annual Report

	District					State			
	General Fund	%	Per Student	All Funds	%	Per Student	All Funds	%	Per Student
Disbursements									
Total Disbursements									
Operating Expenditures	\$403,417,696	93.79%	\$9,322	\$443,009,007	80.32%	\$10,236	\$53,692,440,166	71.10%	\$9,913
Recapture	\$0	0.00%	\$0	\$0	0.00%	\$0	\$2,768,462,682	3.67%	\$511
Total Other Uses	\$5,351,034	1.24%	\$124	\$5,351,034	0.97%	\$124	\$1,068,121,149	1.41%	\$197
Intergovernmental Charge	\$2,284,461	0.53%	\$53	\$2,284,461	0.41%	\$53	\$681,757,275	0.90%	\$126
Debt Service (Object 6500)	\$7,406,359	1.72%	\$171	\$43,298,289	7.85%	\$1,000	\$6,439,295,633	11.18%	\$1,558
Capital Projects (Object 6600)	\$11,650,204	2.71%	\$269	\$57,612,492	10.45%	\$1,331	\$6,861,633,785	11.74%	\$1,636
Total Disbursements	\$430,109,754	100.00%	\$9,938	\$551,555,283	100.00%	\$12,744	\$75,511,710,690	100.00%	\$13,942

Tax Rates

2018 - 2019 (current tax year) Tax Rates

Maintenance & Operations				1.0400			1.1003		
Interest & Sinking				0.2117			0.2097		
Total Tax Rate				1.2517			1.3101		

Fund Balance**

Fund Balance

Nondisposable Fund Balance	\$2,250,018		\$52	\$2,250,018		\$52	\$255,555,896		\$50
Restricted Fund Balance	\$9,793,235		\$225	\$110,245,705		\$2,547	\$17,956,324,818		\$3,521
Committed Fund Balance	\$6,598,595		\$152	\$6,598,595		\$152	\$3,206,045,411		\$629
Assigned Fund Balance	\$125,000		\$3	\$125,000		\$3	\$2,969,613,173		\$582
Unassigned Fund Balance	\$61,483,531		\$1,421	\$61,483,531		\$1,421	\$14,724,633,560		\$2,887
Total Fund Balance**	\$80,250,379		\$1,854	\$180,702,849		\$4,175	\$39,112,172,860		\$7,670

Fund Balance Reconciliation

2017-2018 Total Fund Balance (Previous Year)	\$85,080,556		\$1,969	\$133,719,493		\$3,094	\$35,850,846,786		\$7,045
2018-2019 Excess (Deficiency) Operating Expenditures	\$-3,247,568		\$-75	\$-46,537,262		\$-1,075	\$-5,923,414,430		\$-1,152
2018-2019 Excess (Deficiency) Non-Operating Expenditures	\$-1,582,608		\$-37	\$93,520,619		\$2,161	\$8,992,605,090		\$1,733
2018-2019 Uncommon Items	\$-1		\$0	\$-1		\$0	\$192,135,414		\$38
2018-2019 Total Fund Balance	\$80,250,379		\$1,854	\$180,702,849		\$4,175	\$39,112,172,860		\$7,670

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Section 5 Report on Violent or Criminal Incidents

- TEC Section 39.306 requires each district to publish, as part of its Annual Report, a report on violent or criminal incidents that occur at each campus
- The report must include
 - Number, rate and type of violent or criminal incidents that occurred on each campus (to the extent permitted under FERPA)
 - Descriptions of school violence prevention and violence intervention policies and procedures used to protect students
 - Findings from evaluations (if any) conducted under the Safe and Drug-Free Schools and Communities Act

Section 5 Report on Violent or Criminal Incidents

UNITED INDEPENDENT SCHOOL DISTRICT 2019-2020 Violent & Criminal Offenses Report

The rate of violent or criminal incidents that occurred on each district campus, to the extent permitted under the Family Educational Rights and Privacy Act of 1974 (20 U.S.C.S. Section 1232g)

PEIMS	Violent Criminal Offenses	# of incidents
17	Murder, capital murder, criminal attempt to commit murder, or capital murder-TEC §37.002(A)(1)(C)	
18	Indecency with a child-TEC §37.007(a)(2)(D)	
19	Aggravated kidnapping-TEC §37.007(a)(2)(E)	
46	Aggravated robbery - TEC §37.007(a)(2)(F)	
28	Assault under Penal Code Section 22.01(a)(1) against someone other than a school district employee or volunteer	35
29/30	Aggravated assault under Penal Code	0
31/32	Sexual assault under Penal Code Section 22.011 or aggravated sexual assault	0

2019-2020		
District Name: United Independent School District	Enrollment:	Total Number of Incidents
	42713	37
		Rate: 0.087%

2018-2019		
District Name: United Independent School District	Enrollment:	Total Number of Incidents
	42802	84
		Rate: 0.196%

*Includes Youth Village, Youth Recovery & Casa Esperanza

2019-2020 Annual Report

Section 5 Title IV, 21st Century Schools, Part A Student Support and Academic Enrichment Grants, Sec. 4108 [20 U.S.C. 7118] Activities to Support Healthy Students Every Student Succeeds Act (P.L. 114-95)

United Independent School District's Goal #2 A Safe and Nurturing Environment, states that the school district will “*Provide a safe, nurturing, positive, and secure learning environment for students and staff,*” conveying a clear and consistent message that acts of violence and the illegal use of drugs, alcohol, and tobacco are wrong, harmful, and will not be tolerated.. Goal 2 aligns to the Every Student Succeeds Act (ESSA), P.L. 114-95, 21st Century Schools, Part A Student Support and Academic Enrichment Grants, SEC. 4108. [20 U.S.C. 7118] **ACTIVITIES TO SUPPORT SAFE AND HEALTHY STUDENTS.**

The purpose of the Activities to Support Safe and Healthy Students Program at United ISD is to support comprehensive (EE-12) drug use prevention and violence prevention programs that:

1. Are coordinated with community-based services and programs;
2. Foster safe, healthy and supportive, and drug-free environments that support student academic achievement;
3. Promote the involvement of parents in the activity or program;
4. Are conducted in partnership with an institution of higher education, business, nonprofit organization, community-based organization, or other public or private entity with a demonstrated record of success in implementing activities.

The Safe and Healthy Students Program at United ISD targets the prevention of alcohol and drug use and violence prevention. Strategies include providing instructional supplies & materials, staff development, parent/student presentations, and drug education/prevention programs.

Section 5 Safe and Healthy Students Program Components

Curriculum & Instruction	Staff Development	Parental Involvement
<ul style="list-style-type: none"> • Drug Education Prevention Curriculum for PK – 12 • radKids (Recognize, Avoid and Escape violence & abuse) • Bully-Free Curriculum • Trauma Informed Practices • Social Emotional Learning • Mental Health Awareness • Gang Awareness • ROPES Challenge Course • Education Prevention Intervention Curriculum (EPIC) • Teachers, Counselors, Licensed Chemical Dependency Counselors (LCDC), Gang Intervention Facilitators and Positive Behavior Facilitators provide curriculum 	<ul style="list-style-type: none"> • Student/Employee Code of Conduct • Classroom Management • Identifying and Reporting Child Abuse • Maintaining Professional Standards • Bullying Intervention • Mental Health Intervention • Suicide Prevention • SafeSchools Training • Gang Intervention & Awareness • Signs & Symptoms of Drug Abuse • School Safety/Crisis Management • Drug Impairment Training 	<ul style="list-style-type: none"> • Annual Parent Learning Summit • United Council of Parents (UCOP) • LCDC Campus Presentations • Red Ribbon Week • Campus Career Day Activities • Individual Campus Parent Training and Informative Sessions

Section 5 Evaluation Summary Findings

<p>644 MS and HS students participated in the Youth Alcohol, Tobacco and Other Drug (ATOD) Survey</p>	<p>Lifetime Use Results: 37.7% Alcohol Use; 28.8% Electronic Cigarette Use; 19.1% Tobacco Use; and Other Drugs: 24.2% Marijuana, 7.0% Synthetic Marijuana, 8.9% Inhalants, 3.7% Crack, 7.1% Cocaine, and 11.3% Prescription Drugs</p>
<p>Random Drug Testing</p>	<p>650 students of the 8,312 involved in extracurricular activities were randomly tested with 13 testing positive for drugs.</p>
<p>On Demand Drug Testing Kits for Parents</p>	<p>425 Drug Kits were dispensed to campuses or parents</p>
<p>ROPES Challenge Course</p>	<p>25 sessions with 258 participants</p>
<p>Gun-Free Schools</p>	<p>No students (0) were expelled during 2020 for brining a firearm/handgun to school</p>
<p>Persistently Dangerous Schools</p>	<p>No campuses (0) were identified as persistently dangerous schools</p>
<p>Uniting Families Initiative at STEP Academy</p>	<p>For the 19-20 SY, 104 students completed the required sessions and received a 6-day reduction in placement and 2 students attended for 3 days and received a 4-day reduction in placement.</p>

Section 6 Student Performance in Postsecondary Institutions

GPA for 1st Year in Public Higher Education in Texas for Class of 2018 Graduates

United ISD	Total Graduates	<2.0	2.0 – 2.49	2.5-2.99	3.0-3.49	>3.5	Unknown
4-Yr P-U	910	97	67	167	308	261	10
2-Yr P-C	1148	399	161	166	207	166	49
Ind. C&U	27	ND	ND	ND	ND	ND	ND
Not Trackable	88	ND	ND	ND	ND	ND	ND
Not Found	934	ND	ND	ND	ND	ND	ND
Total HS Graduates	3,107	496	228	333	515	427	59

Approximately **75%** of students earned a GPA above a 2.0 (C) at 2 or 4 year public colleges or universities.

Source: Texas Higher Education Coordinating Board and Texas Education Agency

Section 7 TAPR Glossary

- Each year, TEA prepares and publishes a *TAPR Glossary*
- The *TAPR Glossary* provides definitions, describes methodologies, and lists sources for each data point in the TAPR
- A Spanish version of the *TAPR Glossary* is scheduled for release in late winter

