#### STATE OF TEXAS

(Minutes conducted via electronic voting)

# COUNTY OF CAMERON

BE IT REMEMBERED, that on the 14<sup>th</sup> day of January, 2025, the Board of Trustees of the Brownsville Independent School District met in a Rescheduled Regular Board Meeting at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

#### PRESENT:

Erasmo Castro President

Daniella Lopez Valdez Vice-President

Minerva Peña Secretary

Carlos Elizondo Board Member

Denise Garza Member

Jessica Gonzalez Member

Frank Ortiz Member

ABSENT:

ALSO PRESENT:

Alejandro Cespedes Superintendent Designee

Nick Maddox Attorney for the Board

ALSO ABSENT:

Dr. Jesus H. Chavez Superintendent of Schools

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

- I. Meeting called to order by Erasmo Castro, Board President at 5:30 p.m.
- II. Moment of Silence led by Alejandro Cespedes, Superintendent Designee.
- III. Pledge of Allegiance led by Erasmo Castro, Board President.
- IV. Roll Call. Erasmo Castro, Board Member announced that all Trustees were present.
- V. Recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, January 14, 2025, with any corrections/deletions.

Alejandro Cespedes, Superintendent Designee stated the following:

Amendment: Item XII. B. 1b will be deleted from agenda and backup Amendment: Item XII. B. 1c will be deleted from agenda and backup

Motion made by Denise Garza, seconded by Jessica Gonzalez, and unanimously carried to recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, January 14, 2025, with any corrections/deletions. (7-0-0)

# VI. Recommend approving the minutes with any corrections:

- A. Special Board Meeting/Canvass held on November 14, 2024.
- B. Special Called Board Meeting of November 19, 2024.

# Handout 1 - added to official minutes

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the minutes of the Special Called Board Meeting/Canvass held November 14, 2024 and Special Called Board Meeting of November 19, 2024. (7-0-0)

# VII. Superintendent's Report: \* SB1566

## A. Conference Presentations:

1. School Board Recognition Month January 2025.

The Texas Association of School Board (TASB) designates each January as School Board Recognition Month to build awareness and understanding of the vital role an elected board of trustees plays in the community. School board members spend countless hours preparing for and participating in meetings. They also devote a great deal of time to studying education issues and laws. On a regular basis, they attend campus as well as district events. School Board Members provide local citizens a voice in educational decision making. Brownsville ISD joins public school districts across the state in honoring local board members for their commitment and its children. BISD recognizes the Board Members' dedication to our students, schools, and personnel. Mr. Alejandro Cespedes, Superintendent Designee presented certificates of recognition to each school Board Member. Also, district and campus administrators will thank Board Members for their dedicated leadership and service.

2. City Cruisers Cycling Team - Donation of Funds to the Brownsville Independent School District Mile of Hope Foundation.
Mr. Ben Del Angel, President of City Cruiser Cycling Team proudly made a generous donation of \$1,500.00 to the Brownsville Independent School District Mile of Hope Foundation. This donation will provide supporting those affected by breast cancer in the school district. The team is honored to contribute to such a meaningful cause and stands

united in the fight against breast cancer.

3. Recognition of the Adult Continuing Education Department for receiving the Partnership Excellence Award from the Greater Brownsville Incentives Corporation (GBIC). On Friday December 13, 2024, The Greater Brownsville Incentives Corporation (GBIC) presented the Adult Continuing Education Department with the "Partnership Excellence Award" for their extensive work, continued support and, collaboration. (The Greater Brownville Incentive promotes economic growth in the southernmost region of Texas by empowering a young and skilled workforce and driving innovation in the area. It promotes economic growth by working with regional and international partners in the areas of job creation, training, innovation, and manufacturing).

4. Brownsville Independent School District Financial Report for the period ended December 31, 2024.

Mr. Alejandro Cespedes, Superintendent Designee stated, as of as of December 31st, 2024, and we look at the first page on the general fund. Again, those is all everything in our fund accounts that started with a one, food service and everything else in the general fund. As of December, we have received approximately in revenues about \$208.8 million. We have had expenditures of about \$229.1 million. So currently we do have a deficit of about \$20.2 million. Now remember that expenditure-wise, we have been running expenditures since July 1st, so that is already half the year that we are reporting here. In terms of receiving revenues, in terms of state funding, we just started getting our payments from TEA in September. And then in terms of our local property taxes, the bulk of it just started in October. So, we know that our revenues will catch up at the end of the fiscal year. Another thing that we also have to keep in mind is in December, we had slightly larger expenditures than usual for two reasons. That is when we give out a lot of our stipends, our December stipends, and of course the Board did approve a stipend last month for all of our employees. We look at the special revenue funds. Those are all of our state and federal grants. Again, as a reminder, as I said before, these are all 100% reimbursable, meaning that by the end of the fiscal year, the revenues and the expenditures will match. As of right now, we received about \$15.3 million in revenues. That is based on the drawdowns that our staff does in the finance department. We have expenditure about \$27.8 million. So it does show a deficit, but again, this one will always be at a zero because these are state and federal grants that are 100% reimbursable. In our Debt service, we have collected about \$17.3 million as of December. Again, the bulk of this just started coming in October. That is when the new tax year starts and that is when we start collecting the bulk of property tax collections. In our expenditures, we have only paid out \$4.6 million. The bulk of that is just interest payments on our Bonds that we are still paying. Those get paid in August. In February, we have the big payment coming up. That is interest and principal payments. Even though right now we show a \$12.6 million surplus. We know that the bulk of that will get paid out for our bond payments. And then if we look at our self-insurance fund, again, we received up to December, we received about \$24.5 million in collections. The bulk of this, probably most of it is coming from the district itself. We are a self-insurance fund and this is from the monthly contributions that the district does on behalf of the employees. Some employees do contribute as well. They have buyout plans or any additional plans. And as far as expenditures, we have expended about \$29.4 million. Those are claims that have been paid. And so, we do have a current deficit of about \$4.9 million. That's one that we'll continue to monitor and we'll bring back to the Board every month if there's anything that we need to change. Any questions? Mr. Erasmo Castro stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, just real quick on the deficiencies, you said that the insurance, self-insurance is almost five million dollars in... Mr. Cespedes replied, about 4.9 million, yes sir. Mr. Elizondo stated, is there a different trend or anything like that that we're going to see what we can do? Mr. Cespedes stated, well, a couple of things. One, that we've changed health insurance providers. Remember, we went from Blue Cross to United, so we need to see if there's going to

be any pending credits on those coming in. And then two, one of the main things that we always have to monitor is just claims, the number of claims. As you know, right, some of these claims sometimes they take longer than a year. So right now we're probably still paying some claims, and I don't have the exact numbers but we play claims that were probably from previous year. Not just claims but pharmaceutical costs as well. Again, one of the things we just have to consider, remember for maybe the last four or five years we've been contributing only \$5.85 per month per employee. So maybe that's something we need to take a look at. Mr. Elizondo stated, but we haven't cut back on the benefits for the employees because I've been getting some calls where there's some issues with some employees that their insurance is not covering like it used to, but yet we still have a 4.9 million dollar deficit. Mr. Cespedes, stated, so when it was presented from the EBC, nothing changed on the plan. Everything on the medical plan remained the same, but if any particular employee or individual has any questions, they can always reach out to our Benefits Department to help them address that. Mr. Elizondo stated, okay, maybe they should because I know that we're getting a lot of questions on that there is some deficit now in their health care, yet we still have some deficit in the actual funds. Mr. Cespedes stated, I would highly recommend that they reach out to our Benefits Department, sir. Mr. Elizondo stated, okay, just to make it out there public, if anybody has any issues, please reach out to the Benefits Committee. Mr. Cespedes stated yes, sir. Mr. Elizondo stated or who? Mr. Cespedes replied, the Benefits Department. Mr. Elizondo stated, Benefits Department, thank you. Mr. Castro stated, Ms. Pena. Ms. Minerva Pena, stated, question, our district, Mr. Cespedes, is selfinsured, am I correct? Mr. Cespedes stated yes, ma'am. Ms. Pena continued, so then Blue Cross, they don't pay or the provider we have doesn't pay anything out of their pocket. Mr. Cespedes replied, right, so we're self-insured, so essentially, it's coming out of the district's pocket. Ms. Pena stated, and so do they get paid any to oversee and watch? Mr. Cespedes stated yes, and all that information was brought forward the last time we went out for bids and all that information was brought forward to the Board on behalf of the EBC and what those fees look like. Ms. Pena stated yes, and I remember when it was bought up because some of the stuff appears to kind of be duplicated with other vendors, so can you please stay on that? And if they have something they're already doing for us, can we make sure that we don't go out and hire another vendor and duplicate the expense when a Blue Cross or the person who is serving us can do it a hundred percent? Can we make sure we take care of our money so our students and our teachers and our employees will have more to benefit from. Mr. Cespedes stated yes, ma'am. Any recommendations or concerns, we can always bring them up to our Benefits Department and then to our EBC committee. Ms. Pena stated, appreciate it. Mr. Castro stated, Ms. Garza? Ms. Denise Garza, Board Member stated, I think our Insurance Committee should maybe start talking so you all can have a meeting and all these concerns can be brought up. That way we can start looking at what other aspects, you know, as to looking, okay, are we saving or are we not? Because I know with a former insurance company that we had, we were in a bigger deficit, correct? So that way right now that we're a year in, we can look at this deficit now before it grows any larger like the former company that we were using. Mr. Cespedes replied, right, and I know that, like, as I said, right now we're still pending some credits from some of these carriers, so I think we have that information available to you all that would help out. Mr. Castro stated, any other discussion?

#### VIII. PUBLIC COMMENT:

Veronica Borrego. Good evening, Board President Castro, esteemed Board Members, Mr. Cespedes, and all those watching this evening, both in the boardroom and at home. My name is Veronica Borrego, and I currently serve the district as an educational diagnostician, and I am also the proud president of the Association of Brownsville Educators AOBE. Before I read what I have written here. I just wanted to thank you Mr. Elizondo for saying that about the insurance because we do have concerns that have come in for things being charged that used to be charged as preventative and are now being out of pocket, for example, colonoscopies, breast exams, and the mammograms and things like that. So thank you for bringing that up. As an association of advocates from the local to the national level, we recognize that advocacy is one of the most crucial responsibilities of a school Board Member. We understand the significance of meeting with elected officials who possess the authority to create and modify policies and legislation that can positively impact public education. As many of you are aware, President Biden recently signed the Social Security Fairness Act, which expands benefits for retired Americans, including retired public education teachers. This is a testament to the impact that advocacy can have. We are pleased to see that our Board members will be at the State Capitol lobbying for our district students and staff, and most importantly, for public education. I invite you to contact our state affiliate for any assistance you may require. They can provide you with essential information and talking points if necessary. For many years, AOBE has advocated for transparency and fiscal accountability. We have repeatedly requested forensic audits. As you discuss the forensic audit this evening, please remember that you have a responsibility to your constituents to provide transparency and that taxpayers have a right to know where their funds are being allocated. This month is Board Recognition Month, and while we may not always agree on certain matters, on behalf of myself and AOBE, I would like to express our most sincere gratitude to the Board Members for their time, dedication, and the invaluable contributions they make to the district and public education. Thank you for your time and attention and have a wonderful evening.

Bea Maldonado. Good evening Board President Castro, Mr. Cespedes, members of the Board. My name is Bea Maldonado, the Vice President of Brownsville Educators Stand Together, BEST Union Local Number 3877, a union of professionals. I'm also a social studies teacher at Homer Hanna High School. I'm speaking on agenda item VIIA1, School Board Recognition Month. BEST AFT wishes Dr. Chavez a speedy recovery. We look forward to seeing him next month. BEST AFT would like to give a quick shout out to all BISD high school principals for already setting up campus dates with us. We appreciate their timeliness and courtesy. Agenda VIIA1, School Board Recognition Month, BEST AFT wants to thank all Board Members for their hard work, dedication, and time spent on behalf of the students and employees of BISD. It is a thankless job and one where you are seldom appreciated. We want to thank all Board Members who have taken time to come to our members meetings to answer questions and listen to concerns. Board Member Frank Ortiz was our guest last week and almost all of you have been guests in the past. We would like to share some highlights with the Board, some being the \$4,000 raise that moved us from last in pay. The first to give \$15 an hour to classified employees, not only raising our standard but other Valley district raising their classified pay standards too.

Passing policies such as providing mediation, increasing virtual professional development while reducing Saturday training, and bringing recess back to the school district. We thank you for these accomplishments and yet we ask for more. Another year of decompression pay for our classified employees, 45-minute lunch for all certified employees, additional policy in addressing targeting, harassment, and retaliation behaviors at campuses and departments. More advanced notice to employees for training and staffing meetings. And always a raise if possible. Thank you for your hard efforts. We appreciate what you have done and we look forward to what we can accomplish in the near future. Thank you. Good night.

#### **Patrick Hammes**

# (Handout 2 added to official minutes)

Good evening. Happy New Year. It's good to see everybody. Hope everybody's doing well. Aren't our students amazing? Wasn't this an amazing night? I've been coming to these meetings for, in school Board recognition meetings for many, many years. This may have been the best one. You had a band, you had poetry, you read the mariachis, we had stories, and we had a newscast. It's very difficult to follow all that and to basically try to communicate as well as our kids did tonight. A credit to their parents, to the kids, and to the amazing staff that works with them in the district. Just really a really tremendous and fun night tonight. Tonight, Patrick Hammes speaking on behalf of BEST, but I'm not just speaking tonight as a BEST member. I'm not just speaking as an AFT member. I'm not just speaking as a Texas AFT member. I'm speaking as a member of the American Federation of Labor, CIO. I'm speaking to you as a union worker. Last week, I had the privilege of going to Austin, Texas for the AFL-CIO annual Martin Luther King Conference on Civil and Human Rights. I discovered that AFT is one of 61 unions that make up the AFL-CIO and I am one of 15 million members. We are the largest union in the country. These 61 unions range from airline pilots, government employees, state and county and municipal workers, postal workers, letter carriers, electricians, building trades, firefighters, nurses, to Major League Baseball, NFL, National Women's Soccer, just to name a few. And Pat's got the list of all the affiliates or unions under AFL-CIO. We know that worker rights are civil rights and that civil rights are workers' rights. And we know that you as policy approvers and budget leaders know that we still have economic issues and worksite issues. We know that too many of our employees, in all positions, are not afforded the dignity and respect that they deserve by their supervisors and administrators. The fact that the Board members placed targeting and harassment on the agenda last month tells us that you are aware of the indignities that too many workers suffer. Vice President Maldonado just shared some significant successes that you as school Board Members provided us. The \$15 an hour to our classified workers is huge, especially when you take into consideration how inflation increased after you approved that raise. Can you imagine our workers trying to get by on \$10 an hour or less, which many were being paid back then? all, no matter your position or your title. We have seen too many board meetings over too many years where you don't treat each other with respect or dignity, and we ask you that you lead by example. You can disagree without being offensive. We ask that you pass policies that demonstrate your respect to all employees. A 45-minute lunch period to all teachers, a true duty-free lunch period, the honoring of applying time 100% of the time and not the current 80% of the time. We ask you to pass a policy where employees are given ample notice of meetings, trainings, and staff development so they can make their own arrangements to attend. We ask that security guards be allowed access to campuses where they work at a night shift so they can use the facilities if needed and a place to warm up their own food during the break. This is human dignity. I don't think everyone can disagree, hopefully no one disagrees with what Dr. King and Cesar Chavez fought for, for people of all colors to be treated equally,

with dignity and respect. We do thank the Board for what you have done, but if you really want to approve what we are seeking, then you would make it a very memorable school board recognition, one that would be remembered throughout the year and for years to come. Be the Board that mandates a fair and just wage and does not tolerate the workers not being treated with respect and dignity. Thank you for your time. Have the best of evenings. We look forward to working with you.

Adina Alegria. Good evening President Castro, members of the Board, Mr. Céspedes, and esteemed guests here with us today, and those joining us from the Brownsville Independent School District YouTube channel. My name is Adina Alegria, Executive Director of Texas Valley Educators Association. Welcome back esteemed employees of Brownsville Independent School District and school Board Members. Firstly, on behalf of all TVEA members, we wish Dr. Chavez a full and speedy recovery. Thank you for showing full transparency, Dr. Chavez, and showing how pivotal it is to take care of one's health. We can only hope all of the employees of this district are treated with the same respect and understanding as Dr. Chavez has when prioritizing their own health. I hope your winter break was filled with joy, relaxation, and the love of family and friends. As we settle into the second semester, let's bring the same energy, passion, and commitment that drives your mission to provide the best education and work environment for not only the students, but the employees of this great district. The 89th Texas Legislative Session commenced today at the state capitol, and there are many issues to tackle, one being that Texas ranks 43rd in the nation for school funding. Did you know that? On this school Board recognition month, and as we usher in a new year, Board Members, make this an opportunity to reflect on the successes, learn from the challenges, and set ambitions goals for the months ahead. Do not continuously bring division and confusion to this District, for example, by revisiting old agenda items. Community and BISD employees. It is imperative you know that the current council has saved the district over \$440,000 compared to previous council. And they bring services and a level of expertise that many don't have. Now, what principal department could use \$440,000? Whether it's for repairs for their school, new computers, money for field trips, end of year activities, retention stipends, and even professional development. Community and BISD employees, it is also important you understand that there is checks and balances system in BISD in terms of finances. This district both has internal and external auditors, and employing another auditor can result in tens of thousands of dollars in billable hours. Furthermore, if the Texas education system finds an ounce of money being misappropriated, they launch a full investigation. Not only is BISD not under investigation, but Brownsville ISD currently maintains a superior rating in the Financial Integrity Rating Systems of Texas, also known as FIRST. And currently, on the district website, you can find a score of Financial Accountability of guess what? A hundred. Let us come together instead of consistently dividing that way we continue to support our educators and straighten our community. Thank you, School Board Members, for your dedication and leadership. Here's to a productive and inspiring second half of the school year. Thank you for your attention this evening.

**Cynthia Perez**. Good evening Board Members, Mr. President Castro, Mr. Céspedes, and all guests joining us today. My name is Cynthia Perez, Secretary with the Texas Valley Educator Association. The district improvement plan says the district goals and performance objectives outline the great needs and therefore identify the strategies to tackle these needs. The description further states that the primary function of funds for the academic success of students

based on the needs outlined. As a pre-kindergarten teacher, it is time that the state and district invest and prioritize this grade level. We have seen an increase in children who need extra help, specifically from special services. We all know that pre-kindergartens can't be labeled for special education due to the consideration of being labeled as developmental. However, without the label, it creates a negative domino effect since these children will be in kindergarten the following year, which therefore makes teaching more difficult, especially due to this grade level no longer have teacher aid. And more often than not, we have 24 children, a mix of both special education and regular education students. Additional kindergarten teachers have to complete paperwork to get these children label to help them, only to be told that help can't be given because kindergarten is not recognized by the state to be mandatory the way first graders are. In turn, kindergarten teachers are teaching up to 24 students with no help and are demanded to hold each student to a higher standard when many students merely cannot function as the rest of the class. There is no consideration by those in position whether that be on the state or local level to address these issues are facing. Teachers are pretty much told, deal with it. Many have just turned a blind eye to the issues happening in pre-kindergarten and kindergarten classrooms. It is time to consider these grade levels equally as important for the future success of these students in all academics. Do not ask why students are not reading in 3rd through 12th grade when our kinder does not have support with teacher aids or from special services. People on the state and district level said kindergarten does not count, but it does. So, if you demand kinder teachers to have all kinder students reading, then all on the state and local level should prioritize and demand help in this grade level. For those students that need help, so that they do can function as a regular ed students do. That way, they all have a fighting chance. Thank you for all you do and have a great evening.

Nancy Beltran. Good evening, Board President, Mr. Castro, members of the Board, Mr. Cespedes, my colleagues and those joining us through the BISD YouTube channel. I am Nancy Beltran, proud President, Vice President of the Texas Valley Education Association and a kindergarten teacher at Pena Elementary. Today I wanted to speak on item number X on the agenda, A.6 and D.2. These items mention meetings that will be held on a Friday. I was reminded of something that I read that said the entire education system is built on unpaid teacher overtime. One person responded, I can't even imagine what would happen if teachers and staff only worked their contract hours only fulfilling their contract duties and only using resources that their schools provide. This past weekend, I attended a training for the gifted and talented, and while I recognize the importance of this training, many of us have very few GT students. And even though it is an important program, on Saturday's programs, this training was done on a Saturday instead of during the week. Our trainings are held on Saturdays and we do not get an incentive for the four hours that we were at this training. GT can be added to our district trainings during the school week or for the teachers to be paid for our time. Also, please consider stipends given to the teachers that have GT students, for we have to do projects, extra testing, and retesting of these students. We hope that this administration and this Board can realize that the body and mind have a productivity limit. The leaders in this district must recognize that Saturdays should be done for rest and recovery for teachers. We suggest that all meetings be held either on the school week or if not possible, to always give an incentive for that extra time taken away from our families and for our days to recover. Thank you for everything that you do and always having an attention to our concerns. And I offer you a terrific, vibrant, exceptional TVEA evening. Thank you.

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

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

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

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

X. A. General Function

1, 3, 5, 6

B. Payments

C. Budget Amendment

D Contract/Agreements

E. Bids/Proposals/Purchases 4, 5, 6, 7

(All presentations limited to five (5) minutes)

# X. Consent Agenda:

- A. Recommend approval of the following General Function Item(s):
  - Recommend approval for BISD Scouts to participate in the 73rd Annual Brownsville Scout Government Day on February 7, 2025. At No Cost to the District. (Consent Agenda)
  - 2. Discussion, consideration and possible action regarding the Board of Trustees' attendance at the 89th Texas Legislation Session at the Capitol in Austin, TX on January 28-30, 2025.

Mr. Alejandro Cespedes, Superintendent Designee stated, yes, so as you all know that today, the 89th Texas legislation started. So, starting today, the first action of item, if any of you all have been keeping up with it, was to select the Texas House Speaker. If any of you all know, the new member of the electors was State Rep Dustin Burroughs. So, I think it will be interesting to see that. But the main point that we're trying to bring here is like many other school districts and other organizations, Brownsville ISD has a lot of Legislative Priorities that we want to bring forth, that we want to advocate, and we want to unite with other school districts. And some of the priorities that Dr. Chavez has been mentioning and that he wants to reiterate the importance of them is, and many of you all know, is one of those is School Finance and Funding, increasing the basic allotment so that we can have additional funding so that we're able to do more things. Another one is Special Education Funding. The Commissioner has constantly stated that our special education funding is severely underfunded, and so we really need to advocate for our special education students. Another one is school safety. We've received several grants to bring up to par with all these new compliance and regulations in terms of school safety. But I think a big question that needs to be brought up is sustainability. Just like we receive other allotments, I believe that that's one of the main things that should be brought up is in the near future we'll have to do a lot of upgrades to a lot of our safety that we've added. So where is that funding going to come from? And then the other one of course, like many school districts, is the assessment accountability. With that being said, I think that the main purpose and discussion of the agenda item is to approve which Board Members will be attending

the 89th Texas Legislative Session, the day at the Capitol, on January 28th through the 30th, and to approve the use of the school board member, your budgeted travel funds for those that will be attending. Mr. Erasmo Castro stated, any discussion? Ms. Jessica Gonzalez, Board Member stated, I will make a motion to approve since it's already budgeted. Ms. Daniella Lopez Valdez stated, second. Ms. Patricia C. Perez, Executive Assistant stated, please vote.

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, to recommend approval for the Board of Trustees to attend the 89<sup>th</sup> Texas Legislation Session at the Capitol in Austin, Texas on January 28-30, 2025.

#### The following vote was recorded

Yea:

Ms. Lopez, Ms. Garza, Mr. Castro, Mr. Ortiz, Ms. Gonzalez, Ms. Pena

Nay:

Ms. Pena

Abstain:

#### **Motion Carried:** 6-1-0

Ms. Patricia C. Perez, Executive Assistant stated, motion passes, six yes, one no. Item four. Mr. Carlos Elizondo, Board Member stated, I have a question. Mr. Castro stated, Mr. Elizondo. Mr. Elizondo continued, yeah, just real quick, how much was budgeted for this trip? Mr. Cespedes stated, it was not necessary for the trip, sir. I believe every Board member gets, and if I'm not mistaken, every Board Member gets \$7,000 budgeted for travel. The only reason that we brought that up in particular is this one you won't be getting any continuing credit hours. Mr. Elizondo stated, so there's no continuing education for this particular session? Mr. Cespedes stated, no, that's correct. Mr. Elizondo stated, okay, thank you. Mr. Castro stated, Ms. Perez. Ms. Pena stated, no, I had a question. Mr. Castro stated, well, we already passed this item and we asked for discussion. There was no discussion. Ms. Pena stated, I waited for him to stop, may I. Mr. Castro stated, okay, yeah, I mean, we are going on because they're very close to the end, but there was no discussion during when it was read and voted on. Ms. Perez?

- 3. Recommend approval to Change Order #001 to amend the Owner/Contractor Agreement with Central Air and Heating Service, LLC for the CSP #22-146 ESSER HVAC Upgrades, Phase I (Pkg. I), Gonzalez ES, Yturria ES and Manzano MS Project of \$150,000.00. The amount represents unused funds in the allowance. ESSER fund 282 (Credit back to the District). (Consent Agenda)
- 4. Recommend approval of the 2024-2025 Campus Improvement Plans as required by the Texas Education Code. The Campus Education Improvement Plans will serve as a guide to District and campus staff for the improvement of student performance in order to attain state and federal standards. (No Cost to the District) \*

Ms. Denise Garza, Board Member stated motion to approve. Ms. Jessica Gonzalez, Board Member stated second. Mr. Erasmo Castro, Board Member stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yes, Mr. Cespedes this is a C&I question. Will you be able to

answer it or do I address someone else? Mr. Alejandro Cespedes, Superintendent Designee stated, yes, I'd like to call on Ms. Beatriz Hernandez for this. Mr. Ortiz continued, I know that the, and this is related to item four and item number five, this is the of course the CIP and the DIP, which is basically the district improvement plan and the campus improvement plan. These two items certainly are working documents throughout the whole year and campuses consistently look at them and upgrade them and update them if they need to. So, the same thing happens for the DIP as well. And I know that it looks at the whole year 2024 to 2025. The only question that I have, and I'd just like to have some clarification, is why does it come to us for approval in January instead of August or September because this basically takes place at the beginning of the school year. So, I just want to know for clarification. Ms. Beatriz Hernandez, Chief Academic Officer stated, yes, sir. We'll clarify that up. I would like to call Dr. Renfro up. She's been working with our campuses on all these campus improvement plans. Dr. Roni Rentfro, Director of Assessment Research and Evaluation stated, good evening, Board President Mr. Castro, Mr. Cespedes, our CFO, respected Board Members, and our dedicated members of our audience, parents and staff. What happens in this particular case, we had put it on the November Board Meeting and they had requested that since we were having the board elections, they would like to go ahead and postpone it. December, there was some modifications and work that quite a few of the campuses wanted to do, so we brought it to you in January. Mr. Ortiz stated, okay, thank you for the clarification, because I know that if it's for the 24, 25, it's usually, I know that it goes into effect in August, okay, because I know they work on these items during the summer, towards the end of the year, after they look at their data, and they prepare for the following year, so I was just wondering why January, so thank you for the clarification. Dr. Rentfro stated, no problem, sir. Mr. Castro stated, any other discussion?

Motion made by Denise Garza, seconded by Jessica Gonzalez, and unanimously carried to recommend approval of the 2024-2025 Campus Improvement Plans as required by the Texas Education Code. The Campus Education Improvement Plans will serve as a guide to District and campus staff for the improvement of student performance in order to attain state and federal standards. (No Cost to the District) \* (7-0-0)

- 5. Recommend approval of the 2024-2025 District Improvement Plan as required by the Texas Education Code. The District Education Improvement Plan will serve as a guide to District and campus staff for the improvement of student performance in order to attain and surpass state and federal standards. (No Cost to the District) \* (Consent Agenda)
- 6. Recommend approval to provide staff development and instructional coaching on January 24, 2025 by Teacher Created Materials for Keller Elementary and Russell Elementary at a cost not to exceed \$5,000.00. \*(Consent Agenda)
- 7. Recommend approval to authorize Administration to accept Garden Park Elementary PHIT America Center Project as substantially complete.
  - Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Denise Garza, Board member stated, second. Mr. Erasmo Castro, Board President stated, Mr. Ortiz. Mr. Frank

Ortiz, Board Member stated, yeah, just a couple of comments. This is a great facility. I mean, I have not seen it since at the groundbreaking ceremony last April, I believe, that we were there for the groundbreaking. My question basically is now that it's going to be accepted as substantially complete, what plans do we have for that facility? In other words, is there going to be a ribbon cutting ceremony to address this facility and open it up? And basically, how are we going to promote and showcase this facility and letting our community know how it can be used, who can use it, when can they use it, how are we going to get that out into the community. I mean I do want to thank the PHIT Corporation for doing this project. Like I said, I have not seen it except on pictures that we have received and it looks beautiful, okay. Those are just a couple of questions that I have, you know, so can anybody answer that for me? Mr. Alejandro Cespedes, Superintendent Designee stated, yes, Mr. Ortiz. So, we will mention it at the end of the Board Meeting on the District calendar events There is going to be a grand opening a ceremony ribboncutting January 23rd at 9 a.m, at Garden Park And as far as everything knows we are going to be working both with the elementary and with C&I so that we can provide a schedule as you all know when fit America approached us with this initiative and approached Mr. Murillo there are some agreements that we have in place that it has to be open to our community. So, we do have to set that up in terms of hours that it will be open to the community. It's both an initiative, not just for physical wellness, but for mental wellness as well. So, we do have to get that in order and then from there, then we would be able to market it and let the community, everybody know on those dates. Mr. Ortiz stated, thank you, sir. Ms. Minerva Pena, Board member stated, question. Mr. Castro stated Ms. Pena. Ms. Pena continued, on the hours, do you know, do you have a ballpark figure of what hours is going to be open for the campus? Mr. Cespedes right, so right now it would probably be in the afternoons and we will have to take care of that. The good thing with this one, they added lighting as well. I know sometimes, right now with 5 o'clock, 6 o'clock, it's already dark. So we do have to take into consideration, remember, right now the priority is still our campus. So if they have extended day, then all that takes priority, but we do have to have some hours available to our community. So we're still working on that, but as soon as we have that, we'll provide that to you all. Ms. Pena and when you have those hours, we'll have the proper security and stuff that will be there while the community (inaudible). Mr. Cespedes stated, yes, and that's why it does take, aside from the campus, it'll be a collaboration effort working with our security, our PD, just to ensure that there'll be security and not just that, but it will be open to hours. Others will be communicating also to PHIT America just so that they know that we are maximizing the use of it. Ms. Pena stated, will we have that information by the time we have the ribbon cutting ceremony? Mr. Cespedes stated, yes, ma'am. We will work with the departments.

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to authorize Administration to accept Garden Park Elementary PHIT America Center Project as substantially complete. (7-0-0)

#### B. Recommend approval of the following Payment(s):

1. Recommend the approval of payments for construction services and/or engineering services throughout the District in the total amount \$1,291,095.31.

Ms. Jessica Gonzalez, Board Member stated, motion to approve. Ms. Denise Garza Board Member stated, second. Mr. Erasmo Castro, Board President stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, just real quick, I just wanted a brief explanation of the payments that are being done and, you know, if we have any other projects within those schools, especially because this is all air conditioning stuff, right? And then the status of this new equipment and the replacement of the other old. Mr. Alejandro Cespedes, Superintendent Designee, stated, ves, sir, I'd like to call on Mr. Manuel Hinojosa, Mr. Manuel Hinojosa, Facilities Administrator stated, thank you, Mr. Cespedes, President Castro, Members of the Board. The projects that are being presented today, like was mentioned, was the HVAC projects. You want a summary of all these **projects, by any chance?** Mr. Elizondo stated, we have a list here, I think more than anything, just want to make sure that, I know that we've been spending a lot of money on HVAC, right? Mr. Hinojosa replied, we're just about complete on those. Mr. Elizondo stated, that's just what I wanted to hear, you know, where we're at with that completion. Mr. Hinojosa stated, there's probably a half a dozen projects that are left, and the ones that are being represented here is the Pullum, and that's complete, it's operating. Faulk also is, Chiller's are in, Hanna. So really we're winding down on those projects. Mr. Elizondo stated okay, thank you sir. Mr. Castro stated, Ms. Pena, I am sorry, Mr. Ortiz? Mr. Frank Ortiz, Board Member stated, yeah, just a follow-up question here. I'm looking at the list here and I'm looking at the first two there on the first page. We have the same vendor, the same construction project, the same payment number, well, the payment number is one and two. The same fund and in the amount. Why are the two different payments if it's exactly the same construction project? They're not combined, they're separate. Could you kind of just let me know why there are two separate payments? Mr. Hinojosa stated, I think the contractor submitted the payments at the same time, so we put them up for as applications. They do that, you know, they have a payment and it turns out that they have another payment being made and they submit both of them. Mr. Ortiz stated, okay, so it is not that they are charging us more? Mr. Hinojosa replied, no, no sir. Mr. Ortiz stated, okay, thank you. Mr. Castro stated Ms. Pena? Ms. Pena stated, ves, and who, Mr. Cespedes, can we address when we get calls from parents when the system goes down in certain schools that are not on this list and to make sure that it's an operating condition? Who can we refer them to speak to? Mr. Cespedes replied, anytime we have any type of HVAC issues, we always contact both our facilities department and our maintenance department. We always have the campus do a work order, but it's either department. And the reason I say it's either department is we want to ensure with our facilities department if these systems still have warranty. Sometimes we have to make sure before we start working on them so that we don't void that, which is why it's a collaboration between both departments. Ms. Pena stated, thank you, and can the parents make contact with someone to rest assure that someone is looking at it? Because that's what the calls that we get and they'll say we'll get back to you in two months go by. Mr. Cespedes stated, I would recommend that they contact the campus themselves and the campus can give them an update if the campus already has contacted the appropriate department, they can give them that update. Ms. Pena stated, okay, but here it goes. They contacted the campus the campus said we've got no answer who can they contact on top of that without stepping on anybody's toes. Mr. Cespedes stated, right, they can always direct any concerns, any parent always has, regardless of just HVAC, they can always direct them to the superintendent's office. Ms. Pena stated, thank you. Mr. Elizondo stated, Mr. Castro can I have one follow up there whenever. Just real quick, I just went all the way down, almost to the end of the, I remember that Sam Stadium was complete, right? Now I'm looking at another payment, number 25, right? It says a new parking lot, restroom, concession stands, and improvement. What did they improve after the last time? **Mr. Hinojosa replied, it's the final payments, sir.** Mr. Elizondo stated, well, just because it's kind of threw me off because it says improvements, right? Because we finalized it before. Is this an added improvement to the? **Mr. Hinojosa stated, you're talking about the last payment on here?** Mr. Elizondo stated, oh it's always like that. Okay. Thank you. Thank you. Ms. Denise Garza, Board Member stated, thank you, Mr. Castro, Mr. Hinojosa, is it possible, like, when we have the final payment, maybe on our backup, where instead of saying, like, payment number 25, we could put payment number 25, final payment? **Mr. Hinojosa replied, yes, ma'am**. Ms. Garza stated, okay. Thank you.

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend the approval of payments for construction services and/or engineering services throughout the District in the total amount \$1,291,095.31. (7-0-0)

# C. Recommend approval of Budget Amendments:

1. Recommend approval of Budget Amendment #014 in the amount of \$4,806,760.00 for Local Funds. (Categorical Fund Balance of \$410,000.00 and Fund Balance of \$4,396,760.00). (Consent Agenda)

Mr. Alejandro Cespedes, Superintendent Designee stated, yes, so just to give a quick summary on the budget amendment, this is two main things, the \$410,000 that's from designated fund balance from bilingual state funding. So, this is money that they've had that will be carried over and this will go ahead and help them out for some of the things that have to do for tutoring and for summer school. The bulk of this is almost \$4.4 million for fund balance and this is to pay the stipend that the Board approved last month in December. And as you can see in the back of that slide, the majority of it is under salary 6100. Mr. Erasmo Castro, Board President stated, entertain a motion? Ms. Jessica Gonzalez, Board Member stated, motion to approve. Ms. Daniella Lopez Valdez, Board VP stated, second. Mr. Carlos Elizondo, Board Member stated, I had a real quick question. I was looking at the security services and it's there, like Function 52, is that to add more security service personnel? Mr. Cespedes replied, no remember that the stipend that we pay to everybody, it's according to their function. So this is the December stipend, so that's why we have function 52 for security in there. Mr. Elizondo stated, this is just all stipends? Mr. Cespedes stated, this is for the December stipend strictly for the December stipend Mr. Elizondo stated, thank you.

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval of Budget Amendment #014 in the amount of \$4,806,760.00 for Local Funds. (Categorical Fund Balance of \$410,000.00 and Fund Balance of \$4,396,760.00). (7-0-0)

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

1. Recommend approval for Administration to continue with the collaborative service agreement with the Gladys Porter Zoo. Not to exceed \$43,200.00 from budgeted Local Maintenance Funds. (Annual Agreement)

Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Denise Garza, Board Member stated second. Mr. Erasmo Castro, Board President stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, yes, Mr. Cespedes, I just wanted to, because the public has questions and because of all the things that are going on with the zoo and stuff, just to politely remind them what this is for and how we do this every year and what it will entail with that for the schools to go and all that. So, could you please make them that they can rest assured that this money is going that way they can allow the students and all the schools to go and spend time at the zoo. And this is what it costs us a year to allow every public school to attend the zoo as a field trip. Mr. Alejandro Cespedes, Superintendent Designee stated, yes, ma'am. So that is correct. So, you all know it's a memorandum of agreement between the district and Gladys Porter Zoo with the city. The amount is 43,200, this is for the district to get 48,000 admission tickets. As you mentioned, this allows two things. It allows our campuses to get a ticket for every single student. Now, it's my understanding is that every campus works differently. Some of them like to use this free admission for a field trip, and if they don't use it for any type of field trip or instructional trip, they'll go ahead and give that ticket to the student at the end of the school year. But this is to give that to them free of charge. And our students take advantage of it. Some of the numbers that we have for the last two years, and it's served through two ways. For example, last year we had almost 8,000 students and over 1,000 teacher and teacher aides visit the zoo, whether it was through an instructional field trip. And then we also had over 6,000 students where the zoo came to the classroom and provided some type of outreach presentation to them. So it's a combination of both that we're getting through this agreement. Ms. Pena stated, do we have a total of how many tickets are provided with that, is there a limit or how is that decided? What school can go, what school can't, and if in fact the students do get to get it at the end of the year if the school didn't have a field trip, how do we verify that? Mr. Cespedes replied, so that I would pass on to our Curriculum & Instruction if they have any questions on that. But again, we know that it's a combination of how the school wants to use that ticket, but every student is guaranteed one ticket. Ms. Pena stated, and it's for all schools? Mr. Cespedes replied, ves, it's for all schools, that's correct. Ms. Pena stated, it is for elementary? Mr. Cespedes replied, yes, yes, that's correct ma'am, yes ma'am. Mr. Castro stated, Ms. Garza? Ms. Denise Garza, Board member stated, yes, thank you Mr. Castro. I have a question. I see that we're purchasing 48,000 admission tickets at the cost of \$43,200. But my thing is, we don't have 48,000 students in elementary. So, what happens to those excessive tickets that are left behind? Mr. Cespedes replied, remember that it's 48,000 admission. As I mentioned, it's not just the students that attend. It's also the adults, which is teacher and teacher aids, which is why it's the \$48,000. Ms. Garza stated, okay, thank you. Ms. Pena stated, just real quick, it also includes that you have parent volunteer to assist them with the field trips. Mr. Cespedes stated, that's correct, if they have those chaperones, yes. Ms. Pena stated, so they have to cover them to be able to attend also, correct? **Mr. Cespedes stated, yes, that's correct, ma'am**. Mr. Frank Ortiz, Board Member stated, Mr. Cespedes, I know it's an annual fee and these fees also include the use of their buildings for in-services that we have there as well. I just want to make that, you know, so that our community and our public knows that, because I know that annually we have certain in-services and certain trainings that take place at the zoo, and this is part of what is included in this particular fee. Is that correct? **Mr. Cespedes stated, yes, that's correct, and also, as I mentioned, it's not just us going to the zoo, and outreach presentations at our classrooms and our campuses.** Mr. Carlos Elizondo, Board Member stated, and if there's any tickets left over, do they expire or can they use them next year? **Mr. Cespedes replied, no, and I know that because with my son's school is the same way, those tickets do have an expiration date**. Mr. Elizondo stated, okay, thank you. Ms. Jessica Gonzalez, Board Member stated, Mr. Elizondo, to my recollection, they expire at the end of the summer, August 31st.

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval for Administration to continue with the collaborative service agreement with the Gladys Porter Zoo. Not to exceed \$43,200.00 from budgeted Local Maintenance Funds. (Annual Agreement) (7-0-0)

2. Recommend approval to contract Region One to provide staff development and instructional coaching on January 17, 2025, for Perez Elementary. Contracted Services will not exceed \$1,600.00. \*

# Carlos Elizondo stepped out at 7:17 p.m.

Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Denise Garza, Board Member stated, second. Mr. Erasmo Castro, Board President stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yes, a question. I see that we are getting a contract, or we are going to contract Region One to provide some STAAR Math strategies for this school for \$16,600. And then it goes along with item number three as well, one for Russell for \$10,000. Do we not have very, very good Math Specialists that are experts in the area of math to provide this training to these two schools? Ms. Beatriz Hernandez, Chief Academic Officer stated, we do have Math Specialists, however, at the school district we do venture out for both utilizing our internal resources but also our external resources, which in this case, Perez Elementary and Russell are wanting to bring in Region One for additional supplemental support to enhance what we already have. Ms. Minerva Pena, Board Member stated, Question? Peña. So, my question is as far as the schools are the ones that decide when they need the help, Mr. Cespedes, and then they ask? Mr. Cespedes stated, I'd like to call Mr. Hernandez to answer that, ma'am. Ms. Hernandez stated, although as a district we do come together going back to our district improvement plan and have a comprehensive approach to professional learning, the district does allow the principals autonomy as it relates to their individual campus needs based on their individual data.

# Carlos Elizondo returned at 7:19 p.m.

So yes, the schools are given that autonomy to reach out to different vendors so that they can make the best decision for their campus. Ms. Pena stated, and Mr. Cespedes, I noticed one is for \$10,000, the other one is for \$1,600. And what is the, how do we decide that or is it because of the information they're going to provide? Mr. Cespedes stated, well, as Ms. Hernandez mentioned, this is, we give the autonomy to each campus so

depending on the how extensive the training is going to be provided; That's why in some the cost is higher than the other but it's all within their budgeted funds. Ms. Pena stated, so am I correct to say these are the schools making the decisions not the people overseeing the schools at main office, that are asking them to do this. Mr. Cespedes stated, right, this is this is coming from the campus and collaboration with C&I Department. Ms. Pena stated, Thank you. Mr. Ortiz stated, yeah, just to follow up, I know that there's another item on the agenda to where a school is asking for training, but they're using their own campus funds that was allotted to them. In this case, this is district funds. It's not coming from the campus budget. At least that's what I saw on the backup. Ms. Hernandez stated, both of them are campus budget, sir, unless the backup might have, I would like to call Dr. Zapata, Russell Elementary Principal and Ms. Maricela Guerra, Perez Elementary Principal up. Mr. Ortiz stated yea, because I saw that on the other one, it does say campus budget, this one doesn't. Ms. Guerra stated, good afternoon, Board Members, Board President, Mr. Castro, thank you first of all, on behalf of Perez Elementary, Russell, thank you for all that you do. Yes, it's our own budget. We had budgeted our money for curriculum development and professional development for our campus, and this was a part of it. One of the reasons why I would suggest it to bring in Region One was last year at Del Castillo, we brought them in and we went from a D to a high B. It really, really helped the teachers. It takes a different perspective, the different strategies, assessment, curriculum department did go in and have provided all the support, which we are grateful, and thank you, Ms. Hernandez, for providing that, and Dr. Rubio. But we do ask for these services, because it does make a difference. It's like we teachers can get trained, teachers can get trained, but the delivery of the actual instruction is very different. And the instruction, the way that they deliver this training is very, it's an eye-opener for our teachers, and it really, really did help with our results at the end of the year. Ms. Pena stated, one more question and if I can ask, because we're paying for this, and they come and they teach, and then they learn, and like you said, they excel. Is it possible that some of these people that learn how to do this can then go and teach other campuses without costing us an arm and a leg? Ms. Guerra replied, yes, you know, and I know it was, it's minus one day, and I know that I wouldn't be able to speak with, from Dr. Zapata, but minus one day, and it has to do with the data and new strategies that they're bringing in. Region one is updating on a frequent basis, and it's anything new that TEA has updated in reference to accountability. So that's why it's very important for us to continue getting updated with the most recent information and the most recent data. Ms. Pena stated, and yes, I agree with that, but my question is every school needs to have what you have. So, if they are making you go to the top, then the other schools that are at the top, are they using this or how are they at the top? And like we can collaborate with each other to make sure we pick each other up and not, you know, spend the money on vendors and that way we can spend the money on teachers, students and employees. Ms. Guerra stated, yeah, that's our idea and that's our goal is to get to that and build capacity with the teachers and administration as well. Ms. Pena stated, I appreciate it.

Motion made by Jessica Gonzalez, seconded by Denise Garza, to recommend approval to contract Region One to provide staff development and instructional coaching on January 17, 2025, for Perez Elementary. Contracted Services will not exceed \$1,600.00. \*

### The following vote was recorded

Yea:

Mr. Elizondo, Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez, Ms. Pena

Nay:

Mr. Ortiz

Abstain:

# Motion Carried: 6-1-0

3. Recommend approval to contract Region One to provide staff development and instructional coaching in the Spring semester for Russell Elementary. Contracted Services will not exceed \$10,000.00. \*

Ms. Denise Garza, Board Member stated, motion to approve. Ms. Jessica Gonzalez, Board Member stated, second. Ms. Minerva Pena, Board Member stated, same thing the money amount, I guess they talked about it, what is costing. But I do, Mr. Cespedes, we keep bringing in this for some schools and we have a lot of teachers that are excellent learners and excellent teachers where we need to be able to use this because we're always coming up and telling the public we're short on money, we're short on money, we're short on money, we're short on money. Let's teach our teachers to continue teaching the rest of our teachers so we can save that money. So, can we really work on that because I think once they learn it, they will be excellent to be able to teach it. Mr. Alejandro Cespedes, Superintendent Designee replied, yes, ma'am.

Motion made by Denise Garza, and seconded by Jessica Gonzalez, to recommend approval to contract Region One to provide staff development and instructional coaching in the Spring semester for Russell Elementary. Contracted Services will not exceed \$10,000.00. \*

# The following vote was recorded

Yea:

Mr. Elizondo, Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez, Ms. Pena

Nay:

Mr. Ortiz

Abstain:

#### Motion Carried: 6-1-0

- 4. Recommend approval to enter into an agreement with the Texas Association of School Boards (TASB) Student Solutions Membership to assist the District with state and federal regulatory compliance and to help the District understand Special Education laws that apply to Texas School Districts at a cost of \$950.00. \* (Consent Agenda)
- 5. Recommend approval of a Memorandum of Understanding between the Brownsville Independent School District and the Licensed Professional Counselor Associate to provide an internship site on a BISD school campus for the 2024-2025 school year that renews annually until the completion of the LPC-A program requirements. No cost to the District.\* (Consent Agenda)

- 6. Recommend approval to accept the awarded amount of \$200,000.00 and enter into this grant agreement with Communities Foundation of Texas, Educate Texas with the Brownsville Independent School District. The grant funding for this initiative will be in coordination with the concurrent summer program funding from State Compensatory and Federal funds. \*(Consent Agenda)
- 7. Recommend to enter into a Memorandum of Agreement (MOA) between Marine Corps acting through Commanding General, Training and Education Command, and Brownville Independent School District for the establishment of a Junior Reserve Officers' Training Corps (JROTC) Unit at James Pace High School at no cost to the District. \*(Consent Agenda)

# XI. Board Member Request(s)

#### A. Action Item(s)

 Discussion, consideration, and possible action to terminate Board Counsel. (Board Agenda Request Carlos Elizondo/Board Support Frank Ortiz)

Mr. Carlos Elizondo, Board Member stated motion to approve. Mr. Frank Ortiz, Boaord Member stated second. Ms. Jessica Gonzalez, Board Member stated, I have a question is there a reason why we want to terminate a contract before it's up. Mr. Elizondo stated, maybe the attorneys can answer that. Are you guys obligated to a contract? Ms. Gonzalez stated, no, no, no, that wasn't my question, I'm sorry. Is there something that happened that you, who put the item on the agenda, want to terminate them? Mr. Erasmo Castro, Board Member stated, let's entertain Mr. Elizondo's reasoning for his agenda item. Mr. Elizondo stated, sure there is multiple meetings that have been here with Mr. Nick, where he is being very disrespectful. This community has lost trust in this firm, the O'Hanlon firm. This is the reason I brought it up. I've got a lot of people calling me and telling me how he has been very aggressive towards different board members opposing others. So, it's a concern from the community that comes in that they've lost trust in this firm. Ms. Gonzalez stated, okay, thank you for answering the question. I would like to remind the community that we are not here to be having yes people. We are here to. Mr. Elizondo interjected, (inaudible) question. Mr. Castro stated, please Mr. Elizondo. Ms. Gonzalez continued, we are here more than anything to run the district, help run the district. When it comes to our legal counsel, those especially, we are not to have yes people. We need people to correct us and keep us in line. A lot of the times when back when I was president, back like it was a long time ago, I would always be in contact with our legal counsel and we would always be in communication of how strict we wanted the rules to be. And I will admit, I said I wanted them very strict. I wanted to be aggressive with the time limits and aggressive with all the rules. So, my concern is, again, we are not here to have yes people. We are here to have people that keep, at least the legal, I mean, to keep us in line and make sure that we are not breaking any laws. Mr. Castro stated, Ms. Garza. Ms. Denise Garza, Board Member stated, thank you, Mr. Castro. I would like to also make note that we have saved a lot of money with this firm. This firm does not outsource any of the lawsuits as previous legal counsel used to. Another thing is respect goes both ways. If we want respect as board members, we also need to show that same respect to any individual that comes and does business with BISD along with our administration and our staff members. So, it is a two-way street that respect goes both ways. We cannot get respect if we are not respecting others. Mr. Castro stated Ms. Pena. Ms. Pena stated and a good point that Denise brings because she is right,

and to be disrespected when you do not disrespect anyone and they continue to disrespect you when you have done nothing to disrespect them. It is not something that we are hired to do. And I already brought this the last time because the attorney works for all seven of us, not one or the other. If we for whatever reason do not like each other, that is our personal problem. It does not fall on the back of the attorneys to pick and choose who they treat respectfully and who they ignore and even do stuff that is not legal until it's brought up and corrected. I don't want to bring it up now. But respect, yes. And the people that preach that, they need to practice that. Because as long as you, and some questions are tough. I get asked some questions and I'm going to give you the answer. And it hurts, but I'm going to respectfully tell you how it is and what it is. And that's why we need a lot of respect because you get hired, like you said, Jessica, to turn around and be tough but respectful 1,000 percent, not to turn around and be on the good side of this one and the good side of that one. No, liking and disliking each other has nothing to do with our respectful responsibilities in the position we hold. So that's a true cause. Mr. Castro stated, Ms. Lopez Valdez. Ms. Daniella Lopez Valdez, Board VP stated, so just to be clear this has to do with personal issues but nothing actually having to do with their actual performance in the district and actually saving us money and actually defending lawsuits successfully and making sure that we do have a top firm. I just want to be clear. Ms. Pena stated, no, it is not that. It is when you said something can be done and it should not be done, but she can sue us if she wants. Can't remove them, the law says no, she can sue us if she wants. I don't want to ever have the district be put in that position. There are times when we've done stuff that are a little bit questionable and I do not like to hear my colleagues say, well they can sue us if they want. No, no, no, no. I was raised by a family that says you take no money that is not yours. Mr. Elizondo stated, Mr. Castro, I called to question. My agenda item was not on their personal reasons. It was we have lost trust in this organization. Mr. Castro stated, thank you, Mr. Elizondo. Mr. Castro stated, I will say that I asked for information in regards to the amounts of money that had been paid by the school district before and the amounts of money that we were (inaudible) up. For me, it's more of a where are we in regards to what individuals are producing for the district. And then we're all on this to save money in order to have money to give back to students and staff. So, I have a hard time accepting the amounts of money because of me, I mean, you can slap me in my face and that's okay, but if you put \$10 in my pocket, I'll probably love you a little bit more. What I'm saying is we have to think of this as outside the realm of, I think, of the personal and think more about, you know, how is it actually benefiting our students and staff to have that much more money for them instead of having to pay attorneys or other attorneys. So that's what I'd like to keep in mind. It should be, will always be about the students. And again, that's what I hope that everyone is in this for. So, this. Okay.

# Motion made by Carlos Elizondo, seconded by Frank Ortiz, to recommend approval to terminate Board Counsel. (Board Agenda Request Carlos Elizondo/Board Support Frank Ortiz)

# The following vote was recorded

Yea: Mr. Elizondo, Mr. Ortiz, Ms. Pena

Nay: Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez

Abstain:

### Motion Failed: 3-4-0

- 2. Discussion, consideration, and possible action to appoint Board Counsel. (Board Agenda Request Carlos Elizondo/Board Support Frank Ortiz)
  - No discussion/No action taken from the Board of Trustees
- 3. Discussion consideration and possible action to appoint an independent external auditor for a forensic audit. (Board Agenda Request Erasmo Castro/Board Support Carlos Elizondo)

Mr. Erasmo Castro stated, I entertain a motion. Ms. Minerva Pena, Board Member stated, move to approve. Mr. Frank Ortiz, Board Member stated second. Ms. Jessica Gonzalez, Board Member stated, I don't support spending taxpayer money for this. Ms. Patricia Perez, Executive Assistant stated, we have a motion and a second. Ms. Pena stated, no discussion? Mr. Castro stated, Ms. Pena. Ms. Pena continued, yes, I know that the people bring up, and I want to make this clear, that the people bring up a lot of stuff about, well, we have internal that do this and do that, and there is some of the stuff, and I am going to step on toes, and I apologize, but I am going to step on toes. When we turn around and we have stuff that is being looked at, some of the stuff that is being looked at might be overlooked because of the pressure that people are put under, and I have seen it myself, and I have heard it, and they very quietly, politely come and said it. I have never in my 16 years of serving as a board member have seen people walking around trembling in the stuff and they don't know what to do and they don't want to get in trouble. So I was very impressed that you put this on there because to bring an outsider in to look at it without having the inside people pressure the ones that are going to look at it. Let's just be fair because in the long run, the longer we take to fix a problem, the more costly it is going to be at the end and I do not want that to happen. Mr. Castro stated, Ms. Garza. Ms. Denise Garza, Board Member stated, yes, thank you Mr. Castro. I do have a few notes here. I know back September 3rd, we had this agenda item did come in. I know we did approve for our internal auditors. We had a list of audits that we were looking at which was a long list. We as a Board came together and we did our priority audits and then we were going to allow Mr. Porras to start on those and then bring them back to us. I'm just curious if Mr. Porras is here if he has any updates on what we had approved on his internal audit. Mr. Carlos Elizondo, Board Member interjected, I called to question, that's not on the agenda. Ms. Garza stated, legal, could I ask this question only because this is a returning agenda item from September 3rd? Mr. Nick Maddox stated Mr. President? Mr. Castro stated, yes, sir. Mr. Maddox stated, would you like to allow? Mr. Castro stated, please. Mr. Maddox stated, yes, ma'am. It is lawful to ask that question if the President allows. Ms. Garza continued, okay, because my concern is a duplication of services. We have board members here constantly saying, you know, counting every penny when it comes to consultants with Region 1, our regional service center. And so this is taxpayer money as well. And if we're going to be asking to watch every penny, right now we have an internal auditor who was approved to do certain audits yet to find those findings yet so I hate to right now approve something when it's still considered premature because our internal auditor is working on some audits that we requested and approved as a Board. Mr. Elizondo stated, Mr. Castro once again I called to question. That's not on the agenda item as it is written. Ms. Pena stated, and Mr. Castro. Mr. Castro stated Ms. Pena. Ms. Pena stated, and I know they say about money, you are afraid to see nothing wrong. You turn around and you do it. I am

sorry. Hold on, Ms. Daniela. I am sorry, but I understand that the question and concern is, but there are too many questions, too many things that have gone on, and I just want to make sure. Let's check it out. Is there any value to it? Is there any, you know, is it anything that's actually wrong or not? Let's clear it. And I just want to make sure that we do it right and that people not be cornered, not to say stuff. That's all. I just want to make sure that we understand that that's why you put it on here, not to be, to, and by the way, Mr. Porras is excellent at his job, and I'll say it right here, not just because you're here, because I've known you for years and you are top notch, but sometimes they need help. Look at the schools that are bringing all these people for math and they have math teachers. They need help. The same way I think Mr. Porras needs help. Mr. Castro stated, thank you, Ms. Peña. And let me say, I decided to place this on the agenda because I think we had had it before and I personally wanted to get more information in regards to a lot of the audits that have been held as of recent, especially one of the most concerning for me was you know those missing money sometimes that were for from us through fundraisers and such I think there's that one of the things I think that the goal of this program should be is to find ways to go out there and save as much money as we can in all aspects and so I encourage all the members on the committees and the leads you know to please look into how we could actually save money for the students and for the teachers and for staff. If we could save that money and bring it back where it needs to be. Ms. Lopez-Valdez. Ms. Daniella Lopez Valdez, Board Member stated, yes, I just wanted to state that I know this has been something that has been brought up and it's not that, it's important to state the fact that it's not that we are against, at least I'm speaking for myself, against an audit. I think it was more of last time we were trying to minimize the scope and understand what is exactly that needs to be audited so that it would not be such a high cost. And when we did bring this up last time, on asking, there was no really clear direction besides facilities, is my understanding. And so I know that Mr. Porras is working on that and I feel that I would like to see the results on that before spending an additional amount. Mr. Castro stated Ms. Gonzales. Ms. Jessica Gonzalez, Board Member stated, thank you, Mr. Castro. I just wanted to read a portion of the minutes from the October 9th meeting. So, it says, discussion, consideration and possible action regarding the audit of facility projects. Ms. Jessica Gonzales, Board President, stated, I am going to make a motion to direct the audit department to start the first phase of audits. To start with Sam Stadium, the first one. Second one, Resaca Technology Center. Third one, our LED lighting projects. Fourth, the intercom systems around the district. This is just for now. Mr. Eddie Garcia, Board Member, stated second. Ms. Gonzales stated, we'll come back. Mr. Carlos Elizondo stated, we'll just real quick, just to add that if anything changes, we're able to come back and find priorities. Ms. Gonzalez replied, yes sir, Mr. Elizondo stated, thank you. So the motion was carried unanimously to approve the first phase of audits. So, I am just, if something has come up, then we need to bring it up. We do have a standing item for our internal auditor and I will just add that in December when our Internal Auditor presented to us, there was no action. Nobody had any concerns. Mr. Castro stated, Ms. Garza. Ms. Garza stated, and I might want to add, I believe also on the September 3rd, I know you're on the October minutes, but on the September 3rd, the minutes that state that once he was done with phase 1, if there was anything alarming, that we would look out for an external auditor. Ms. Gonzalez stated, correct? Mr. Castro stated, any other discussion? Ms. Pena stated, I just want to state, I think Mr. Porras could really use someone to help him out. This district is huge. This budget is huge. It's half a billion dollars. We need help. Like we said, you're helping math students, you're helping all kinds of people coming into the schools to help

educate our children, and we're bringing in people to help our principals and I'd like to see someone help him because he works hard and I know that he'd appreciate some help and that's what I want to look at. Help him make sure that we look at everything and every page gets turned because at the last day, the last thing I would want is for anyone to say that he overlooked anything because he doesn't. He works 100% more than he has to. So I'd like to see him get assistance with this. Mr. Castro stated, one last thing I want to say or Mr. Elizondo, did you want more discussion? Mr. Elizondo (inaudible). Mr. Castro continued, one more thing that I do want to say in regards to the item is a lot of times I think it's important for us to go back and to do a complete research in regards to what is done, what has been done, and what will be done in the future. I think that I would be more comfortable with targeting is now that we've had all this time here, three months, but maybe it's to have a specific, like a list of the priorities that each of us have, maybe bring out those priorities together, then consult and decide by priority, what the Board would like to be researched or investigated and then that might save us some money. Mr. Castro stated Mr. Gonzalez. Ms. Gonzalez stated, Mr. Castro, one thing that I could I would like to recommend is maybe our Audit Committee can meet every three four months even though remember we do have the standing item for the Internal Auditor. If I can just ask him really quick, Mr. Porras. how much did our last time, years ago when we did have an External Auditor which pretty much just copied and pasted your work to my understanding. How much did he charge us back then pre inflation pre COVID like we like to say. Do you happen to remember off the top of your head. Mr. Marco Porras, Internal Auditor replied, yes it's \$252,000. Mr. Elizondo interjected, Mr. Castro again I call to question, this is not on the agenda item. Mr. Castro stated in regards to. Ms. Gonzalez stated, he answered my question. Mr. Elizondo stated, may I. Mr. Castro stated Mr. Elizondo. Mr. Elizondo stated, thank you, I guess it is okay to ask you a question, don't leave the podium yet, sir. They want to ask you this, but I guess they brought you in. So did you do the audit time statement when we lost a million dollars? Mr. Porras stated, \$1 million dollars regarding the... Mr. Elizondo interjected, did you not know that we lost \$1 million dollars to someone in SAMS? Mr. Porras replied, yes, it was a phishing incident, yes. And we recovered, it was about \$800,000. Mr. Elizondo interjected, I'm sorry, my question was yes, because Ms. Gonzales says that we didn't lose it. So, you're aware of that? Mr. Porras replied yes, sir, I am. Mr. Elizondo stated, okay, did you head that investigation? Mr. Porras replied, itt was handled by the FBI, sir, but internally I did some investigation on it, yes, sir. Mr. Elizondo stated, did we ever find out who did it? Mr. Porras replied, no, it was a phishing scheme. As soon as it left our district, our bank, it hit different banks. Mr. Elizondo stated, and then did those people ever pay back the million dollars they took from us? Mr. Porras, no, sir, I believe the bank's insurance paid it. Mr. Elizondo stated, so we recovered because we have insurance, right? Mr. Porras replied, it was a bank's portion of insurance, it wasn't our insurance. Mr. Elizondo stated, the school district had nothing to do with it? Mr. Porras replied, I believe it was the bank's insurance that paid for that. Mr. Elizondo stated, okay, and then at other schools, we know that there's been some missing monies. Did you have those investigations as well? Mr. Porras replied, yes, sir. Mr. Elizondo stated, were you able to find the individuals who took that money? Mr. Porras replied, yes, sir, we identified them, yes. Mr. Elizondo stated, and they're still working for the school district? Mr. Porras replied, no, no, sir, they left the district. Mr. Nick Maddox, Board Attorney interjected, Mr. President, I have to ask this line of questioning to move on because it goes into personnel which is privileged under executive session. Mr. Elizondo stated, I'm not mentioning any names, sir. Ms. Pena interjected, no he is not. Mr.

Elizondo stated, am I correct? Ms. Pena stated yes, yes he is. Mr. Maddox stated, sir, it's my job to put you on notice before you ask questions, so I just wanted to notify the Board. Mr. Elizondo, thank you, but as long as I don't say names, correct? Ms. Pena stated, correct. Mr. Maddox stated, names or position in which the name is easily identified, yes, sir. Mr. Elizondo stated, I didn't mention anywhere, this is cool. Mr. Maddox stated yes, sir. Mr. Elizondo stated, right. Ms. Pena stated, yes. Mr. Elizondo stated, so it's Okay to ask. Ms. Pena stated in general. Mr. Maddox stated in the general line of questioning that you're on, yes, sir. Mr. Elizondo stated, thank you again, sir, did some of those employees stay? Mr. Porras stated, no sir, not that I know of, no. Mr. Elizondo stated, are you sure? Mr. Porras stated, from the top of my head sir, there was quite a few audits that we conducted and some of these employees are no longer with the district. Mr. Elizondo stated, but some of them are? Mr. Porras stated, not that I, I mean not that I can remember from the top of my head sir, no. Mr. Elizondo stated, Are you sure? Mr. Porras replied, no sir, I am not sure. Mr. Elizondo stated this is the reason, Mr. Castro, that you brought in this agenda item. This is what we're talking about. We do have, and I'm not attacking you, sir. I didn't bring you to the podium. My colleagues did, right? I didn't want to ask these questions. I don't think it's fair for you. I do apologize for that, but I had to ask those questions because there is some legitimate reasons why you brought this agenda item, and the only reason I supported it was because of that. These questions that we have here, Mr. Porras has a limit. And this is the reason why it's so important to make sure that we find out where this money is. Because all of us here are concerned, right? When we're missing money and there's not enough to pay people, right? We've got to get that money back. This is the only reason that I supported your agenda. And the only reason was to be able to make sure that we brought some justice back to the school district and this money that has been taken no longer gets taken because it belongs to the children and the staff. That's the only reason I supported your agenda. Thank you. Ms. Gonzalez stated, Mr. Porras, I know the answer, but just for clarification for the community, are you in charge of personnel? Mr. Porras replied, no, ma'am. basically, what we do when we identify these items. Ms. Gonzalez interjected, just a no, that is okay, thank you, sir. I thought so. Mr. Castro stated, let me say, I did go back and watch a couple of the meetings and I agree with a lot of the facts or a lot of the statements that were made in regards to again putting the priorities in regards to what we want audited independently even and based on that list go by that list and nip it in the bud if we can; Ms. Perez. Ms. Pena interjected, I am sorry, one more thing, may I Mr. Castro, sorry. Mr. Castro stated, Ms. Pena. Ms. Pena stated, stated, and one thing also that we need to because like Mr. Porras, and I'm going to say it again, he does an excellent job, but everyone could use help. That's a fact of life. None of us can do anything by ourselves. By ourselves we are nothing. And my concern is I want to make sure that we do take care of everyone that has an equal treatment. For example, if somebody did something here and they got terminated But they did it over here, and they got a slap on the hand, and that's my concern You were also we're all children of somebody's parents, but we got to be treated the same, and that's my biggest concern. It's not who you know it should be what you did and you answer the same way, you know you would answer to anyone and that's what I want fairness. And this is why I think this would help, but he does an excellent job, and we don't mean to make you uncomfortable but continue your good work sir we appreciate it. Mr. Castro stated thank you Ms. Pena. Ms. Perez. Ms. Patricia Perez, Executive Assistant stated, we have a motion and a second the motion is discussion consideration and possible action to appoint an independent external auditor for a forensic audit. Please vote. Motion

failed, three yes, four no.

Motion made by Minerva Pena, seconded by Frank Ortiz, to recommend approval to appoint an independent external auditor for a forensic audit. (Board Agenda Request Erasmo Castro/Board Support Carlos Elizondo)

# The following vote was recorded

Yea:

Mr. Elizondo, Mr. Ortiz, Ms. Pena

Nav:

Ms. Lopez, Ms. Garza, Mr. Castro, Ms. Gonzalez

Abstain:

**Motion Failed:** 3-4-0

Ms. Garza stated, I'd like to change the motion since that failed. I would like a motion where we come together maybe at a Special Called Board Meeting, we come up with our priorities and that way we can align ourselves with the scope that we're looking at. That way we take it in phases and that way we save our district money at the end. Ms. Pena stated, we can do that at a committee meeting, sir. Ms. Garza stated, but we cannot vote at committee meetings, we can discuss it and then bring it back. Ms. Pena stated, and then bring it back, that is the best way to do it.

XII. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 7:48 p.m.

Note: Carlos Elizondo, Board Member left meeting at 7:50 p.m.

XIII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 9:10 p.m.

Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval grouping Personnel Agenda Items XII. A. 1, 2, 3, 4, 5. (6-0-0)

# A. PERSONNEL MATTER(S):

- Presentation, acceptance and approval of Retirements. (10)
   Robert Fisher, Benjamin A. Garcia, Hector Garcia, Pedro Islas, Walda R. Islas, Jose A. Martinez, Diana Mayorga, Yolanda Rangel, Flor E. Robinson, Rosemary Valdez. (G 6-0-0)
- 2. Presentation, acceptance and approval of Resignations. (2) Ashley L. Martinez, Montserrat Ortiz Meave (**G 6-0-0**)
- 3. Personnel Update with Superintendent (Dr. Jesus H. Chavez) (G 6-0-0)
- 4. Recommend approval of personnel for the 2024-2025 school year Assistant Principal. Subject to receipt of all outstanding documentation. (1) Neisy De La Fuente Perez Elementary School (G 6-0-0)
- 5. Recommend approval of personnel for the 2024-2025 school year Director, Technology

Services. Subject to receipt of all outstanding documentation. (1) Todd A. Nichols – Computer/Technology Services. (G 6-0-0)

#### B. ATTORNEY CONSULTATION

- Staff Attorney
  - a. Discussion, consideration, and possible action regarding Cause No. 2023-DCL-00242-A; Omar Gonzalez vs. Brownsville Independent School District.

Motion made by Minerva Pena, seconded by Jessica Gonzalez, and unanimously carried to recommend approval Cause No. 2023-DCL-00242-A; Omar Gonzalez vs Brownsville Independent School District, as discussed in executive session. (6-0-0)

- b. Discussion, consideration, and possible action regarding NM Contracting, LLC.

  Amendment: XII. B. 1b will be deleted from agenda and backup
- c. Discussion, consideration, and possible action regarding Ethos Engineering.

  Amendment: XII. B. 1c will be deleted from agenda and backup
- 2. Board Attorney:
  - a. Legal Update with Board Counsel.
- C. INTERNAL AUDITOR CONSULTATION:
- D. Board Self Evaluation.
- E. REAL ESTATE:
  - 1. Recommend approval on the agreement regarding ground lease buyout at SAMS Stadium.

Ms. Minerva Pena, Board Member stated, this is just to bring more information correct. Mr. Nick Maddox, Board Attorney replied, yes ma'am.

Motion made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval regarding ground lease buyout at Sams Stadium, as discussed in executive session, related to information gathering. (6-0-0)

# XIV. Announcement(s):

Mr. Alejandro Cespedes, Superintendent Designee stated, yes, thank you Mr. Castro. So before I go over the upcoming district calendar events, briefly I just like to say that on behalf of our Executive Team and the entire school district, we want to send our best wishes to Dr. Chavez, our Superintendent. We wish him a speedy recovery and we look forward to having him back soon. So, really quick, I will go really quick through the events. So, tomorrow, January 15, we do have a Parents in Education meeting at 9.30 a.m. at the Buchanan's Performing Arts Center. On Saturday, January 18th, we are having a couple of events going on. High school Science Fair 8 a.m. at Veterans Memorial Early College High School. We have a chess tournament 8 a.m. at Stillman Middle School and we also have the New Employee Orientation at Cafeteria also at 8 a.m. On the 23rd, as I

mentioned earlier, we do have the PHIT Center Grand Opening 9 a.m. at Garden Park Elementary. On January 24th, the District will be celebrating 100 days of school. On January 25th, on a Saturday, I'm sorry? It'll be January 24th, in a couple of Fridays. On January 25th, on a Saturday, we do have elementary UIL contest at 8 a.m. Several hosting elementary schools, it'll be Garden Park, Sharp, Yturria, Brite, Vermilion, and Benavides. And as a reminder on the 27th we do have two things. We have a Special Called Board Meeting to discuss Bond Counsel. That'll be at 12 p.m. noon here in the Boardroom and then later on that evening we have the Citizens Facility Committee meeting at 5:30. That will be held at the CAB cafeteria for the space. Thank you. Ms. Jessica Gonzalez, Board Member stated, I just want to take this time to thank all the staff, the schools, and all you guys did for us today and every day. We shine because of you guys. You guys are the ones that make us shine. So thank you, of course, for all this recognition, but more than anything, thank you guys for all that you do for this amazing district. Ms. Denise Garza, Board Member stated, I'd like to piggyback on what Ms. Gonzalez said. Thank you. Your success here in BISD is what makes us look good, so thank you so much. Also, I'd like to thank administration. Due to Dr. Chavez's absence, you guys have done an amazing job moving our district forward. Business continues to run, and I want to thank you all for that, so thank you. Mr. Frank Ortiz Board Member stated, yeah, I'd just like to say the same thing. I'd like to thank all of our employees, you know, basically I want to say I want to thank you for allowing me to serve you, okay, instead of you serving me. Thank you. Ms. Daniella Lopez Valdez stated, thank you all so much for everything, you know, just from walking in the door and seeing everybody's smiling faces. It makes us realize what we do. It gives me more information and more will and power to go to Austin to continue to advocate for all of our students and the amazing accomplishments and our amazing employees. Thank you all so much. Ms. Minerva Pena, Board Member stated, and thank you, and remember, never be afraid to do what's right. Always. Because why? You are who you are and we are who we are because people stood up to fight for us, and that's what you all are doing when you stand up and fight for what's right, and I appreciate you. It's the hardest job you'll ever have but this is why the United States of America is number one in the world, because of our education system. And our education system wouldn't work if we didn't have the right people running it and taking care of our students and you are. And like I tell people liking you has nothing to do with doing what's right by you and that's how I was raised. Because I was taught when your little vengeance is mine says the Lord and if I go after you because you hurt me then when God comes take care of you, he's going to take care of me and I get it twice. I get it from you and I get it from him and that's not fair. So, we were raised like that because we do what's right by each other liking has nothing to do with it because we do love each other and thank you. Thank you, thank you, because we are who you are because you care about our kids so thank you for that I really appreciate all of you for working hard for our kids thank you.

#### XV. Adjournment.

Motion was made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to approve to adjourn the Regular Board Meeting at 9:18 P.M. (6-0-0)

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

(HANDOUTS ADDED TO OFFICIAL MINUTES)

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

pproved by:	* .	
	Daniella Lopez Valdez, President of the Board	Date
ttested by:		
•	Minerva Pena, Secretary of the Board	Date

# Notes: Font style designation

Board of Trustees **Administration** *Board Attorney* **Staff Attorney**Speaker/Presenter

(Minutes presented at Regular Board Meeting held on April 1, 2025)

# Handout XI. A. 1 RRBM 01/14/2025

Annual			RRBM 01/14/2025
Amount	Vote		
240,000.00	7-0-0		Yes - Gonzalez, Lopez, Garza, Elizondo, Garcia, Ortiz, Ramirez)
240,000.00	5-2-0		Yes - Gonzalez, Elizondo, Garcia, Garza Lopez / No - Ortiz, Pena
240,000.00	7-0-0		Yes - Garcia, Tipton, Garza, Lopez, Brown, Gonzalez, Pena
240,000.00	4-3-0		Yes - Lopez, Garza, Dr. Tipton, Mr. Garcia/ No. Ms. Brown, Ms. Gonzalez, Ms. Pena
240,000.00	4-3-0	Brown/Gonzalez	Yes - Garza, Brown, Gonzalez, Pena / No - Lopez, Tipton, Garcia
60,000.00	4-3-0	Brown/Gonzalez	Yes - Garza, Brown, Gonzalez, Pena / No - Lopez, Tipton, Garcia
	7-0-0	Cowen/Brown	Yes - Pena, Brown, Tipton, Cowen, Atkinson, Garcia, Reyes
	7-0-0	Castro/Reyes	Yes - Pena, Atkinson, Tipton, Cowen, Brown, Castro, Reyes
		- Cusuro, recycs	1 olia, Manisoli, Mptoli, Cowell, Blown, Casaro, Royes
300,000.00 7-0-0	Atkinson/Reyes	Yes - Pena, Atkinson, Tipton, Cowen, Brown, Castro, Reyes	
	6-1-0	Atkinson/Brown	Yes - Brown, Atkinson, Reyes, Pena, Cowen, Tipton / No Castro
	3-3-0	Cowen/Rodriguez	Yes - Rodriguez, Cowen, Atkinson / No - Reyes, Lopez, Pena (Absent - Elizondo)
288,000.00	5-1-0	Lopez/Reyes	Yes - Reyes, Lopez, Pena, Cowen, Atkinson / No - Rodriguez (Absent - Elizondo)
264,000.00	5-1-1	Lopez/Elizondo	Yes - Elizondo, Lopez, Chirinos, Rodriguez, Pena / No - Presas / Abstain - Powers
264,000.00	5-2-0	Pena/Chirinos	Yes - Chirinos, Powers, Dr. Escobedo, Ms. Pena, Mr. Lopez / No Ms. Presas, Ms. Longoria
240,000.00	6-0-0	Pena/Saavedra	Yes - Escobedo, Pena, Saavedra, Chirinos, Powers, Longoria (Ms. Presas arrived late)
	4-2-0	Escobedo/Powers	Yes - Chirinos, Powers, Escobedo, Pena / No - Garcia, Longoria (Absent Dr. Christina Saavedra)
*	3-3-0	Powers/Escobedo	Yes - Chirinos, Powers Escobedo / No - Garcia, Longoria, Pena (Absent Dr. Christina Saavedra)
	4-2-0	Pena/Powers	Yes - Chirinos, Powers, Escobedo, Pena / No Presas, Longoria (Absent Dr. Chrisitna Saavedra)
25 per hour)	7-0-0	Saavedra/Pena	Yes - Garcia, Escobedo, Pena, Saavedra, Aguilar, Colunga, Longoria
225 per hour)	6-0-0	Longoria/Saavedra	Yes - Garcia, Escobedo, Pena, Saavedra, Aguilar, Longoria (Absent Colunga)
	5-0-1	Longoria/Pena	Yes - Escobedo, Garcia, Longoria, Pena, Saavedra / Abstain Colunga
	5-0-1	Garcia/Saavedra	Yes - Escobedo, Garcia, Longoria, Pena, Saavedra / Abstain Colunga
	5-0-1	Saavedra/Longoria	Yes - Escobedo, Garcia, Longoria, Pena, Saavedra / Abstain Colunga
5-0	5-0-0	Powers/Escobedo	Yes - Escobedo, Powers, Lehmann, Aguilar, Colunga (Absent Susan Galvan and Ruben Cortez)
80 per hour)	6-0-0	Cortez/Aguilar	Yes - Powers, Galvan, Lehmann, Aguilar, Colunga, Cortez (Absent Escobedo)
60 per hour)	6-0-0	Powers/Galvan	Yes - Escobedo, Powers, Galvan, Aguilar, Colunga, Cortez (Absent Lehmann)
	7-0-0	Powers/Galvan	Yes - Escobedo, Powers, Galvan, Aguilar, Colunga, Cortez, Lehmann)
15 per hour)			Contract on File

# Board Le

			Board
Firm	Description/Motion	Term	Approved
D'Hanlon, Demerath, Castillo	Amendment One Year	July 1, 2024 - June 30, 2025	04/09/24
D'Hanlon, Demerath, Castillo	Amendment One Year	July 1, 2023 - June 30, 2024	03/07/23
D'Hanlon, Demerath, Castillo	Renewal One Year	July 1, 2022 - June 30, 2023	04/05/22
O'Hanlon, Demerath, Castillo	RFQ - Awarded Vendor	June 25, 2021 - June 30, 2022	06/24/21
O'Hanlon, Demerath, Castillo	BMR - Tipton	No contract signed	06/01/21
Baltazar Salazar	BMR - Tipton	No contract signed	06/01/21
	Extend RFQ (3 Firms as needed)		09/01/20
	RFQ - Awarded Vendor (3 Firms as needed)	1	10/01/19
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	BMR - Brown Amend Board Counsel Contract	September 3, 2019 - July 31, 2021	09/03/19
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	Baltazar Salazar Submitted Agenda - Extension of Contract One Year		06/24/19
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	BMR Cesar Lopez - Motion to Table	August 1, 2017 - July 31, 2020	08/01/17
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	BMR Cesar Lopez - Motion approve contract as is and additional \$2,000 funded from Special Ed.	August 1, 2017 - July 31, 2020	08/01/17
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	BMR - Cesar Lopez approve Contract for Board Attorney	April 3, 2016 - April 3, 2018	06/21/16
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	RFQ #13-111 Extension	April 3, 2014 - April 3, 2017	12/10/13
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	Approval of Contract	April 2, 2013 - April 3, 2014	04/23/13
Baltazar Salazar (60 days Notice and 30 days after written notice to terminate) (90 days)	Award RFQ - Baltazar Salazar		04/02/13
	Award RFQ - Gustavo L. Acevedo, PC		04/02/13
	Terminate Thompson & Horton - 30 day grace period of transition		04/02/13
Thompson, Horton	Award Contract		01/06/11
Thompson, Horton	Award Contract (Legal Interim Services)		12/08/10
	Request qualifications for Legal Services		11/16/10
	Hire Law Firm on Interim Basis as discussed in Exec Session		11/16/10
	Terminate Walsh Anderson and give 30 day notice		11/16/10
Walsh, Anderson	Recommend Extend One Year	November 7, 2008 - November 6, 2009	09/02/08
Walsh, Anderson	Approve Contract - Added Paralegal		11/06/07
Walsh, Anderson	Approve Legal Fees		09/18/07
Walsh, Anderson	Approve Legal Services Agreement	September 9, 2007 - September 9, 2008	09/04/07
Miguel Saldana		Septemer 9, 2005 - September 9, 2006	

# **Our Affiliated Unions**

Actors' Equity Association (AEA) y f

Air Line Pilots Association (ALPA)

y f

Amalgamated Transit Union (ATU)

S F

American Federation of Government Employees (AFGE)

o f

American Federation of Musicians of the United States and Canada (AFM) **6 9 f** 

American Federation of School Administrators (AFSA)

Yeu y

American Federation of State, County and Municipal Employees (AFSCME)

6 y f

American Federation of Teachers (AFT)

You

American Guild of Musical Artists (AGMA) Would you be willing to answer a few questions about your website experience?

American Postal Workers Union (APWU)

You

Sure

American Radio Association (ARA)

No thanks

Associated Actors and Artistes of America (4As)

American Guild of Variety Artists (AGVA) The Guild of Italian American Actors (GIAA) Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) Brotherhood of Railroad Signalmen (BRS) California School Employees Association (CSEA) Communications Workers of America (CWA) Association of Flight Attendants (AFA-CWA) Industrial Union of Electronic Workers (IUE-CWA) National Association of **Broadcast Employees and** Technicians (NABET-CWA) Printing, Publishing and Media Workers, CWA (PPMW-CWA) The Newspaper Guild (TNG-CWA) Farm Labor Organizing Committee (FLOC)

Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (IATSE)

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (Ironworkers)

y f

International Association of Fire Fighters (IAFF)

y f

International Association of Heat and Frost Insulators and Allied Workers (HFIU)

International Association of Machinists and Aerospace Workers (IAM)

by f

National Federation of Federal Employees (NFFE-IAM)

y f

Transportation
Communications
International Union/IAM
(TCU/IAM)

y f

International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART)

y f

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (IBB)

y f

International Brotherhood of Electrical Workers (IBEW)

¥ y f

#### Engineers (IFPIE)

International Organization of Masters, Mates & Pilots (MM&P) International Union of Allied, **Novelty and Production** Workers (Novelty and **Production Workers)** International Union of **Bricklayers and Allied** Craftworkers (BAC) International Union of Elevator Constructors (IUEC) International Union of Operating Engineers (IUOE) International Union of Painters and Allied Trades of the United States and Canada (IUPAT) International Union of Police Associations (IUPA) Laborers' International Union of North America (LIUNA) National Postal Mail Handlers Union (NPMHU) Major League Baseball Players Association (MLBPA) Major League Soccer Players Association (MLSPA) Marine Engineers' Beneficial Association (MEBA) **Professional Aviation Safety** 

Specialists (PASS)

National Association of Letter Carriers (NALC)	You	y	f	
Curriers (NALC)				
National Nurses United (NNU)	You	7	f	
National Taxi Workers Alliance (NTWA)	You	y	f	
National Women's Soccer League Players Association (NWSLPA)			<b>y</b>	
NFL Players Association (NFLPA)	You	y	f	
Office and Professional Employees International Union (OPEIU)		<b>y</b>	f	
Operative Plasterers' and Cement Masons' International Association of the United States and Canada (OPCMIA)  Plate Printers, Die Stampers and Engravers Union of North			7	
America (IPPDSPM&E)  Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA)	Yeu	y	f	
Seafarers International Union of North America (SIU)		<b>y</b>	f	
Service Employees International Union (SEIU)	You	<b>y</b>	f	
Transport Workers Union of America (TWU)	You	4	f	
UNITE HERE (UNITE HERE)	You	7	f	

or the Plumbing and Pipe
Fitting Industry of the United
States and Canada (UA)

United Automobile, Aerospace & Agricultural Implement Workers of America International Union (UAW) by f

United Food and Commercial Workers International Union (UFCW) ä y f

Retail, Wholesale and Department Store Union (RWDSU-UFCW) in y f

United Mine Workers of America (UMWA) y f

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial & Service Workers International Union (USW) \*\* **y** f

Glass, Molders, Pottery, Plastics & Allied Workers International Union (GMP-USW)

f

United Union of Roofers, Waterproofers and Allied Workers (Roofers and Waterproofers)

y f

Utility Workers Union of America (UWUA) ø f

Women's National Basketball Players' Association (WNBPA) The state of the s

About Us

Affiliated Unions

**Executive Council Statements** 

Labor History Leadership

Our Unions and Allies

Programs

Values Statement

Work with Us

Blog

AFLCIO.tv

Form a Union

Press

Speeches

Take Action

Union Plus Benefits

What Unions Do

Corporate Accountability

Social and Economic Justice Advocacy

Strike Map

Workplace Advocacy

What We Care About

Better Pay and Benefits

Civil Rights

Corporate Greed

Gender Equality

Global Worker Rights

Health Care

Immigration

Infrastructure

Labor Law

Manufacturing

**Quality Education** 

Right to Work

Sexual Harassment

Social Security and Retirement

Tax and Budget Policy

Trade

Workplace Health and Safety

Legislative Alerts

Legislative Voting Records

Reports

Store



© 2025 AFL-CIO. All rights reserved.

Privacy Policy & Terms of Use