



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC:** Approval of Board Minutes for the months of May, June and July 2024

**SUBMITTED BY:** Griselda Rodriguez      **OF:** Secretary to Superintendent

**APPROVED FOR TRANSMITTAL TO SCHOOL BOARD:** \_\_\_\_\_

**DATE ASSIGNED FOR BOARD CONSIDERATION:** August 21, 2024

**RECOMMENDATION:**

It is recommended that the United ISD Board of Trustees discuss and take possible action to approve the following board minutes for the months of May, June and July 2024.

- Regular Board Meeting – May 22, 2024
- Special Called Meeting – June 6, 2024
- Special Called Meeting – June 17, 2024
- Special Called Meeting – June 24, 2024
- Special Called Meeting – June 25, 2024
- Special Called Meeting – July 08, 2024
- Special Called Meeting – July 09, 2024
- Safety and Security Meeting – July 29, 2024

**United Independent School District  
United ISD Bill Johnson Student Activity Complex, Auditorium  
5208 Santa Claudia Lane – Laredo, Texas 78043**

**Regular Board Meeting  
May 22, 2024  
6:00 p.m.**

**STAFF PRESENT:**

Administrators in Charge - Laida Benavides, Mike Garza, Rebecca C. Morales

**BOARD MEMBERS PRESENT:**

Ramiro Veliz, III, President – Present  
Aliza Flores Oliveros, Vice-President – Present  
Michelle Molina, Secretary – Absent  
Francisco “Frank” Castillo – Present  
Gilbert Aguilar, Jr. – Absent  
Javier Montemayor, Member – Present  
Ricardo Rodriguez, Member – Absent

**LEGAL COUNSEL PRESENT:** Jaime Garcia

*Mr. Ramiro Veliz, III announced that they did not have a quorum yet and proceeded with board recognitions*

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

*Mr. Ramiro Veliz, III called the meeting to order at 7:50 p.m.*

**II. Pledge of Allegiance**

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

**III. Recognitions:**

A. UNITED ISD BUS DRIVER OF THE YEAR  
Property & Casualty Alliance of Texas (PCAT)  
North Compound / South Compound / East Compound

B. FREEDOM ELEMENTARY SCHOOL CHEER TEAM  
Fun Cheer National Competition - Top Scoring School

C. NBA (NEVER BEEN ABSENT) - UNITED HIGH SCHOOL

D. LAREDO 21ST ANNUAL POETRY FESTIVAL  
United Middle / Clark Middle / Washington Middle

E. UNITED SOUTH MIDDLE SCHOOL JR. STEPPERS  
Cheer/Dance Team America - Outstanding Choreography

F. UNITED SOUTH MIDDLE SCHOOL CHEER TEAM  
Cheer/Dance/Drill Team America - Grand Champions

G. HERRERA MIDDLE SCHOOL SAPPHIRES DANCE TEAM  
MA Grand National Winners Circle Dance Champion

H. CTE HIGH SCHOOL - DECA, TPSA, HOSA, TAFE, SkillsUSA, VITA, FFA,  
BPA  
Alexander HS / United HS / United South HS / Lyndon B. Johnson HS

I. ACADEMIC UIL HIGH SCHOOL - ACADEMIC TEAM, ONE-ACT PLAY,  
ROBOTICS, DEBATE, CONGRESS, THEATRICAL DESIGN, FILM, ESSAY  
Alexander HS / United HS / United South HS / Lyndon B. Johnson HS

J. LYNDON B. JOHNSON HS DREAM CATCHERS DANCE TEAM  
MA Nationals Competition - Highest Scoring Military Routine in Competition and  
Winner's Circle

K. UNITED HIGH SCHOOL LARRIETTES DANCE TEAM  
MA Nationals - Grand National Champions - Super Team Jacket Winners

L. UNITED HIGH SCHOOL BOYS SWIM TEAM  
District Champions

M. UNITED HIGH SCHOOL GIRLS SWIM TEAM  
State Qualifier

N. UNITED HIGH SCHOOL GIRLS TRACK  
District 30-6A Champions / State Qualifier-300 Meter Hurdles / State Qualifier-  
Discus

O. UNITED HIGH SCHOOL BOYS TRACK  
30-6A Champions - State Qualifier (Shot Put / 110 Meter Hurdles)

P. UNITED HIGH SCHOOL BOYS SOCCER TEAM  
District 30-6A Champions / Bi-District Champions / Area Finalist

**Q. UNITED HIGH SCHOOL GIRLS SOCCER TEAM**

District 30-6A Champions / Bi-District Champions / Area Finalist

**R. J.B. ALEXANDER HIGH SCHOOL DAZZLERS DANCE TEAM**

Disney's Contest of Champions - 1st Place National Champions - Officer  
Modern & Team Hip-Hop

**S. J.B. ALEXANDER HIGH SCHOOL GIRLS SWIM TEAM**

District Champions - Regional Champions - State Qualifier

**T. J.B. ALEXANDER HIGH SCHOOL BOYS GOLF**

District 30-6A Champions

**U. UNITED SOUTH HIGH SCHOOL BOYS DIVING**

District 30-6A Champion

**V. UNITED SOUTH HIGH SCHOOL SILVER STEPPERS DANCE TEAM**

Contest of Champions National in Military

**W. UNITED SOUTH HIGH SCHOOL BOYS SOCCER TEAM**

Bi-District Champions / Area Finalist

**X. UNITED SOUTH HIGH SCHOOL GIRLS GOLF**

District 30-6A Champion - Regional Qualifier

**Y. UNITED SOUTH HIGH SCHOOL BOYS TRACK**

State Qualifier

**Z. UNITED SOUTH HIGH SCHOOL INDOOR DRUMLINE**

Scholastic Marching AAA - TECA State Champions

**IV. Public Comments:**

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

*Manolo Rangel addressed the board and stated he is a candidate for District 7 in the November election. He thanked the administrators and district staff for continuing to move the district forward in light of the aftermath of the firing of the superintendent. Mr. Rangel thanked Javier Montemayor for making the motion to retain the services of an outside agency to assist with the search for the new superintendent and urged the board to defer the hiring of the new superintendent until after the November election to avoid board politics in making this crucial choice for the district. He added that with four open board seats, he thinks waiting until after the election will give the voters an opportunity to have a voice in determining the future of United Independent School District. He thanked the board for their time and attention.*

*Edna Olmeda addressed the board regarding the latest lesson plan templates that teachers are required to create. She was in disagreement and stated they are in violation of the paper reduction act which was enacted to minimize the paperwork burden placed on teachers. Ms. Olmeda said they already have the scope and sequence which serves to guide teachers and asked why fix something that is not broken. She added that with 4 core subject areas that they have to create lesson plans for, that would total 40 pages for only one week. She suggested that administration speak to teachers regarding the TIA and the present 10-page lesson plan before more teachers leave. Regarding budget she had 8 words to say "give your teachers and staff a decent raise".*

*Leticia Juarez addressed the board regarding board travel and discretionary funds. She mentioned that UISD must adhere to the rates found in gsa.gov even though it is not a government entity. She expressed her concern regarding the board's travel to South Padre indicating a two night stay and them not sharing a room or traveling via a district vehicle. Ms. Juarez also expressed concern regarding several discrepancies she found in the discretionary funds summary report for 2022-23 which can lead to abuse and waste of tax payers money.*

*Ms. Aliza Oliveros commented that the discretionary funds she approved for the band consultant was for the students. She asked if the district abides by the government rates when they travel to conferences.*

*Mr. Mike Garza responded that Region One in this case secured rates for every school district so every district that was booking these rooms all got the same rate as UISD and also explained the process for the discretionary funds.*

**V. Consent Agenda Items for Approval as Presented:**

- A. Monthly Disbursements
- B. Budget Amendments
- C. Property Tax Refunds for the month of April 2024
- D. Low Attendance Waiver for the District for the date of April 8, 2024

- E. Adoption of Health Self-Insurance Resolution
- F. District Group Health Insurance Rates and District Contributions
- G. Annual renewal of District Workers Compensation Insurance Program
- H. Awarding Bids, Proposals, Qualifications and Extensions
- I. Disposition of Mobile Learning Device (MLD) to students graduating December 2023 from United High School (UHS), United South High School (USHS), John B. Alexander High School (AHS), and Lyndon B. Johnson High School (LBJ)
- J. Sale or disposition of salvage furniture and equipment
- K. Adoption of Science K-12, CTE, Technology Applications and Personal Finance Literacy and Economics
- L. Instructional Materials and TEKS Certification Form

*A motion to approve the consent agenda items A through L as presented was made by Aliza Flores Oliveros and seconded by Ramiro Veliz, III.*

*Motion was approved by Francisco Castillo, Aliza Flores Oliveros, and Ramiro Veliz, III. Javier Montemayor abstained.*

*Motion passed.*

## **VI. Items for Individual Consideration for Discussion and Possible Action:**

- A. Donations for the Month of May 2024

*Ms. Rebecca Morales read the donations into the minutes for a total of \$18,620.00.*

*A motion to approve the donations for the month of May 2024 was made by Aliza Flores Oliveros and seconded by Francisco Castillo.*

*Motion was unanimously approved.*

- B. Board Travel for the month of May 2024

*Mr. Mike Garza commented that only two board members (Mr. Castillo and Mr. Rodriguez) attended the event.*

*A motion to approve the Board Travel as presented was made by Aliza Flores Oliveros and seconded by Francisco Castillo with discussion.*

*Francisco Castillo clarified for the record that he traveled for only one evening.*

*Motion was unanimously approved.*

C. Request(s) from Board Member(s) in re: Use of Board of Trustees Discretionary Funds for Various Projects/Campuses

*Mr. Mike Garza stated no additional requests were submitted.*

*A motion to approve the discretionary funds as presented was made by Ramiro Veliz, III and seconded by Francisco Castillo.*

*Motion was unanimously approved.*

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

*The Board adjourned into Closed Session at 7:29 p.m.*

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting

1. Conduct evaluations for Co-Administrators-in-Charge

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

1. Administrators-in-Charge Duties and Responsibilities

2. Consultation with legal counsel regarding Superintendent search process and matters related thereto.

C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.072 Deliberation regarding Real Property; Closed Meeting

1. Report on the analysis of the documentation sent by the City of Laredo Utilities Department with respect to replacing the existing sanitary sewer lift station located behind Gonzalez Middle School with the installation of a replacement 12 inch wide gravity sewer line from the current lift station site to the existing sewer line along the Kansas City Southern railroad track north of the United Independent School District Activity Complex (SAC) property. The City of Laredo would be granted a 20-foot wide utility easement from the sanitary sewer lift station site running north through the SAC property to the current 21-inch wide gravity sewer line that runs alongside the Kansas City Southern railroad track. The City of Laredo is also being granted a temporary Construction Access Easement and Permanent Access Easement through the UISD Student Activity Center.

2. Legal consultation and report on the status of the lawsuit filed by Potential Holdings, LLC against the United Independent School District ("UISD") regarding the UISD Student Activity Complex/Educational Support Center

Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111<sup>th</sup> Judicial District of Webb County Texas, under cause number 2023CVG000151D2.

### **VIII. Reconvened from Closed Session**

The Board will take appropriate action on items, if necessary, as discussed in Closed Session

*The Board reconvened from Closed Session at 8:58 p.m.*

A. Possible action regarding 2023-2024 evaluation for Co-Administrators-in-Charge: Associate Superintendent for Administration and Operation Services, Chief Financial Officer and Assistant Superintendent for Administration and Policies

*Mr. Jaime Garcia, Legal Counsel recommended the approval of the 2023-2024 evaluations for Co-Administrators in Charge as discussed in closed session.*

*A motion to approve legal counsel's recommendation was made by Aliza Flores Oliveros and seconded by Francisco Castillo.*

*Motion was unanimously approved.*

*Mr. Garza thanked the board for their support on behalf of the three Administrators In Charge.*

*Mr. Montemayor stated he has heard nothing but good comments regarding their team work and commended all three for their outstanding job.*

B. Discussion and possible action regarding hiring of search firm to conduct search for Superintendent of Schools, coordination of Superintendent Search process, and matters related thereto.

*Mr. Jaime Garcia, legal counsel, stated that after reaching out to several search firms across the state, Texas Association of School Board Executive Search Services was the only firm that submitted materials to conduct the search for Superintendent of Schools and sated that his recommendation is to hire TASB Executive Search Services as the search firm to conduct the search for the superintendent of schools and to authorize legal counsel to serve as liaison and coordinate with TASB ESS on the superintendent search process as discussed in closed session.*



*A motion to approve legal counsel's recommendation was made by Javier Montemayor and seconded by Francisco Castillo.*

*Motion was unanimously approved.*

C. Possible action on executing the documentation submitted by the City of Laredo Utilities Department with respect to facilitating the replacing the existing sanitary sewer lift station located behind Gonzalez Middle School with the installation of a replacement 12 inch wide gravity sanitary sewer line from the current lift station site to the existing twenty-one-inch wide gravity sanitary sewer line along the Kansas City Southern railroad track north of the United Independent School District Activity Complex (SAC) property and the granting to the City of Laredo of a 20-foot wide utility easement from the sanitary sewer lift station site running north through the SAC property to the current 21-inch wide gravity sanitary sewer line that runs alongside of the Kansas City Southern railroad track. Possible action on a temporary Construction Access Easement and on a Permanent Access Easement through the UISD Student Activity Center.

*Mr. Jaime Garcia, legal counsel stated his recommendation is to authorize legal counsel to proceed as discussed in closed session.*

*A motion to approve legal counsel's recommendation was made by Francisco Castillo and seconded by Aliza F. Oliveros.*

*Motion was unanimously approved.*

D. Possible action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District ("UISD") regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111<sup>th</sup> Judicial District of Webb County Texas, under cause number 2023CVG000151D2.

*Mr. Jaime Garcia, legal counsel stated his recommendation is to authorize legal counsel to proceed as discussed in closed session.*

*A motion to approve legal counsel's recommendation was made by Javier Montemayor and seconded by Francisco Castillo.*

*Motion was unanimously approved.*

**IX. Adjournment**

*A motion to adjourn was made by Javier Montemayor and seconded by Aliza F. Oliveros.*

*Motion was unanimously approved.*

There being no further business before the Board of Trustees, the Regular Board Meeting of May 22, 2024 was adjourned at 9:03 p.m.

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Ramiro Veliz, III, President

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Michelle Molina, Secretary

Minutes Presented for Approval: August 21, 2024

Minutes submitted by:  
*Alejandra Salinas*, Secretary to Assistant Superintendent for Administration and Policies

# UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045

## SPECIAL CALLED MEETING

June 6, 2024

12:30 PM

BOARD OF TRUSTEES PRESENT: Ramiro Veliz, Aliza Oliveros, Ricardo Rodriguez,  
Javier Montemayor, Francisco Castillo,  
Gilbert Aguilar

STAFF PRESENT: Mike Garza, Rebecca Morales, Laida Benavides,  
David Canales, Adriana Ramirez, Monica  
Madrigal, Cordy Jackson, Laura De Los Santos,  
Francisco Gutierrez, Angie Sanchez, Javier  
Rangel, David Hernandez, Ofelia Dominguez,  
Thelma Martinez, Sam Flores

### I. Roll Call, Call to Order

### II. Pledge of Allegiance

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

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

Luis De La Garza, TSTA President advocates for teachers and staff for higher salaries. Mr. De La Garza says he understands the district's financial situation and reminds the board that UISD staff too, is facing dyer economic constraints. He mentions specifically the lower wage employees and how difficult it is for them to make ends meet. Mr. De La Garza asks that the minimum wage employees starting pay be raised to \$15.00/hour and other lower wage employees be given a more adequate, livable pay raise for the 2024-2025 school year.

David Perez, president of the UHS Classroom Teachers Association regarding wellness days and pay increase. Mr. Perez thanked the board for any increase in wages and asked that the board reconsider pay raises after legislation to hopefully provide any additional retroactive compensation plan to all employees. Mr. Perez thanks the board for the wellness days provided for UISD staff and appreciates the right to be able to publicly comment and for approving the EVC recommendation. Lastly, he reflects on the 80th year celebration of D-Day and says "let's remember that those people died for our rights to have civil discourse" closes Mr. Perez.

Jorge Mendoza on hourly wages. Mr. Mendoza asks that the board consider raising wages specifically for the lowest paid employees. He states "these people cannot be getting paid \$10/hour, they need to get paid \$13-\$14/hour". Mr. Mendoza paints a picture of employees holding more than one job in order to make ends meet and asked the board for a pay increase.

End of Public Comments.

#### **IV. Items for information only:**

##### **A. Budget 2024-2025 Update**

Ms. Laida Benavides and Sam Flores present on the 2024-2025 Budget.

#### **V. Items for Individual consideration:**

##### **A. Discussion and possible action to approve the proposed compensation plan for the 2024-2025 school year**

After discussion, on a motion by Javier Montemayor and seconded by Francisco Castillo the board unanimously approved as presented.

##### **B. Discussion and possible action to approve Board Resolution to Provide Wellness Days for the 2024-2025 School Year to Support Employee Wellness and Mental Health**

On a motion made by Aliza Oliveros and seconded by Gilbert Aguilar the board unanimously approved as presented.

**C. Discussion and possible action to approve Board Resolution Approving a One-Time Salary Increase for the 2024-2025 School Year**

On a motion by Javier Montemayor to approve the One-Time Salary increase, and seconded by Aliza Oliveros, the board unanimously approved.

One-Time Salary Increase of \$1,500.00 for Teachers

And One-Time Salary Increase \$1,100.00 for all other Employees

**VI. Adjournment**

On a motion duly made to adjourn this meeting, by Aliza Oliveros and seconded by Gilbert Aguilar, this motion is unanimously approved.

There being no further business to come before the UISD Board of Trustees, this **Special Called** meeting of **June 6, 2024**, was adjourned at **1:27 PM.**

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**Ramiro Veliz, III**  
**Board President**

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**Michelle Molina**  
**Board Secretary**

# UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045

## SPECIAL CALLED MEETING

June 17, 2024

12:00 PM

BOARD OF TRUSTEES PRESENT: Ramiro Veliz, Aliza Oliveros, Francisco Castillo,  
Michelle Molina, Gilbert Aguilar

STAFF PRESENT: Mike Garza, Rebecca Morales, Laida Benavides,

### **I. Roll Call, Call to Order**

Board President Ramiro Veliz, calls the meeting to order at 12:09 PM.

### **II. Pledge of Allegiance**

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

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

No Public Comments.

### **IV. Closed Session:**

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

## **TGC 551.074 Personnel Matters; Closed Meeting**

The board adjourns into closed session at 12:10 PM.

### **IV. A. 1. Consultation with legal counsel and discussion with TASB Executive Search Services regarding applicants for the position of superintendent of schools**

## **V. Reconvened from Closed Session, the board will take appropriate action on items, if necessary, as discussed in Closed Session.**

The board reconvenes from closed session at 1:24 PM.

### **A. Possible action regarding applicants for the position of Superintendent of Schools**

A motion is moved to interview the applicants for the position of Superintendent of Schools, as discussed in closed session. Motion moved by Francisco Castillo, seconded by Gilbert Aguilar and Michelle Molina and unanimously approved.

## **VI. Adjournment**

On a motion to adjourn this meeting, by Francisco Castillo and seconded by Michelle Molina this motion is unanimously passed..

There being no further business to come before the USD Board of Trustees, this **Special Called** meeting of **June 17, 2024**, was adjourned at 1:25 PM.

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**Ramiro Veliz, III**  
**Board President**

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**Michelle Molina**  
**Board Secretary**

Minutes completed by Griselda Rodriguez, secretary.

Approved: 08/21/2024



# UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045

## SPECIAL CALLED MEETING

June 24, 2024

12:00 PM

BOARD OF TRUSTEES PRESENT: Ramiro Veliz, Aliza Oliveros, Ricardo Rodriguez,  
Javier Montemayor, Francisco Castillo,  
Miichelle Molina, Gilbert Aguilar

STAFF PRESENT: Mike Garza, Rebecca Morales, Laida Benavides, David  
Canales

### I. Roll Call, Call to Order

Board President Ramiro Veliz calls this meeting to order at 12:14 PM.

### II. Pledge of Allegiance

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

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

No Public Comments.



**IV. Closed Session: Board will adjourn into Closed Session at n pursuant to the following section of the Texas Open Meetings Act:**

The board adjourns into closed session at 12:15 PM.

**IV. A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting**

**IV. A. 1. Board will conduct interviews of superintendent applicants**

**IV. A. 2. Discussion, including consultation with legal counsel,  
regarding proposed termination of Classroom Teacher's Term  
Contract, and matters incident thereto**

**V. Reconvened from Closed Session, the board will take appropriate action on items, if necessary, as discussed in Closed Session.**

The board reconvenes from closed session at 3:39 PM.

**A. Possible action regarding proposed termination of Classroom Teacher's Term Contract and authorization to Administrators in Charge to send notice of same to affected employee**

The recommendation is to propose termination of classroom teacher Roberto Ortiz Term Contract for "Good Cause" and to authorize administration to send notice to the affected employee of same.

With a motion made by Michelle Molina, and seconded by Francisco Castillo, this motion was unanimously passed. None opposed.

**VI. Adjournment**

On a motion made to adjourn this meeting, by Aliza Oliveros and seconded by Michelle Molina and Gilbert Aguilar, this motion is unanimously passed.

There being no further business to come before the USD Board of Trustees, this **Special Called** meeting of **June 24, 2024**, was adjourned at **3:39 PM**.

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**Ramiro Veliz, III**  
**Board President**

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**Michelle Molina**  
**Board Secretary**

Minutes completed by Griselda Rodriguez. **Approved 08/21/24**

# UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045

## SPECIAL CALLED MEETING

June 25, 2024

8:30 AM

BOARD OF TRUSTEES PRESENT: Ramiro Veliz, Aliza Oliveros, Ricardo Rodriguez, Javier Montemayor, Francisco Castillo, Michelle Molina, Gilbert Aguilar

STAFF PRESENT:

### I. Roll Call, Call to Order

Ramiro Veliz calls the meeting to order at **8:38 AM**.

### II. Pledge of Allegiance

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

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

Valentin "Vale" Ruiz, addresses the board to ask about the salary negotiation for the superintendent of schools. Mr. Ruiz said that as a taxpayer he would have liked to have been informed of this meeting.

Letty Juarez regarding the position of superintendent of schools. Ms. Juarez states her hope for the new superintendent is that he is one that is a great leader, honesty, great communicator, with a background in instruction and strong moral principles. "A leader that is visible and approachable".

Jose Ovando, addresses the board regarding the interviews for superintendent of schools. He wants the board to screen the candidates applications and echoes Ms. Juarez on their hope that the new superintendent be of good moral character. Mr. Ovando insinuates that the board will be hiring another corrupt leader based on social media misinformation and lastly, he asks that the board make a selection of a person with strong moral background.

End of Public Comments.

**IV. Closed Session: Board will adjourn into Closed Session pursuant to the following section of the Texas Open Meetings Act:**

The board adjourns into closed session at 8:45 AM.

**IV. A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting**

**IV. A. 1. Board will conduct interviews of Superintendent Applicants**

**IV. A. 2. Discussion of Superintendent Applicants**

**V. Reconvened from Closed Session, the board will take appropriate action on items, if necessary, as discussed in Closed Session.**

The board reconvenes from closed session at 11:29 AM.

**A. Possible action regarding further interviews of Superintendent Applicants and/or Name Finalist(s) for position of Superintendent of Schools**

On a motion by Javier Montemayor, to proceed with the second round of interviews and interview the candidates as discussed in closed session. Motion seconded by Michelle Molina and Ricardo Rodriguez, and unanimously approved.

## **VI. Adjournment**

On a motion duly made to adjourn this meeting, by Aliza Oliveros and seconded by Gilbert Aguilar and Michelle Molina, this motion is unanimously approved.

There being no further business to come before the UISD Board of Trustees, this **Special Called** meeting of **June 25 , 2024**, was adjourned at **11:30 AM.**

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**Ramiro Veliz, III**  
**Board President**

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**Michelle Molina**  
**Board Secretary**

Minutes completed by Griselda Rodriguez, secretary.

**Approved August 21, 2024**

**United Independent School District  
UISD Boardroom  
201 Lindenwood Dr. – Laredo, Texas 78045**

**Special Called Meeting  
July 08, 2024  
12:00 p.m.**

**STAFF PRESENT:** N/A

**BOARD MEMBERS PRESENT:**

Ramiro Veliz, III, President – Present  
Aliza Flores Oliveros, Vice-President – Present  
Michelle Molina, Secretary – Absent  
Francisco “Frank” Castillo, Member – Present  
Javier Montemayor, Member – Absent  
Gilbert Aguilar, Member – Present  
Ricardo Rodriguez - Present

**LEGAL COUNSEL PRESENT:** Stephen Trautmann, Jaime Garcia

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

*Mr. Ramiro Veliz, III called the meeting to order at 12:23 p.m.*

**II. Pledge of Allegiance**

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

**III. Public Comments**

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

*No Public Comments*

#### **IV. Closed Session:**

Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act:

- A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
- TGC 551.074 Personnel Matters; Closed Meeting

1. Board will conduct second interviews of Superintendent Applicants

*The board adjourned into Closed session at 12:25 p.m.*

#### **V. Reconvened from Closed Session:**

The Board will take appropriate action on items, if necessary, as discussed in Closed Session.

*The board reconvened from Closed Session at 1:34 p.m.*

*Mr. Ramiro Veliz, III stated for the record that no action was taken in Closed Session.*

#### **VI. Adjournment**

*Before adjournment, Mr. Ramiro Veliz III announced that there was not a full board present, that Mr. Javier Montemayor and Michelle Molina were not able to attend due to various reasons. He stated they conducted partial interviews and gave the applicants that were scheduled for today the option to proceed with the full board or with the five board members present. He said that one or more interview(s) was rescheduled for tomorrow. Mr. Veliz confirmed that the full board will be present at tomorrow's meeting where they will proceed with the second round of interviews with all the applicants that are scheduled for tomorrow, July 9, 2024.*

*A motion to adjourn was made by Ms. Aliza F. Oliveros and seconded by Gilbert Aguilar.*

*Motion was unanimously approved.*

There being no further business before the Board of Trustees, the Special Called Meeting of July 8, 2024 was adjourned at 1:35 p.m.

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Ramiro Veliz, III, President

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Michelle Molina, Secretary

Minutes Presented for Approval: August 21, 2024

Minutes submitted by:  
*Alejandra Salinas*, Secretary to Assistant Superintendent for Administration and Policies

**United Independent School District  
UISD Boardroom  
201 Lindenwood Dr. – Laredo, Texas 78045**

**Special Called Meeting  
July 09, 2024  
8:30 a.m.**

**STAFF PRESENT:** N/A

**BOARD MEMBERS PRESENT:**

Ramiro Veliz, III, President – Present  
Aliza Flores Oliveros, Vice-President – Present  
Michelle Molina, Secretary – Present  
Francisco “Frank” Castillo, Member – Present  
Javier Montemayor, Member – Present  
Gilbert Aguilar, Member – Present  
Ricardo Rodriguez – Present

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

*Mr. Ramiro Veliz, III called the meeting to order at 8:47 a.m.*

**II. Pledge of Allegiance**

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

**III. Public Comments:**

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator, are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Speakers who engage in personal attacks or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (LOCAL). Pursuant to Section 551.042 of the Texas Government Code, no Board Member or Administrator may



respond to a member of the public about an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

*No Public Comments*

#### **IV. Closed Session:**

Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act:

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting

1. Board will conduct second interviews of Superintendent Applicants
2. Discussion regarding Superintendent Applicants

*The board adjourned into Closed session at 8:49 a.m.*

#### **V. Reconvened from Closed Session:**

The Board will take appropriate action on items, if necessary, as discussed in Closed Session:

*The board reconvened from Closed Session at 1:47 p.m.*

*Mr. Ramiro Veliz, III stated for the record that no action was taken in Closed Session.*

A. Possible action regarding further interviews of Superintendent Applicants and/or Name Finalist(s) for position of Superintendent of Schools

*Javier Montemayor made a motion to proceed with the consideration of Superintendent applicants as discussed in closed session. Aliza Oliveros seconded the motion.*

*Motion was unanimously approved.*

#### **VI. Adjournment**

*A motion to adjourn was made by Aliza F. Oliveros and seconded by Michelle Molina.*

*Motion was unanimously approved.*

There being no further business before the Board of Trustees, the Special Called Meeting of July 9, 2024 was adjourned at 1:48 p.m.

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Ramiro Veliz, III, President

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Michelle Molina, Secretary

Minutes Presented for Approval: August 21, 2024

Minutes submitted by:

*Alejandra Salinas*, Secretary to Assistant Superintendent for Administration and Policies

**United Independent School District**  
Student Activity Complex, Fine Arts Building, Room #1 – 5208 Santa Claudia Lane – Laredo, Texas 78043

**Safety and Security Committee Meeting**  
July 29, 2024  
11:30 a.m.

STAFF PRESENT: Mike Garza, Ruben Ayala

COMMITTEE MEMBERS: As per Sign-in Sheets (attached)

LEGAL COUNSEL PRESENT: Pedro Morales

*Mr. Mike Garza welcomed the committee members and thanked them for attending. He spoke about the situation that happened recently at Alexander High School and said it was a learning experience for the district. He said the situation felt very real but was not a threat and it also helped improve our safety systems. Mr. Garza proudly announced that the district received a 100% rating on our Threat Assessment categorization and that is their expectation for next year. He added that the district also has a vulnerability assessment coming up for the first time and he welcomes any new challenges. He also mentioned the district implemented the indoor lock door policy this year. Mr. Garza also announced that the district unveiled our new Centegix system which is a new device where anyone can call a lockdown from any location and also mentioned they are looking at the next phase of our weapon detection system.*

**I. Call Meeting to Order**

*Mr. Ruben Ayala called the meeting to order at 11:49 a.m.*

**II. Call Roll - Committee Members - Texas Education Code §37.109**

*Mr. Ruben Ayala stated that the roll call will be conducted via the sign-in sheets. (attached)*

**III. Closed Session:**

The Committee will adjourn into Closed Session pursuant to Texas Education Code §37.109(d) and the following sections of the Texas Open Meetings Act: Texas Government Code §§551.076, 551.089 (Deliberation Regarding Security Devices or Security Audits; Closed Meeting)

*The committee adjourned into closed session at 11:50 a.m.*

A. Campus-level Weekly Exterior Door Sweeps

B. Discussion regarding the District Hazard Analysis

#### **IV. Reconvened from Closed Session**

*The committee reconvened from Closed Session at 12:28 p.m.*

##### **A. Possible action regarding the District Hazard Analysis**

*Pedro Morales, legal counsel, made a motion to approve the findings of the District Hazard Analysis as discussed in Closed Session.*

*The motion was seconded by David Perez.*

*Motion was unanimously approved.*

#### **V. Public Comments**

*No Public Comments*

#### **VI. Announcements**

*Ruben Ayala announced that the Fall meeting is tentatively scheduled for September 12, 2024*

*A committee member asked what was the status with having voting at the schools and was concerned with the safety issues.*

*Mike Garza explained that the district adjusted the academic calendar and on Super Tuesday, election day, there will be no classes.*

#### **VII. Adjournment**

*Ruben Ayala adjourned the meeting at 12:37 p.m.*

There being no further business, the Safety & Security Committee Meeting of July 29, 2024 was adjourned at 12:37 p.m.

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Mike Garza  
Associate Superintendent  
Administration Operation Services

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Ruben Ayala  
Safety & Crisis Response Manager

Minutes presented for approval: August 21, 2024

Minutes submitted by: *Alejandra Salinas*, Secretary to Assistant Superintendent for Administration & Policies



**United ISD  
Workshop Roster**

Workshop ID: CPE Hours:  
 Title: School Safety and Security Committee Meeting  
 Workshop Date: 7/29/2024 11:30:00 AM

PIN	Email	Name	Status	Signature	AM	PM	District - Campus
	gaguiar.jr@uisd.net	Aguilar, Jr., Gilbert	Approved				United ISD – Board of Trustees
	malvarez@uisd.net	Alvarez, Martha	Approved				United ISD – United South HS
	rarizola@uisd.net	Arizola, Rosana	Approved				United ISD – United MS
	joedinobarron@yahoo.com	Barron, Joe	Approved				United ISD – Community
	dcanales@uisd.net	Canales, David	Approved				United ISD – Human Resources
	cacantu@webbcountytx.gov	Gantu, Claudia	Approved				Webb County – Constable Precinct 1
	cchavarria@ci.laredo.tx.us	Chavarria, Consuelo E. "Connie"	Approved				City of Laredo – 9-1-1 Regional Administration
	rmorales@uisd.net	Coss-Morales, Rebecca	Approved				United ISD – Superintendent's Office
	lourdes21368@gmail.com	Cruz Martinez, Lourdes	Approved				United ISD – Community
	martincuellar@webbcountytx.gov	Cuellar, Martin	Approved				Webb County – Sheriff
	odominguez@uisd.net	Dominguez, Ofelia	Approved				United ISD – Risk Management
	deespinoza@att.net	Espinoza, Diana E.	Approved				United ISD – Community
	jenbre12@uisd.net	Escamilla, Jennifer	Approved				United ISD – Parent/Teacher



# United ISD Workshop Roster

**Workshop ID:** CPE Hours:  
**Title:** School Safety and Security Committee Meeting  
**Workshop Date:** 7/29/2024 11:30:00 AM

PIN	Email	Name	Status	Signature	AM	PM	District - Campus
	doraescamilla@gmail.com	Escamilla, Dora	Approved		✓		United ISD – Parent
	roman.garcia@uisd.net	Garcia, Roman	Approved				United ISD – Risk Management
	jaime@tglawtx.com	Garcia, Jaime	Approved				United ISD – General Counsel
	raul@gap-cpa.com	Garza, Raul	Approved				United ISD – Parent
	gheard@ci.laredo.tx.us	Heard, Guillermo	Approved				City of Laredo – Fire Department
	jahernandez@fbi.gov	Hernandez-Cifrendo, Jorge A.	Approved				Federal Bureau of Investigation
	elandeck@uisd.net	Landeck, Edith	Approved				United ISD – Grants Administration
	sarah.a.melendez@cbp.dhs.gov, cbpmediarelations@cbp.dhs.gov	Landrum, Carl E.	Approved				U.S. Border Patrol
	rlara@webbcountytx.gov	Lara, Roel	Approved				Webb County – Constable Precinct 1
	ealeal@fbi.gov	Leal, Eduardo	Approved				Federal Bureau of Investigation
	gmoren82@uisd.net	Moreno, Gilberto	Approved				United ISD – Trautmann MS
	dperez@uisd.net	Perez, David	Approved		✓		United ISD – Parent/Teacher
	aperez@uisd.net	Perez, Annette	Approved				United ISD – Discipline Management





**United ISD  
Workshop Roster**

Workshop ID: CPE Hours:  
 Title: School Safety and Security Committee Meeting  
 Workshop Date: 7/29/2024 11:30:00 AM

PIN	Email	Name	Status	Signature	AM	PM	District - Campus
	irmaimee4@gmail.com	Pompa, Irma	Approved				United ISD – Parent
	msolorio@uisd.net	Ramirez, Mayra	Approved				United ISD – Julia Bird Jones Muller Elem
	lmichelle_fa@gmail.com	Rosales, Michelle	Approved				United ISD – Parent
	aarons@uisd.net	Salazar, Aaron	Approved				United ISD – Police Department
	jcsalazar@uisd.net	Salazar, Jessica	Approved				United ISD – United HS
	vasaldana@uisd.net	Saldana, Vanessa	Approved				United ISD – Prada Elem
	rtsantos@webbcountytx.gov	Santos, Rosemary T.	Approved				Webb County – Emergency Management
	pedro.sarmiento@uisd.net	Sarmiento, Pedro	Approved				United ISD – Police Department
	atienda@ci.laredo.tx.us, lopezak1219@gmail.com	Tienda, Amanda K.	Approved				City of Laredo – 9-1-1 Regional Administration
	stephen@tglawtx.com	Trautmann, Stephen	Approved				United ISD – General Counsel
	rveliz@uisd.net	Veliz III, Ramiro	Approved				United ISD – Board of Trustees
	mivillarreal@webbcountytx.gov	Villarreal, Miguel	Approved				Webb County – Constable Precinct 2
	<i>ccruozes &amp; Pundt</i>	<i>Rosales, Maria</i>					<i>UISD</i>



United ISD  
Workshop Roster

Workshop ID: CPE Hours:  
 Title: School Safety and Security Committee Meeting  
 Workshop Date: 7/29/2024 11:30:00 AM

PIN	Email	Name	Status	Signature	AM	PM	District - Campus
	desiboe,lorado@x.us	Arnold Solis			✓		
	pete@tglatv.com	Pete Morales			✓		Legal Counsel
	ambasci@usd.net	Mrs. Mbs			✓		DFM
	ngarza@usd.net	Joseph MuleGay					Administration