



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC _____ Board Minutes for the Month of June 2012

SUBMITTED BY: _____ Delia C. Campos _____ **OF:** _____ Board Secretary

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____ July 18, 2012

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees take action to approve Board Meeting minutes:

Special Called Meeting – June 11, 2012

Regular Board Meeting – June 20, 2012

Budget Workshop – June 27, 2012

Special Called Meeting – June 27, 2012

RATIONALE:

State law requires the Board to prepare and keep minutes of its open meeting Govt. Code §551.021. The minutes are public records available for public inspection and copying upon request to the Superintendent or his designee. Govt. Code § 551.022.

BUDGETARY INFORMATION:

No Budget Impact

BOARD POLICY REFERENCE AND COMPLIANCE:

This is in compliance and in accordance with Board Policy BE and BE (LOCAL).

Special Called Meeting
June 11, 2012

The State of Texas
United Independent School District
The County of Webb

In Attendance

Robert J. Santos
Superintendent of Schools

Board of Trustees

Judd Gilpin – President – Arrived at 6:34pm
Juan Roberto Ramirez – Vice President
Ricardo “Rick” Rodriguez – Secretary
Ricardo Molina, Sr. – Parliamentarian
Pat Campos – Member - Absent
Javier Montemayor, Jr. – Member
Juan Antonio Molina, Jr. - Absent

The Board of Trustees of United ISD met in a Special Called meeting on Monday, June 11, 2012, beginning at 6:30 PM in the United ISD – Boardroom, 201 Lindenwood Dr., Laredo, TX 78043.

I. Roll Call, Establish Quorum, Call to Order

President Juan Roberto Ramirez made an announcement calling this Special Called meeting of the United Independent School District to order at 6:31 pm. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

II. Pledge of Allegiance

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

III. Closed Session: Board adjourned into Closed Session at 6:35 p. m. pursuant to the following sections of the Texas Open Meetings Act:

A. 551.071 Consultation with Board's Attorney

1. Consultation with legal counsel re: approval of compromise and settlement agreement in the matter of United ISD v. Arturo Perez, TEA Docket No, 131-LH-0412 and rescission of proposed termination action of March 22, 2012

2. Consultation with legal counsel re: offer of settlement in the matter of United ISD v. Enrique Garza, before Hearing Examiner Hon. Raul Vasquez

B. 551.071 Discussion with Board's Attorney
551.074 Discussion of Personnel or to Hear Complaints against Personnel

1. Consider Appointment of Asst. Superintendent for Instructional Administration

IV. Reconvened from Closed Session at 7:06 p.m., the Board will take appropriate action on items, if necessary, as discussed in Closed Session.

- A. Approval of compromise and settlement agreement in the matter of United ISD v. Arturo Perez, TEA Docket No. 131-LH-0412 and rescind proposed termination action of March 22, 2012

Accept the compromise and settlement agreement in the matter of United ISD v. Arturo Perez, TEA Docket No. 131-LH-0412 and rescind proposed termination action of March 22, 2012 as discussed in Closed Session.

Motion: ***So moved***

Moved by: ***Ricardo Molina***

Seconded by: ***Ricardo "Rick" Rodriguez***

Discussion:

In Favor: ***Unanimous***

Opposed:

- B. Action re: offer of settlement in the matter of United ISD v. Enrique Garza, before Hearing Examiner Hon. Raul Vasquez

Reject the offer of settlement in the matter of United ISD v. Enrique Garza, before Hearing Examiner Hon. Raul Vasquez as discussed in Closed Session

Motion: ***So moved***

Moved by: ***Ricardo Molina***

Seconded by: ***Ricardo "Rick" Rodriguez***

Discussion:

In Favor: ***Ricardo "Rick" Rodriguez, Ricardo Molina, Juan Roberto Ramirez and Judd Gilpin***

Opposed:

Abstained: ***Javier Montemayor, Jr.***

C. Appointment of Asst. Superintendent for Instructional Administration

Recommendation is to table the position of Asst. Superintendent for Instructional Administration

Motion: **So moved**

Moved by: **Ricardo “Rick” Rodriguez**

Seconded by: **Juan Roberto Ramirez**

Discussion: **I would like to indicate that I am supportive of Mr. Santos recommendation. We have a lot of good candidates. It’s important that we balance out all the decisions that we make right now. In conjunction with a lot of our physical restraints that we are looking at and in a couple of weeks we are planning to have a Budget Workshop. I think that would be the appropriate time to look at that position in conjunction with all the other issues we are considering.**

In Favor: **Unanimous**

Opposed:

There being no further business before the Board, the Special Called Meeting of January 26, 2011, was adjourned at 7:04 pm

Judd Gilpin – President

Ricardo “Rick” Rodriguez – Secretary

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

June 20, 2012

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Judd Gilpin – President

Juan Roberto Ramirez – Vice President - Arrived at 6:45 pm

Ricardo “Rick” Rodriguez – Secretary

Ricardo Molina, Sr. – Parliamentarian – Arrived at 6:46 pm

Pat Campos – Member – Arrived at 6:46 pm

Juan A. Molina, Jr – Member

Javier Montemayor, Jr. – Member

Roll Call, Establish Quorum. Call to Order

I. Pledge of Allegiance

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

II. A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, June 20, 2012, in the Bill Johnson Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043. President, Judd Gilpin made an announcement calling the meeting of the United Independent School District to order at 6:05 p.m. The record showed that a quorum of Board members was present, that the meeting had been duly called, and that notice of the meeting had been posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551.

III. Public Comments: Comments are limited to three minutes per speaker. The Board Parliamentarian will be the timekeeper and will inform the speaker when they have one (1) remaining minute. No more than three (3) persons will be allowed to speak on any side of an issue. Should there be more than three (3) people who wish to speak on a particular issue they need to select not more than three (3) representatives to speak for them. Comments must address items listed on the agenda. The presiding officer or designee shall determine whether a person who wishes to address the Board has attempted to solve a matter administratively. If not, the person shall be directed to the appropriate policy, as noted in BED (LOCAL), to seek resolution before bringing the matter to the Board at a subsequent meeting. Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to

a member of the public, unless such response is a recitation of District policy or a statement of specific factual information. When a speaker comes to the podium, please indicate what agenda item you will be addressing. Furthermore, please refrain from mentioning any employee's name and any complaint about any employee's duties or responsibilities should be channeled through the appropriate grievance policy.

IV. PUBLIC HEARING-- Pursuant to 47 U.S.C. 254 (h)(5)(A), (l)(1), the District shall hold a public hearing to address the District's Internet Safety Policy in compliance with the Children's Internet Protection Act, otherwise known as "CIPA"

Mr. Hector Perez - Mr. President, Members of the Board, Mr. Santos
This is requirement by the Federal Communications Commission that the District must hold a Public Hearing in order to inform the community of how our policies are complying with their policies with the CIPA. Policies that derive from that act need to be adhere by any District that receives any E-rate funding, and we are one of these Districts that continuously suffice E-rate funding and we intend to do so starting in September. You have a presentation of the policies in front of you. I will briefly touch on some of the items that we are in compliance with.

Attached are the policies:

As per the FCC Report and Order on the Children's Internet Protection Act (CC Docket No. 96-45) adopted on March 30, 2001 and released on April 5, 2001, in order to receive discounts for Internet access and internal connections services under the universal service support mechanism (E-rate), school and library authorities must certify several items. Following is a list of items and the United ISD response to each item.

1. They are enforcing a policy of Internet safety that includes measures to block or filter Internet access for both minors and adults.

United ISD uses the IBoss Enterprise Web/Internet filter, an Internet filtering application which blocks and filters access to inappropriate Internet sites. United ISD personnel in the Office of Information Technology are authorized to disable United ISD's technology protection measure (Filter and Firewall) to allow bona fide research or other lawful use by an adult.

2. The policy of Internet safety includes monitoring the online activities of minors;

United ISD's staff in the Office of Technology will be monitoring the online activities of minors. The Internet filter software can produce reports on student and staff online activities. Any reports that are requested must be approved by the Superintendent or designee.

3. They have adopted and implemented an Internet safety policy addressing (i) access by minors to inappropriate material on the Internet;

United ISD has adopted policy CQ (Local) on Technology Resources which governs the use of electronic media resources for instructional and administrative purposes for United ISD students and staff.

4. (ii) the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications;

United ISD offers students and staff electronic mail accounts using the e-chalk software. United ISD has implemented electronic communications procedures and administrative guidelines that address the use of electronic mail and other forms of direct electronic communications. Parents must complete the parent permission form and student agreement (District form number 880-005) in order for any student to have access to United ISD's computer networks.

(iii) unauthorized access, including so-called "hacking", and other unlawful activities by minors online;

United ISD Technology staff continuously monitors the network and uses a firewall and filtering options, to the extent possible, to try to minimize the potential for unlawful activities online.

(vi) unauthorized disclosure, use, and dissemination of personal information regarding minors;

The United ISD departments that handle student data (such as Information Technology and PEIMS) are aware of the laws governing this information. Staff follows the Family Educational Right Privacy Act (FERPA) laws.

(v) measures designed to restrict minor's access to materials harmful to minors;

The IBoss Enterprise Web/Internet filter will restrict minor's access, to the extent possible, to material harmful to minors.

5. That they have the policies and technology measures in place, or that they are undertaking such actions, including any necessary procurement procedures, to put them in place for the following funding year by July 1st 2012;

United ISD has the policies and technology measures in place to meet the Children Internet Protection Act (CIPA) requirements.

6. That this information will be certified on FCC Form 486

United ISD will choose the following certification option on FCC Form 486:

The recipient(s) of service represented in the Funding Request Number(s) on this form 486 has (have) complied with the requirements of the children's Internet Protection Act, as codified at 47 U.S.C. 254(h) and (1)

7. That the School District Internet Safety Policies have been updated to provide for educating minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyber bullying awareness and response.

United ISD has included on its Internet Safety Policy the education of minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyber bullying awareness and response.

United ISD staff has developed 5 electronic modules that are accessible via the district's website and include the following:

- Online Safety Behavior
- Digital Etiquette and Chat Rooms
- Cyber Bullying
- Social Networking
- Blogs
- Information Privacy

By having this Public Hearing means that we are in compliance with all these policies.

Juan Cruz – This is a Public Hearing. At this time I would like to welcome any members of the public to come to the podium for any comments. This closes the Public Hearing for the CIPA and will go on with the Regular Board Meeting.

V. RECOGNITIONS

VI. Consent Agenda Items

- A.** Approval of Monthly Disbursements
- B.** Approval to Designate Norma Farabough to Calculate 2012 Tax Rate
- C.** Renewal of District Workers' Compensation Insurance Program
- D.** Approval of Awarding Bids, Proposals and Qualifications
- E.** Approval of Requests from Board Members re: Use of Board of Trustees Discretionary Funds for Various Projects/Campuses
- F.** Approval of 2012-2013 Student Code of Conduct
- G.** Discussion and possible action to enter into an annual Cooperative Shared Services Agreement with the Laredo Independent School District (LISD) in order to effectively provide special education and related services to eligible UISD students who are deaf or hard of hearing and any matters incident thereto
- H.** Discussion and possible action to enter into a one year (September 1, 2012 to August 31, 2013) Interlocal Agreement with Webb County for UISD attendance officers to serve as court coordinators for various Webb County Justices of the Peace, and any matters incident thereto
- I.** Approval of Memorandum of Understanding Between the United Independent School District and Webb County Head Start
- J.** Approval of Expedited State Waiver for the 2012-2013 School Year for Early Release of High School Students
- K.** Application for Missed Instructional Day for Prada Elementary afternoon Pre-Kinder Classes on April 20, 2012
- L.** Second Reading of Policy CQ (LOCAL) - Technology Resources
- M.** Second Reading of Policy EI (LOCAL) - Academic Achievement
- N.** Second Reading of Policy EIC (LOCAL) - Academic Achievement: Class Ranking
- O.** Second Reading of Policy EIE(LOCAL) - Academic Achievement: Retention and Promotion

Motion by: Ricardo "Rick" Rodriguez advised the Board that the Business and Instructional Committee Members had met and were recommending the approval items A-O:

Seconded by: Ricardo Molina

Discussion:

In Favor: Unanimous

Opposed

VII. Items for Individual Consideration

A. Board Minutes for the Month of May 2012

Regular Board Meeting – May 16, 2012

Motion: So moved

Motion by: ***Juan A. Molina, Jr.***
Seconded by: ***Pat Campos***
Discussion:
In Favor: ***Unanimous***
Opposed:

B. Donations

Mr. Roberto Santos graciously accepted and read the donations into the minutes totaling \$11,289.81.

Motion: ***So moved***

Motion by: ***Juan A. Molina, Jr.***
Seconded by: ***Ricardo Molina***
Discussion:
In Favor: ***Unanimous***
Opposed:

VIII. Closed Session: Board will adjourn into closed session at 6:50 p.m. pursuant to the following sections of the Texas Open Meetings Act:

- A. 551.071 Consultation with Board's Attorney
 551.074 Discussion of Personnel or to Hear Complaints against Personnel
 - 1.** Level III Grievance of Nancy Solano
- B. 551.074 Discussion of Personnel or to Hear Complaints against Personnel
 551.076 Considering the deployment, specific occasions for, or
 implementation of, security personnel or devices
 - 1. Trautmann Middle School Student Activity Audit
 - 2. Status of on-going Audits

The Board returned from Closed Session at 8:31 p.m. No action was taken in Closed Session.

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session.

- 1. Action re: Level III Grievance of Nancy Solano

Juan R. Ramirez – I move to deny all remedies requested with the exemption of partial grant for one requested remedy.

Motion: ***So moved***

Moved by: ***Juan R. Ramirez***

Seconded by: ***Ricardo Molina***

Discussion:

In Favor: ***Unanimous***

Opposed

X. Adjournment

There being no further business before the Board, the Regular Meeting of June 20, 2012, was adjourned at 8:39 pm.

Judd Gilpin – President

Ricardo “Rick” Rodriguez – Secretary

**Budget Workshop
June 27, 2012**

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

In Attendance

Robert J. Santos
Superintendent of Schools

Board of Trustees

Judd Gilpin – President
Juan Roberto Ramirez – Vice President
Ricardo “Rick” Rodriguez – Secretary
Ricardo Molina, Sr. – Parliamentarian
Pat Campos – Member
Juan A. Molina, Jr. – Member
Javier Montemayor, Jr. – Member

The Board of Trustees of United ISD met in a Budget Workshop on Wednesday, June 27, 2012, beginning at 6:00p.m. at the United ISD Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo, TX 78043.

- I. Roll Call, Establish Quorum, Call to Order – All members were present**
- II. President Judd Gilpin made an announcement calling this Budget Workshop of the United Independent School District to order at 6:03 pm. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.**
- III. Budget Workshop**
 - A. Legislative Update (Moak, Casey & Associates)**

Mr. Roberto J. Santos – Mr. Gilpin, Members of the Board, Audience. Today we want to talk a little bit about what does the future look like, not only United, but throughout the State in State funding. We were able to secure the services of Mr. Lynn Moak. Laida, Sam and I met with Mr. Moak and of course he's got some not so very good news. I think for all the Districts throughout the State, but I will let Mr. Moak share with you what it looks like

in the legislature and not only for this coming year, but all the way through 2012-14 school year.

Mr. Lynn Moak - Thank you, for the record I am Lynn Moak, partner with Moak, Casey & associates out of Austin based Consultant firm. Very pleased to be here tonight to visit with you. I said a little while ago I did bring goof news this year that there was lots of money. The only problem was that it's all gone. What I would like to do members of the board is to talk briefly about a series of topics involving around the legislature including a couple of comments on the public school finance and then if you have questions and concerns I would be glad to talk about them.

When we talk about legislative issues in Public Education you have to start with the leadership vacuum that we have at the State level. Sometimes people have said the leadership hasn't been so good so maybe it's going to be good that the leadership needs to be replaced. Many people have said. It may get worse. But, we do have a lot of vacancies in Austin in all likelihood starting with the Lt. Governor, who will either be a Senator or a very irritated Lt. Governor come legislative session time. If he is replaced, he will be replaced by an election conducted by the 31 members of the Senate. They are the only voters and the only participants they have to elect one of their own to be Lt. Governor and then they have to decide the rules in which that Lt. Governor will have to operate. Senator Shapiro, Chair of the Senate Education Committee has chosen not to run again and will be replaced but, due to the early comments you probably need to know who the Lt. Governor is first before you know anything about that.

Senator Ogden, chairman of the Senate Finance Committee and one of the most knowledgeable Senators on State Finance issues that we've had in many years, has chosen also not to run again. He will be replaced by one of his colleagues.

Chairman Rob Eisler of Conroe was defeated in recent elections and therefore will not be back as Public Education Committee Chair. That position is freed up. Chairman of the Education Sub-Committee, the House Appropriations Committee Scott Hogberg has chosen not to run again. And then, of course the Commissioner of Education as of next Monday will no longer be Commissioner of Education. Being that he has resigned; the Governor has not indicated yet who will be his replacement. So, we certainly start with a significant set of issues that will be around straightening the whole thing out as to who will be in charge in the next session.

Mr. Moak went over the presentation on the conservative agenda.

B. Budget Update

Roberto J. Santos – Before Laida begins to give you an update on next year's budget. I just want to share a couple of points before Laida starts her presentation. A couple of people I want to commend our Employee Benefits Committee. We have been working with Mr. Laurel, Representative for Blue Cross/Blue Shield. I know Mr. Chapa has been involved as Laida, Sam and everybody. Long story short they initially brought us a proposal that was a major increase. This major increase would have been to our employees. We went back and visited with our agent and he went back and visited with Blue Cross/Blue Shield and was able to keep the same benefits for our employees. The increase for next was about \$800,000 and we looked at our next year's budget and we will be able to cover this. This will allow our employees not to pay any additional monies out of pocket. And at this time get the employees to have the same benefits. I think this is critical. How long will we be able to do this? I don't know, but I want to commend staff. Laida will share that information with you. The other item I know as we open the other agenda item we will look at everything that we can in this year's budget 2011-12 to see what it is we can do for our employees. I will let Laida share a little bit on those items.

Laida Benavides – Every time I hear about other Districts, I really only care what happens in our district. Especially when you hear that they are taking money away from United and giving it to other Districts. We have always hung on and always try to give the board guidance, Mr. Santos the leadership in the District. Especially what we did this past year, we stood before you last year with the grim news of that the State was not going to come with more money. The session had just ended and they had to cut us. I mean 20 years in the business and I had never seen the state actually cut public education. They had always been real supportive. I always hear Mr. Moak say. I always said, that's kind of a little worrisome for the future of Public Education, that those individuals maybe different from us from other parts of the State, but they were our leaders in Austin and they very much are a part of Public Education. It's kind of like that that we do have to be concerned about the future of our State with whomever they replace these individuals with. Coming back to Laredo, TX coming back to United ISD we have always tried to do with whatever we have to do.

One of the main things is that we are going to bring you a budget by August 20th. We need to adopt the budget by Aug. 31st. There are three budgets that you need to adopt the general operating, debt service and food service. In that same meeting you would be adopting the tax rate. The calendar I know Mr. Moak had a timeline of court sessions. It always seems that we are always bringing a timeline of court sessions. It always seems that we are always bringing timelines to individuals, but one of the key things with UISD is that we know many school districts are not facing is the valuations. You get a preliminary evaluation from your appraisal district and you use that number to project your revenue for next year. So much we can collect, so much we

wouldn't be able to collect, but UISD is in the situation right now that we probably are fortunate right now, because it is impacting our local economy and many individuals in this area. A section of our District that is growing so fast is in the mineral area and so we did see quite a bit of increase in our mineral values, but there are protests going on as we speak right now. We will receive an updated final value in certain sections of the roll hopefully by mid-July. By July 25th we will get the certified tax roll.

If you have any questions, I saw our appraisal district gentleman here. It's that roll that we'll bring to you with the projected revenue. Do we expect the members to change much from May? I'm going to tell you that this is a very different time we live in with all that's going on in the Northwestern part of our district.

After we get all that information we want to have a workshop again with the board at the end of July, then we need to publish a ten day notice on August 5th in the Laredo Morning Times and hopefully on August 7th give you a real brief budget update and August 15th which is our Regular Board Meeting we will be holding a public hearing within the agenda for us to adopt the budget and the tax rate that night. And then of course Sept. 1st would be the first day of our new budget. The key issues of our budget this year is, I know it seems like a broken record of cuts. This is the second year of the biennium.

The State was not in session this year; we weren't waiting and holding our breath. What are we going to do? We knew we were going to get cut. We will propose to keep that tax rate at \$1.04 unless our values come in at a very higher rate we may have to look at the rate. 2013 the way Mr. Moak eluted to us that we are one of those Districts to get impacted by that assessor, I mean to completely lose 17 million dollars of revenue and make it up in some other sections.. You are going to have to come back and find some places to cut. Again, the tax revenue part we have our appraisal values preliminary amounts over 20% increase over last year's roll. However, about 3.7 billion of a 12 billion dollar valuation is in protest right now. And, again we will have a certified roll by July 25th.

Our projected student enrollment a lot of our revenue from the state is based on students, so we are projecting a very conservative growth. We will have a total of 42,640 kids showing up this coming August. And then again the way our funding is based on we project about 39,000 of what they call average daily attendance. I know that we are sending through parent notification and letters and correspondence that we do want to push attendance. It is important not just in the revenues side, but that these kids have to show up to school. And, then what we did this year again like last year we cut campuses/departments non-payroll budgets by 5%. Again this is the slide you all remember from last year to where we told you that the 2011-12 picture and sure enough Mr. Moak's estimates were right on line and what the state was

going to do to us. This is where we saw this coming year; we were going to see even further cuts to our revenues from the State. Right now the preliminary budget that we are looking at with those cuts that I spoke about and the things that we do have to take care just because we open our front door, turn on the lights the non-personnel but right now if about 47.9 million dollars. You will see those individual items that we summed up. In the book that we sent you is the entire budget, thousands of accounts that we kind of summed up in these 8 bullets. Pretty much our campus budgets are 10.7 million; we have money for summer school and extracurricular, we were trying to hold on to as much as we could and understand now that we are going to have more out-of-town games. Our neighboring school decided to move away from our district, so we do have to follow that. Department budgets get adjusted; we do have a debt payment of 2.5 million. The light bill, water bill for a district our size which includes 40 sites is 10.1 million dollars is a big amount of our budget. Fuel, we are using \$3.40 a gal that we're seeing right now at our local gas stations. This is what we're seeing as far as to cover fuel for next year. Capital Improvement projects, I'm telling you ½ million dollars is some help, but you all know that our buildings are ageing and we do need the up keep even in our own personal home. They get 10 years old and there is some maintenance that needs to be made. Capital Equipment and other we do plan to kind of still support a furniture replacement plan especially for our older schools. We also support our band uniforms replacement plan and try to budget for those things that we know will have to replace later. We try to leave those things in the budget.

The projected payroll cost of about 244 million that Mr. Santos talked about we have incorporated the health insurance increase of almost \$800 thousand dollars. Mr. Santos is right, remember last year there was an issue on the premium we have the employees picked it up. At that point the district took the approach of covering it ourselves. At this time, we are showing it here that we are going to cover it. We will be bringing the actual renewal rate in the July Board Meeting, so you will see specific numbers as to where the premium ended up. Mr. Chapa will have that information for you. Just to tell you that we have incorporated that into the budget.

The board will take action next month. The total budget will be a little less than 292 million at this point believe it or not in the year 2010-11 we were operating with a budget that had more than 12.8 million in additional expenses with more students, had United done what they had to do with these cuts, yes we decreased our payroll by over 9.3 million in that 2 year period, and 3.5 million in all other non-payroll items. It is pretty tough to think about operating with the same number of sites, more students and the accountability that kept on coming operating a budget with 13 million less is kind of a message that needs to be sent to Austin that it is tough. Where else can we go look is a hard thing to look at right now.

The preliminary budget does include 10 more teachers, 1 Asst. Principal, 3 counselors, 10 Special Ed. teacher aides and 6 custodians. And you'll see where we have tried to keep it within our guidelines so that everywhere else in the district we have held the line in adding positions. A lot of this is triggered by the number of students that you have. Our debt service fund is one of the budgets that you also need to adopt. Our debt payment for next year is a little more than 25.8 million.

Right now our debt service rates are a little more than .15 cents, our projected tax revenue is going to be about 17 million, projected State assistance. I need to put a little asterisk there because if we get wealthier we will get impacted in the fund as well and then we would get less State assistance. But at this point with all the preliminary numbers that we have and have put into our template we should receive about 5.7 million from State assistance so that the remaining balance we are going to propose to get is from the debt service fund balance.

Again, this is what we will propose that the tax rate will stay at .15 cents and we will be bringing that information to you at the July Workshop. We will have a better idea about our values we gave you a very detailed plain English department budgets with no accounts numbers on them, Supplies/Travel and so on. Feel free to review this information we have provided and our office is always ready to answer any questions you might have.

The rest of the budget process we are waiting to receive the values after the protest hearings hopefully receive our certified tax roll around July 25th and will recalculate our tax roll at that point based on the certified values. Hope to hold a budget workshop at the end of July, publish the tax rate and public notice on July 5th so that on August 15th we can hold the Public Hearing and adopt the budget and tax rate that same evening.

At this point I don't have much more to share unless anyone has any questions. Thank you.

Roberto J Santos -- Just to remind the Board and the Public like last year with the Board's support we did not eliminate any positions/employees all the way from our custodial staff, Asst. Superintendent, Superintendent, teachers we did more with less. But, again we have to hold the line. Going back to what Mr. Moak said, it's going to be extremely tight. We need to be frugal with the monies that we have. Do we have enough money? I think we will make ends meet, but it will be tight. We are going to be able to help all the employees and all the students and make sure we meet everyone's needs.

Juan Roberto Ramirez -- I would like to say that I want to congratulate our staff on the budget and Mr. Santos and Mr. Moak for coming with good things for us to work on and try to manage and control. If we have enough of

whatever Mr. Santos mentioned we have to put it in reserve for that big day that we know would be pretty tight, because will not be laying off any personnel we are just trying to minimize the best we can in regards to expenditures and any other areas we need to look at. Try to minimize the budget and the expenditures that we have. I just want the personnel that we have in United to be very thoughtful in regards to thinking that we have a job and whatever they are making try to make savings, because no matter how much they will approach us and make a solution and cannot be done. Mr. Moak just came with the solution/answers and possible ideas that could happen in the future. We cannot do anything other than what the State can do for us. As it is and how it looks, Mrs. Benavides presented to us it's going to be pretty tight and really look and watch every department that is controlled in regards to the expenditures that we make. I want to thank everybody in regards to that and congratulate the administration for that.

It hurts everybody, but of course the school district has put things together to make it work and to make their working area the best they can and try to make ends meet.

Juan A. Molina – This is directed to our legislator. As a businessman, there are only so many months that can go by without needing maintenance to things like our cars. You have to change the oil every three months, change the tires, so sooner or later we will have the consequences the State not funding our Education and when that day comes we're going to pay for it and pay for it dearly. We need to talk to our legislators and say Education should always come first no matter what.

Jud Gilpin –Any other comments

Juan R. Ramirez – I just want to add something I forgot. Just like Mr. Santos said, if we go overboard and try and make people happy in regards to getting a little more out of that really we are going to be going broke before the budget we're going to start cutting more and we are not going to have anything to work with. Try and work with what we got and be satisfied.

IV. Adjournment

There being no further business before the Board, the Budget Workshop of June 27, 2012, was adjourned at 6:40 p.m.

Judd Gilpin, President

Ricardo "Rick" Rodriguez, Secretary

**Special Called Meeting
June 27, 2012**

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

In Attendance

Robert J. Santos
Superintendent of Schools

Board of Trustees

Judd Gilpin – President
Juan Roberto Ramirez – Vice President
Ricardo “Rick” Rodriguez – Secretary
Ricardo Molina, Sr. – Parliamentarian
Pat Campos – Member
Juan A. Molina, Jr. – Member
Javier Montemayor, Jr. – Member

The Board of Trustees of United ISD met in a Special Called meeting on Tuesday, June 27, 2012, beginning at 6:30 p.m. in the United ISD Boardroom, Laredo, TX 78045.

- I. Roll Call, Establish Quorum, Call to Order
- II. President Judd Gilpin made an announcement calling this Special Called meeting of the United Independent School District to order at 6:41 pm. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.
- III. Pledge of Allegiance

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

Juan Cruz – Mr. Gilpin, Members of the Board the agenda items in Closed Session are my items on litigation and other matters. I am not sure you may want to go and take care of your action items on the salaries and Depository Contract at this time, so that probably most of the people here can go home early.

Judd Gilpin – So then we can move items V-A-D before the Closed Session items.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Juan Roberto Ramirez

Discussion:

In Favor: Unanimous

Opposed:

A. Resolution adopting Employee Retention Incentive Payment Program to Full Time District Employees during the 2011-12 School Year

Mr. Roberto J. Santos – Mr. Gilpin, Board members. I know Mr. Moak brought us some bad news, but I like to bring some good news to our employees. Especially in trying times, we've been looking at our 2011-12 school year budget. I think Laida shares this with you, everybody sacrificed with the support of the board to make ends meet and to have a budget that was balanced. As the year started we were able to get additional support from a grant a onetime federal grant.. Looking at all the expenses, we were able to save some money this year and I would like to recommend to the Board of Trustees that we do a onetime incentive to all our employees all the way from our custodial staff to Associate Superintendent. Everybody did their part. My proposal would be to do a onetime incentive probably paid to people that worked for UISD the year 2011-12 and come back to school year 2012-13 paid to full time employees a onetime amount which would be paid on August 24th. And at this point my proposal to the Board would be \$1500 across the board to all employees. We're looking at 5,825 employees which includes all teachers, hourly employees, everybody the same. Everybody did their part to get to where we are at. That would be my proposal and my recommendation to the board.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Ricardo Molina

Discussion: Rick Rodriguez – I would like to see if there was anyway Mr. Santos for the teacher to see if we can raise them to \$2,000.

Juan Cruz – That would be Mr. Rodriguez, if somebody would second that and that would be your motion.

In Favor: Unanimous

Opposed:

Secondary Motion: Ricardo "Rick" Rodriguez

Seconded by: Juan Roberto Ramirez

Discussion: Juan Cruz – We have to go with the secondary motion first. That all full-time employees receive \$1500 and the classroom teachers that were employed during the 2011-12 school year and remain employed for the 2012-13 school year get an additional \$500. That was Mr. Rodriguez motion and seconded by Juan Roberto Ramirez.

In Favor: Judd Gilpin, Javier Montemayor, Juan Roberto Ramirez, Ricardo 'Rick' Rodriguez

Opposed: Pat Campos, Juan A. Molina, Ricardo Molina

Judd Gilpin – To clarify, we now have a motion and a second for that. Can we discuss both things? Can we do a discussion within a discussion?

Juan Cruz – Yes

Ricardo Molina – I was going to ask Mr. Santos – Does the 9 million dollars cover that?

Roberto J Santos – Yes, I think we have almost 1.2 million that we saved. All of us saved money. It isn't money that was from the State that was a combination of all employees. To respond to you Mr. Molina, it would be tight, but we would be able to support the recommendation from the board which would be \$2,000 for classroom teachers and \$1500 for the rest of all the employees without having to go into our fund balance, next year's fund balance.

Judd Gilpin – I think it's a good recommendation to go with the \$2,000 for the teachers. As we know, as we cut back one part of the equation, we can't deal with the fact that we have extra students and we decrease the numbers of students. I mean decreasing the number of teachers at the same time increasing students. Sometimes I think the teachers have to contend all day. I think they have gone above and beyond in helping meet our obligations. The percentage that \$2,000 would come out to roughly, I'm thinking against the average salary would be roughly about 2%.

Roberto J. Santos – For which group?

Judd Gilpin – For teachers about \$2,000 would be represented by what percentage.

*Roberto J Santos – For teachers about $4.1\% = \$2,000$
For the rest of the employees & Administrators -
 $\$1,500 + 2.1\%$
Para's – 6.9%*

Hourly – 7.4%

Judd Gilpin – That's what we have.

Roberto J Santos – Yes, Sir that is the average.

Judd Gilpin – 2, 4 & 7

Roberto J. Santos – Yes, Sir

Ricardo Molina – Everybody is taking a hit on the new students. Not only the teachers, the bus drivers have to bus the students, the cafeteria employees have to feed them. Everybody has extra chores. Not only teachers. Everybody deserves the same amount. Like I say we should be fair with everybody.

Juan A. Molina – What was the total that we had? Was it 9.2 million?

Roberto J Santos – We had over 9.2 million. This would run pretty close to 10 million. About \$600 thousand is paid out of Federal. We should be right around the ball park figure. Based on the information I got from Sam, 9.2 was based on the last three weeks and based on what we are saving. Sam looks at all the accounts. We should be able to get there on 9.3 – 9.4 million to be able to cover this.

Juan A. Molina – I would like to see the numbers of the money we do have and not on propositions the maybe we would have. What would be the number for the teachers if we stay at the number?

Roberto J Santos – Which numbers?

Juan A Molina – 9.2 million

Roberto J Santos – On \$1500 is about 8.7% less 600 would be 8.1%. Again, if all employees get \$1500 and we will adjust the teachers. Is it going to be tight? Absolutely, Can we cover it? Yes, Sir we can. Based on what I visited with Laida and staff we can support that. I think every employee deserves an adjustment. There's no doubt. I think that the adjustment of \$1500 for all employees, administrators and everybody else. We would like to do more, but this is what we've got.

Pat Campos – I agree with that Mr. Santos. Every employee has gone above and beyond. No raises, no anything, so I think this incentive should be \$1500 for everybody. I know teachers work hard, but so does every other employee in the district. I don't think it's fair that some employees get \$1500 and other get extra money, because everybody has been through a lot, everybody.

Judd Gilpin – Any further discussion.

Pat Campos – One more thing, I don't think this board should make any differentiate in the employees as opposed to administrators, transportation, teacher aides, food service and the teachers they are all employees of the district. Everybody should be treated the same.

Javier Montemayor – What is the motion?

Juan Cruz – Motion on the floor is \$1500 for all employees with the exception of the classroom teachers which would receive \$2,000.

Just for the record – The substitute motion passes –

In Favor: Judd Gilpin, Javier Montemayor, Juan Roberto Ramirez, Ricardo 'Rick' Rodriguez

Opposed: Pat Campos, Juan A. Molina, Ricardo Molina

The substitute motion passes.

That's the end of the action on that item. The resolution that is on page 6 will be amended and placed on the record.

Pat Campos – Just to clarify for all employees that are here. The three of us that voted against this is that we didn't want you to get that incentive; we just wanted you to get what is fair for what everybody else was getting.

B. Discussion/Action re: Employee Salaries for the 2012-13 School/Work Year, including freezing of all Salaries and/or Wages Based upon the 2011-12 Compensation Plan

Roberto J Santos – Our recommendation based on the tightness of the board and the future end. We would like to give our employees a pay raise. I don't think we can afford to give our employees a pay raise. At this point my recommendation is to be able to freeze the salaries for this coming year based on the 2011-12 Compensation Plan.

Motion: So moved

Motion by: Ricardo Molina

Seconded by: Juan Roberto Ramirez

Discussion: Javier Montemayor – the reason you want to freeze is because you can't carry it continuously.

Roberto J Santos – I think the item is that when we visited with Mr. Moak we would like to absolutely, our employees deserve a pay raise, but based

on the information we have and it's almost difficult that any pay raise that we give is continuous. You have to carry it over for school year 2012-13. As you know our health insurance will be going out for bids, and there is no doubt there will be some adjustments. No telling what else the state might adjust our revenues or any additional revenues we might get. That is the only reason we have to come back to the board to make a recommendation we don't want to make, but we have no choice, but to make it.

Javier Montemayor – Is it possible that we might re-visit the issue of incentives in the next budget year?

Roberto J Santos – Absolutely. If we are able to save some money and look at the following year's budget balance, absolutely. Be careful with our fund balance. To me that is the key.

Pat Campos – And, hopefully next year it's a fair incentive

Roberto J Santos – As we look at next year's budget we need to make sure we do have some additional funds to take care of any unforeseen expenses.

Favor: Unanimous

Opposed:

C. Discussion/Action re: Teacher Base Salary Schedule for the 2012-13 School/Work Year

David Garcia – Good Evening, Mr. Gilpin, Mr. Santos, Members of the Board, Ladies & Gentlemen. This evening the action item being presented before you is simply recommending the teacher pay scale. What we're doing with this is to simply adjust the years of service for staff. With the freezing of service pay scale it's simply reflective of that. It does more overtones for future considerations, for raises or other considerations the board may have. It also has retirement overtones, service records overtones for all staff regardless of assignment. Basically it is reflective to go along with the same action the board just acted on. The sample pay structure is right there before you for your consideration.

Motion: So moved

Motion by: Juan A. Molina

Seconded by: Pat Campos

Discussion:

In Favor: Unanimous

Opposed:

D. Approval of RFP-2012-022 Bank Depository Services

Cordy Flores Jackson – Good Evening, Mr. Gilpin, Members of the Board. Before you we're asking approval of the Bank Depository Contract. The District solicited for this service. We received responses from three of our local banks which were Bank of America, BBVA Compass and JP Morgan Chase. The proposals were received by our accounting department as well as purchasing department and had an analysis done by a financial consultant from the firm Estrada Hinojosa, Mr. Dick Long. Based on all the evaluations the recommendation from the accounting department is to award the contract to BBVA Compass.

Motion: So moved

Motion by: Pat Campos

Seconded by: Juan A. Molina

Discussion:

In Favor: Unanimous

Opposed:

IV. Closed Session: Board adjourned into Closed Session at 7:04 p.m. pursuant to the following sections of the Texas Open Meetings Act:

A. 551.071 Consultation with Board's Attorney

1. Consultation with legal counsel re: rescind appointment of Raul Vasquez to hear nonrenewal hearing requested by Enrique Garza
2. Consultation with legal counsel re: Board to appoint alternate attorney to hear nonrenewal hearing requested by Enrique Garza or Board to retain authority re: hearing process; proposed settlement offer made by Enrique Garza
3. Consultation with legal counsel re: settlement in the matter of M.D. by Next friend L.D. v UISD, et. al., in the U.S. District Court, Southern District, Laredo Division, Civil Action NO. 11-CV-150

V. Reconvened from Closed Session at 7:30 p.m., the Board will take appropriate action on items, if necessary, as discussed in Closed Session.

E. Action re: rescind appointment of Raul Vasquez to hear nonrenewal hearing requested by Enrique Garza

The board acted to rescind the appointment of Raul Vasquez to conduct the hearing on the proposed nonrenewal of Enrique Garza.

Motion by: Pat Campos
Seconded by: Juan A. Molina
Discussion:
In Favor: Judd Gilpin, Pat Campos, Ricardo Molina, Juan Roberto Ramirez, Juan A. Molina and Rick Rodriguez
Opposed:
Abstained: Javier Montemayor

- F. Action re: Board to appoint alternate attorney to hear nonrenewal hearing requested by Enrique Garza or Board to retain authority re: hearing process

The board acted to retain authority re: hearing process for the due process hearing requested by Enrique Garza as discussed in closed session

Motion by: Juan A. Molina
Seconded by: Ricardo Molina
Discussion:
In Favor: Unanimous
Opposed:

- G. Action re: Proposed Settlement offer made by Enrique Garza

The board acted to reject the settlement offer made by Enrique Garza as discussed in closed session

Motion: So moved

Motion by: Juan A. Molina
Seconded by: Ricardo Molina
Discussion:
In Favor: Unanimous
Opposed:

- H. Consultation with legal counsel re: settlement in the matter of M.D. by Next friend L.D. v UISD, et. al., in the U.S. District Court, Southern District, Laredo Division, Civil Action NO. 11-CV-150

The board acted to approve the settlement offer in the matter of M.D. by Next friend L.D. v UISD, et. al., in the U.S. District Court, Southern District, Laredo Division, Civil Action NO. 11-CV-150 as discussed in closed session.

Motion by: Juan A. Molina
Seconded by: Juan Roberto Ramirez
Discussion:
In Favor: Unanimous

Opposed:

VI. Adjournment

There being no further business before the Board, the Special Called Meeting of June 27, 2012, was adjourned at 7:32 p.m.

Judd Gilpin, President

Ricardo "Rick" Rodriguez, Secretary