



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the months of December 2025, and January 2026

SUBMITTED BY: Griselda Rodriguez, Secretary **OF:** Office of Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: April 22, 2026

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees discuss and take possible action to approve the following board minutes presented for the months of December 2025 and January 2026.

Regular Board Meeting – December 17, 2025

Special Called Meeting – January 8, 2026

UNITED INDEPENDENT SCHOOL DISTRICT

Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, TX 78043

REGULAR BOARD MEETING MINUTES December 17, 2025

BOARD MEMBERS PRESENT: Rudy Gonzalez, Gilbert Aguilar, Michelle Molina, Aliza F. Oliveros, Ramiro Veliz, Javier Montemayor, and Dianelle Martinez

STAFF PRESENT: Dr. Gerardo Cruz, Laida Benavides, Rebecca Morales, David Canales, Melissa Cruz, Mario Rosales, Sam Flores, Rosa Cabello, Felipe Jimenez, Cordy Jackson, Mike Garza, Hector Perez, Mario Rosales, Gerry Rodriguez

I. Roll Call, Establish Quorum, Call to Order

Board president Javier Montemayor, calls roll and establishes a quorum at **6:02 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. Webb County Constables for Precints 1, 2, and 4

B. COL. SANTOS BENAVIDES ELEMENTARY SCHOOL - National Math Stars Program

C. 2025-2026 AP SCHOLARS

***UNITED SOUTH HIGH SCHOOL**

***JOHN B. ALEXANDER HIGH SCHOOL**

***LYNDON B. JOHNSON HIGH SCHOOL**

***UNITED HIGH SCHOOL**

D. UNITED HIGH SCHOOL — TASSP Region One Outstanding High School Assistant Principal of the Year

E. UNITED HIGH SCHOOL FOOTBALL TEAM - Bi-District / Area Champions - Regional Semi-finalists

IV. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person.

The public comment form must be fully completed to be considered. 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.

Abeer Alhadad: Ms. Alhadad says she is here to address serious concerns under the Texas Educators Code of Ethics. Ms. Alhadad specifically names the campus counselor at San Isidro Elementary and states that this is an issue of professional conduct, ethical boundaries and accountability. Furthermore, she quotes Standards of the Code of Ethics (Standards 1.3, 1.7, and 1.9), and states that she previously expressed her concerns with the Board of Trustees via a Level Three Grievance Hearing but did not have documentation to support her claims. Additionally, Ms. Alhadad claims that her requests for Open Records were delayed. Lastly, Ms. Alhadad states that after receiving the Open Records, she found evidence of name calling, personal remarks and mischaracterization made by the school counselor and urges the Board they address these concerns and thanks them for their time.

End of Public Comments.

V. Items for Information Only

A. Superintendent's Report

Dr. Cruz provides a detailed report of current events highlighting the most recent administration for End Of Course assessment and said, that it ran “smoothly” across all high schools all the while adhering to the guidelines. Dr. Cruz thanks all administrators who supported our students during the process. Additionally, he expressed enthusiasm over academics during the upcoming spring semester and assures the Board that the district will remain focused in providing high-quality instruction across all levels.

Dr. Cruz informs the community that he will be holding more in-depth meetings with the board of trustees to discuss finances. This information he says, is to include the new budget for the new fiscal year, as well as a detailed expenditure review, and long term financial planning strategies. All to provide the Board with comprehensive information in order to make a more “fiscally sound” decisions to support district missions and strategic objectives.

Lastly, Dr. Cruz wishes all faculty, staff, students, parents, and Board, a joyous, safe, and peaceful holiday break.

VI. Consent Agenda Items

A. 2026-2027 Academic Calendar

B. First Reading of TASB Update 126 (LOCAL) Policies

C. Monthly Disbursements

D. Resolution regarding Review of Investment Policy and Strategies

E. Awarding Bids, Proposals, Qualifications, and Extensions

F. Low Attendance Day Waivers for the following campuses: United High, Lyndon B. Johnson High, STEP Academy, United South Middle, Salvador Garcia Middle, Los Obispos Middle, Antonio Gonzalez Middle, Raul Perales Middle, Perez Elementary, Ruiz Elementary, Juarez-Lincoln Elementary, Prada Elementary, Roosevelt Elementary, Arndt Elementary, Bonnie Garcia Elementary, Centeno Elementary, and Veterans Memorial Elementary

G. United ISD's plan to meet HB 2, authorizing the Commissioner of Education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year

H. Resolution of Early Notification of Employee Separation from Employment Incentive to Full Time District Employment for the 2025-2026 school year

On a motion so move, by Gilbert Aguilar, and seconded by Rudy Gonzalez, followed by discussion by Dianely Martinez. Ms. Martinez asks administration that the wasteful spending be stopped, "food for meetings need to stop", she said. Motion passes unanimously.

VII. Items for Individual Consideration

A. Approval of Donations

- An in-kind donation (of 8 soccer balls and nets) with an approximate value of \$2,000.00 from parent Mike Reyes of the Laredo Heat organization, to the Malakoff Elementary Physical Education department.
- A donation by Borchers PTC Booster Club in the amount of \$1,485.41 for school expenses and student incentives.

There were 5 donations of under \$1,000.00 for a grand total of \$4,735.41.

On a motion so move, by Aliza Oliveros, seconded by Gilbert Aguilar, and the Board unanimously approved, motion carries.

B. Approval of Board Minutes for the months of July, August, and September 2025

Motion so move, to approve the Board Minutes for the months of July, August, and September 2025, motion moved by Aliza Oliveros, and seconded by Rudy Gonzalez,

followed by discussion to include a correction for the August 20th, 2025, Regular Board Meeting (page 244), the Awarding Bids, item V-B, the motions for the recommendation were made by trustee Michelle Molina, and trustee Gilbert Aguilar.

On a motion moved, to approve the Board Minutes for July, August and Septemeber 2025, as amended, seconded by Rudy Gonzalez, and unanimously approved, motion carries.

C. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

On a motion so move, to approve the Discretionary Funds as presented, motion moved by Aliza Oliveros, seconded by Rudy Gonzalez, and unanimously approved by the Board, motion carries.

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

The Board adjourns into Closed Session at **6:40 P.M.**

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

1. Superintendent's Duties and Responsibilities

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

TGC 551.072 Deliberation regarding Real Property; Closed Meeting

1. Report on the status of preparation and posting of the Resolution of the United Independent School District dated October 21, 2025, regarding the offer of sale of the Las Tiendas 165-acre Tract

2. Report on the status of preparation of the offer for sale of the Las Blancas Tract 1 and surrounding acreage in the Las Blancas Subdivision and subject to the Resolution of the United Independent School District dated October 21, 2025, and posted under the Resolution subfile of the United Independent School District website, www.uisd.net

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

TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding the appointment of Assistant Principal at Prada Elementary School

IX. 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 **7:56 P.M.**

A. Possible action with respect to the Resolution of the United Independent School District dated October 21, 2025, with respect to the sale of the Las Tiendas 165-acre Tract

The recommendation is to authorize legal counsel to proceed as discussed in Closed Session.

On a motion so move, by Gilbert Aguilar, seconded by Ramiro Veliz, and unanimously approved by the Board, motion carries.

B. Possible action with respect to proceeding with the offer for sale of the Las Blancas Tract 1 and surrounding acreage in the Las Blancas Subdivision subject to the Resolution of the United Independent School District dated October 21, 2025

The recommendation is to authorize legal counsel to proceed as discussed in Closed Session.

On a motion so move, by Gilbert Aguilar, a second by Ramiro Veliz, and unanimously approved by the Board, motion carries.

C. Possible action regarding the appointment of Assistant Principal at Prada Elementary School

The recommendation by administration for the Assistant Principal at Prada Elementary School is Francisco Lara.

On a motion so move, moved by Gilbert Aguilar, seconded by Michelle Molina, and unanimously approved, motion carries.

X. Adjournment

On a motion to adjourn, motion moved by Javier Montemayor, and seconded by Michelle Molina, and unanimously approved, motion carries.

The UISD Board of Trustees wish everyone a very Merry Christmas and a happy holiday season.

There being no further business of the UISD Board of Trustees, this Regular Board Meeting of December 17, 2025, was adjourned at **7:58 P.M.**

Javier Montemayor, Jr.
Board President

Michelle Molina
Board Secretary

UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045

SPECIAL CALLED MEETING MINUTES

January 8, 2026

5:15 PM

BOARD PRESENT: Rudy Gonzalez, Gilbert Aguilar, Aliza Oliveros, Dianelle Martinez, and Javier Montemayor

STAFF PRESENT: Dr. Gerardo Cruz, David Canales, Chief Aaron Salazar

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor establishes a quorum and calls meeting to order at **5:22 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. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. 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.

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

The Board adjourns into Closed Session at **5:23 P.M.**

**A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting
TGC 551.0821 Personally Identifiable Information About Public Student**

1. Conduct Board Policy FNG (Local) Consolidated Level Three appeal hearing for A.G., and matters incidental thereto

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

1. Deliberation, including consultation with legal counsel, regarding Board Policy FNG (Local) Consolidated Level Three appeal hearing of A.G., and matters incidental 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 **7:15 P.M.** No action was taken during Closed Session.

A. Possible action regarding FNG (Local) Consolidated Level Three appeal hearing of A.G.

On a motion to uphold and affirm the Level 2 decision, motion moved by Dianelle Martinez, seconded by Rudy Gonzalez, followed by discussion to modify to include reinforcement of law-enforcement training of Body-worn cameras. Chief Salazar states that this training is mandated.

Motion is approved to include modifications that all officers adhere to the training requirement of proper usage of the body-worn cameras. The Board unanimously approved, motion carries.

VI. Adjournment

On a motion moved to adjourn, moved by Aliza Oliveros, seconded by Rudy Gonzalez, and unanimously approved, motion carries.

There being no further business before the UISD Board of Trustees this Special Called meeting of January 8, 2026, was adjourned at **7:16 P.M.**

Javier Montemayor, Jr.
Board President

Michelle Molina
Board Secretary