



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Discussion and Possible Action regarding Board Minutes for the months of July 2023 and August 2023

SUBMITTED BY: Griselda Rodriguez/Alejandra Salinas **OF:** Secretary

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: September 20, 2023

RECOMMENDATION:

It is recommended that the USD Board of Trustees approve the minutes for the following:

- Regular Board Meeting – July 19, 2023
- Special Called Meeting – July 27, 2023

- Special Called Meeting – August 8, 2023
- Regular Board Meeting – August 16, 2023
- Special Called Meeting – August 19, 2023
- Special Called Meeting – August 28, 2023

RATIONALE:

BUDGETARY INFORMATION:

POLICY REFERENCE & COMPLIANCE:

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

Regular Board Meeting
July 19, 2023
6:00 p.m.

STAFF PRESENT: David H. Gonzalez

BOARD MEMBERS PRESENT:

Ramiro Veliz, III, President – Absent
Aliza Flores Oliveros, Vice-President – Present
Michelle Molina, Secretary – Present
Francisco “Frank” Castillo – Present
Gilbert Aguilar, Jr. – Present (arrived at 6:10 p.m.)
Javier Montemayor, Member –Present
Ricardo Rodriguez, Member – Absent

LEGAL COUNSEL PRESENT: Stephen Trautmann

I. Roll Call, Establish Quorum, Call to Order

Ms. Aliza F. Oliveros called the meeting to order at 6:00 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 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.

Clarissa Fraga – addressed the board regarding financial responsibilities and pay raises.

Jose Ovando – addressed the board regarding the Food Production Center. He stated he has many unanswered questions and is trying to bring the federal authorities to investigate the many issues he is questioning.

IV. Informational Items

A. Superintendent's Report

David Gonzalez provided an update and mentioned the start of our Leadership Summit to welcome back administrators and invited them to join and address administrators on any of the upcoming meeting dates.

B. Presentation regarding utilization of District programs, including technology, purchased through ESSER funds and fiscal impact, if any, upon expiration of ESSER fund availability.

David Gonzalez asked the board to pull this item out until further notice to compile more data and have a complete report.

V. Consent Agenda Items

A. Approval of Monthly Disbursements

B. Approval of Budget Amendment

C. Approval of submission of the certified estimated 2023 debt collection rate and certified excess debt collections for 2022

D. Approval of awarding bids, proposals, and qualifications

E. Approval of Optional Flexible School Day Program for 2023-2024 school year to continue the Positive Approach to Student Success (PASS Program) at Lyndon B. Johnson and United South High School

F. Approval of First Reading of TASB Update 121 (LOCAL Policies)

G. Approval of Appraisers for the 2023-24 School Year

H. Approval of update of Employee Service Record Designees

I. Approval of Vision and Mission Statement and Goals for United ISD 2023-24 school year

J. Approval of DMA Local Required Professional Development

K. Approval of disposition of technology equipment

A motion was made by Javier Montemayor and seconded by Francisco Castillo to approve the consent agenda items as presented.

Motion was unanimously approved.

VI. Items for Individual Consideration

A. Discussion and possible action regarding requests from Board Members in re: Use of Board Discretionary Funds for various projects/campuses

Mr. Mike Garza presented an additional request from the UISD Police Department sponsored by Javier Montemayor for promotional items in the amount of \$1,500.00

A motion was made by Javier Montemayor and seconded by Francisco Castillo to approve Item VI-A as presented.

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 6:11 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

TGC 551.087 Deliberation Regarding Economic Development Negotiations; Closed Meeting

1. Consultation with Legal Counsel regarding CSP-015-2023 United ISD New Food Production Center Facility, Negotiations with Texas Department of Public Transportation regarding United ISD Food Production Facility, and matters incident thereto.

C. TGC 551.071 Consultation with Attorney; Closed Meeting

TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding the appointment of Principal at Joe Finley Elementary School

2. Discussion regarding the appointment of the Processes/Programs Director - Special Education

3. Discussion regarding the appointment of the Student Assessment Program Director

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 7:19 p.m.

A. Discussion and possible action regarding CSP-015-2023 United ISD New Food Production Center

David Gonzalez made a recommendation that CSP-015-2023 United ISD New Food Production Center be approved and awarded to Leyendecker Construction which is the sole bidder at this time in the amount of \$51,854,000.00 which includes 1.4 million in finishing allowance. He added that it is critical to know that the long and enormous process that led us to this point began six years ago with thousands of hours of hard work that have been put in by UISD staff, outside consultants and counsel. He thanked everyone for their diligence and hard work. Mr. Gonzalez added that this facility will service the students at UISD who are the reason for all of us being here tonight and said the students will benefit from this facility being constructed evident by the nearly 40,000 meals that will be produced at this facility. He added that the students are his focus today, tomorrow and for the years ahead as their instructional leader and that this facility is essential for district operations and for all these reasons he recommends that CSP-015-2023 be approved and awarded this evening.

A motion was made by Javier Montemayor and seconded by Francisco Castillo to approve agenda item VIII-A as presented.

Stephen Trautmann addressed the board and stated that it is their law firm's opinion as well as the recommendation of Eddie Vassallo, the district's condemnation attorney, that the specific terms of the agreement with TxDot remain confidential due to several reasons. One is due to the negotiations that are taking place and also the condemnation matter that is pending which is litigation. He repeated that the terms regarding this proposed agreement need to remain confidential.

Aliza F. Oliveros stated that in 2014 someone from TxDot told them this was going to happen. She said this was nothing new and that TxDot has been making presentations to the public as well. She said the public is getting more focused on this matter because it is at the tail end of what needed to be done as of 10 years ago. She added she feels comfortable and happy with where they are right now with the litigation and settlement. She also mentioned that there is no other operation in town that serves 40,000 meals to children. She said the facilities have to be running concurrently and as they close one operation the other one has to be ready to go. She added that Mr. Rangel has worked very hard to ensure that the facility not only meets the needs of the for food production but also the needs of our students, that there will be classrooms and many opportunities for growth. Ms. Oliveros mentioned that they were told by the attorneys to keep the terms of their negotiations confidential and asked the public to

trust them. She asked Mr. Jaime Garcia for any comments on why it was awarded to Leyendecker Construction.

Jaime Garcia added that this was a very complex architectural design because of the nature of the services provided through the soon to be new food production center. He said it as to do with the complexity and not many construction companies have the means or ability to undergo a project like this one.

Javier Montemayor stated he didn't think there is any question on the need for the food production center and added this is the best value for the district and will not impact our budget. He said the facility will meet the current needs and future needs for the production of food for our schools. Mr. Montemayor said as far as the bidding process, this bid was open for a while and companies are free to bid and there's requirements that need to be met and if other companies submit their bid, they will be considered. He added that Leyendecker Construction is always on time, they're always under bid and he guarantees his work.

Francisco Castillo stated his comments reflect who he is as an individual and added he feels very strongly and that is why he seconds the approval. He said considering all the costs, everything that we are getting after being advised that there were condemnation proceedings, he feels very satisfied and thinks they are doing something good for the district and knows he is making the right decision. Mr. Castillo added that the kitchen is a very important issue for our students and complimented staff and everyone who has been transparent with them because they do rely on staff and attorneys advise and he sees no problem with accepting that advise and that is why he is supporting this item.

Gilbert Aguilar stated that it is a win-win situation, a blessing in disguise for a new kitchen and well deserved. He mentioned they were there on Monday and saw everything that is being done. He said their questions were answered and is very supportive of this item that will benefit the kids and the district to move forward.

Michelle Molina stated it's a fact that it is a blessing in disguise and added that they toured the facility which is almost 30 years old and all equipment is kept immaculate but some point heavy equipment will break down and would take thousands of dollars that would impact our budget. She added that the terms are confidential but she feels very comfortable and confident that it will not affect our budget as mentioned and the ones that will reap the benefits of this are our students. She added that this facility will offer training opportunities, in-classroom opportunities for our students and so much potential can be done with this facility. She thanked administration and our superintendent and our attorneys for being persistent and investing the time to ensure that what was presented back then has been improved to what the presentation is today and will be moving forward and voting for this item.

Motion was unanimously approved.

B. Discussion and possible action regarding the appointment of Principal at Joe Finley Elementary School

Mr. David Gonzalez stated his recommendation for Principal at Joe Finley Elementary School was Imelda Flores.

A motion to approve the recommendation was made by Michelle Molina and seconded by Francisco Castillo.

Motion was unanimously approved.

C. Discussion and possible action regarding the appointment of the Processes/Programs Director - Special Education

Javier Montemayor made a motion to table Items VIII-C and VIII-D for the meeting on the 27th.

Motion was seconded by Gilbert Aguilar.

Motion was unanimously approved.

D. Discussion and possible action regarding the appointment of the Student Assessment Program Director

IX. Adjournment

A motion to adjourn was made by Javier Montemayor and seconded by Gilbert Aguilar

Motion to adjourn was unanimously approved.

There being no further business before the Board of Trustees, the Regular Board Meeting of July 19, 2023 was adjourned at 7:35 p.m.

Ramiro Veliz, III, President

Michelle Molina, Secretary

Minutes Approved: September 20, 2023

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 27, 2023
6:00 p.m.**

STAFF PRESENT: David H. Gonzalez, Superintendent

BOARD MEMBERS PRESENT:

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

LEGAL COUNSEL PRESENT: Stephen Trautmann

I. Roll Call, Establish Quorum, Call to Order

Ms. Aliza F. Oliveros called the meeting to order 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. 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. Informational Items:

A. Budget 2023-24 Update

Ms. Laida Benavides presented information on the 2023-2024 Budget. She presented updated legislative school finance bills including results from the special session(s), including the impact to United ISD and budget information for all three funds (General Funds, Debt Service Fund, Child Nutrition Fund and budget timelines.

Javier Montemayor stated for the record they are not approving the budget today, just the compensation.

Laida Benavides said it is a fluid budget hopes to adopt it on August 16th.

Aliza F. Oliveros commended Ms. Benavides and her staff, superintendent and administration for working really hard to ensure there was no financial impact to the employee on the cost of health insurance.

V. Items for Individual Consideration:

A. Discussion and possible action to approve the proposed compensation plan including pay increases for the 2023-2024 school year, with authorization for additional pay increases during the 2023-2024 school year contingent upon compliance with statutory requirements from the 88th Texas Legislature

David Gonzalez recognized Laida Benavides and the finance staff for their work on the budget. He stated is recommendation is Option two which is \$1,500 for teachers, 2% of midpoint for professionals, 3% of midpoint for paraprofessionals and auxiliary staff.

Michelle Molina made a motion for discussion, seconded by Javier Montemayor.

Francisco Castillo made a sub-motion and stated that teachers should get a \$2,000 pay raise and everyone else 3% of midpoint and in addition to that he would like to see some help for substitutes with an additional \$5.00 per day and any other adjustments that were presented as part of Option two. Aliza Oliveros seconded his motion.

Michelle Molina opened for discussion and stated it would be fair to increase the \$2,000 for teachers to \$2,500 and asked Finance staff what that would do to our budget.

Laida Benavides explained that with those increases the deficit would go from 7.8 million to 9.2 million.

Javier Montemayor stated his concern is going above 8 million dollars.

Aliza Oliveros stated that the additional \$500 being requested is overcompensated with the insurance giving each employee \$600 and added they need to be fiscally responsible.

Laida Benavides explained that the way the agenda item is written, allows them to come back and do any type of adjustments, just in case something gets passed in the legislative session.

Sam Flores explained that if they add the \$500 it will be an 8.5 million dollar deficit.

Michelle Molina stated she does not want disparity in the amounts that employees and teachers get as their raise.

Aliza Oliveros clarified that teachers are not in the category of the 3%.

Laida Benavides explained that depending on what happens at the next session, they may be able to come back and give more to the teachers and other employees.

Javier Montemayor made another sub-motion to propose a salary increase to teachers of \$2,250.00, 3% of the midpoint for professionals, paraprofessionals, and auxiliary staff and a \$5.00 increase per day to substitute teachers.

Stephen Trautmann recommended for the motion language that they do have authorization for additional increases during the 23-24 school year contingent on the requirements of the 88th legislative session.

Gilbert Aguilar seconded Javier Montemayor's sub-motion

Francisco Castillo asked for clarification of Javier Montemayor's sub-motion.

Javier Montemayor clarified the proposed salary increase would be \$2,250.00 for teachers, 3% of midpoint for professional, paraprofessional and auxiliary staff and an additional \$5.00 per day for substitute teachers and the cost of salary increases or adjustments as read off in the presentation, contingent on the outcome of the 88th legislative special session.

Laida Benavides clarified that this raise will happen and the session will start and they will be coming back to give the board an update. She said raises will start effective the new school year.

Francisco Castillo stated the cost of living has affected everybody and appreciates the recommendation by Javier Montemayor to increase an additional \$250.00 for teachers and the additional \$5.00 for the substitute teachers.

Gilbert Aguilar thanked the board and everybody that has worked together on this budget and hopes to keep moving UISD forward.

The motion by Javier Montemayor was unanimously approved.

VI. Adjournment

Aliza F. Oliveros adjourned the meeting at 6:37 p.m.

There being no further business before the Board of Trustees, the Special Called Meeting of July 27, 2023 was adjourned at 6:37 p.m.

Ramiro Veliz, III, President

Michelle Molina, Secretary

(Approved: September 20, 2023)

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

United Independent School District
UISD SAC Auditorium / 5208 Santa Claudia Lane / Laredo, Texas 78043

Special Called Meeting of the Board of Trustees
August 8, 2023
5:55 P.M.

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

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

I. Roll Call, Establish Quorum, Call to Order

This meeting was called to order by Ramiro Veliz at 5:58 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:

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Legal Counsel informs the board president that trustee Molina had a death in the family and was unable to be present.

Valentin Ruiz speaks in favor of a compensation plan for employees. Mr. Ruiz begins by requesting a colleague to video him when making his public comment. He argues that taxpayers

cannot hear his voice (in a very loud tone), and that he wants them to know who is talking. By the same token if a parent or students will speak on public comments, they want them to be heard and seen. Mr. Ruiz continues his argument that he wants the camera to face him, at which time the Board addresses him for his very loud, threatening and disrespectful tone. Ruiz replies he has Tinnitus and cannot hear himself. Ruiz continues to address another concern about a comment he heard at a previous meeting regarding “a classified staff employee cannot make more than an administrator”. He argues this point by comparing the superintendent making more than \$300K and says he is making more than a city manager, more than our congressman and is making more money than a general that is serving in the front line, in war. Ruiz is of the opinion that indeed employees can make more money by submitting their college credits and/or degrees to Human Resources. Lastly, Ruiz suggests that the board “put a cap” on the superintendent’s salary and a cap for administrators to save the district money and pay all classified staff a living wage. Mr. Ruiz closes by thanking the person who encouraged pay raises and states that “classified staff” are the ones suffering.

IV. Items for Individual Consideration

Discussion and possible action to amend compensation plan to approve additional compensation for full-time paraprofessionals and auxiliaries for the 2023-2024 school year

Superintendent Gonzalez reminds the board that the district had previously approved a 3% from the midpoint for all auxiliary full-time and paraprofessionals. He states that it is the recommendation by administration that an extra 1% be added for a total of 4% from the midpoint level.

On a motion made by Aliza Oliveros and a second by Gilbert Aguilar the board unanimously approved to pass the additional 1% compensation for full-time auxiliaries and paraprofessionals.

VI. Adjournment

With a motion to adjourn made by Javier Montemayor, and a second by Aliza Oliveros the board unanimously approves.

There being no further business of the UISD Board of Trustees this Special Called meeting was adjourned at **6:03 p.m.**

Ramiro Veliz, III
Board President

Michelle Molina
Board Secretary

These board minutes were completed by Griselda Rodriguez, secretary and presented for approval at the September 2023 Regular Board meeting.

UNITED INDEPENDENT SCHOOL DISTRICT

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

Regular Meeting of the Board of Trustees
Wednesday, August 16, 2023
6:00 P.M.

TRUSTEE PRESENT: Ramiro Veliz, Aliza Oliveros, Michelle Molina, Gilbert Aguilar,
Francisco Castillo (6:08 p.m.), Javier Montemayor (6:38 p.m.)

STAFF PRESENT: David H. Gonzalez, Mike Garza, Laida Benavides, David Canales, Emma
Leza, Rebecca Morales, Hector Perez, Sam Flores, Susan Carlson, Enrique
Rangel, Marta Stahl, Cordy Jackson, Manuel Menchaca, Adriana Ramirez,
Christina Cabello, Bobby Cruz, Cynthia Rodriguez, Melissa Cruz

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

I. Roll Call, Establish Quorum, call to Order

Ramiro Veliz, board president calls this meeting to order at **6:05 pm**

II. Pledge of Allegiance

A. I pledge allegiance to the flag of the United State of America and to the Republic for which it stands one nation under God, with liberty and justice for all.

A moment of silence is taken for the LBJ students lost in an accident.

III. Recognitions:

A. UNITED ISD SUMMER GRADUATIONS:

- John B. Alexander High School
- Lyndon B. Johnson High School
- United High School
- United South High School

IV. Public Comments:

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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.

Guillermo "Memo" Castro: Addressing the superintendent's allegations of sexual harassment. Mr. Castro starts by reminding the board how this district was built and that he blames the board for knowing about these allegations and "sweeping it under the carpet". He asks that the people (community) ask that the state come and take over the board and asks the superintendent to do the honorable thing by stepping down. In closing Mr. Castro says he gives the board a vote of no confidence.

Luis De La Garza (TSTA president): "Laredo United TSTA supports a zero tolerance policy that protects all workers from an unsafe hostile or sexually harassing work environment", states Mr. De La Garza. He also makes the statement that all individuals are entitled to due process, when facing an allegation or accusation in conjunction with their constitutional rights.

Paz Biggs: Ms. Biggs addresses Mr. Gonzalez stating that he has 1000% of her support. She has seen him take on issues with students and states her opinion that for him, "students are always first, and I appreciate that". Ms. Biggs says she is a former employee and parent volunteer of the district and that she has a teaching degree and knows about issues with students. She goes on to reiterate her support for Mr. Gonzalez, and says that he is an honorable human being. "We are all human, we all make mistakes and we have to be aware of that". "Life is a boomerang" said Ms. Biggs and that according to whatever is there, it will come back to us. She tells the board that she has known some of them for many years and asks the board not to judge and to do what is good for the students. "We all make mistakes", she repeated. Lastly she says that God is a good God, but he is also just.

Patricia Gonzalez: Greets the board and superintendent Gonzalez. Mrs. Gonzalez says that today she is speaking not as an employee of 20+ years, but as Mrs. David Gonzalez. "David is an honorable man", said Mrs. Gonzalez and that they have been married for 33 years and that he has never acted inappropriately or unprofessionally. "It saddens me that there are people out there like this", stated Mrs. Gonzalez. "I stand by him, and I will always stand by him", she continued. She asks that the board yield her remaining minutes to Thomas Ramirez.

Thomas Ramirez: After greeting the board, he states that he is a longtime resident of Hebronville, Texas. He informs the board that he has known David H. Gonzalez for many years (now brother-in-law) and has represented Gonzalez in numerous occasions throughout the years such as legal advice. Mr. Ramirez is

here as Mr. Gonzalez's attorney, and states that the allegations made against Gonzalez, "he is not guilty of any of it". "It's not in his nature, it is not in his character", says Ramirez. Mr. Ramirez says that some board members know this because according to him, he has had to tell some board members "no", to requests made by the board to Gonzalez. Ramirez further states that he has seen the information circulating through the media and he does not believe he (Gonzalez) has made such things. "This smells like there is a conscious effort to get David Gonzalez out of his position", stated Mr. Ramirez. Ramirez goes on to say that Ms. Cordova brought back these allegations from 2011 and that they are not new allegations and went through the process of how it was handled then. Ramirez questions as to why these same allegations are being brought up and says that the district has turned this into a public fight and he has his own suspicions as to how and why Ms. Cordova is doing what she is doing. Mr. Ramirez states that he has heard the tape and that it sounds altered and distorted and alludes that with the new software technology voices can be mimicked. "These will remain as suspicious, as long as action is not taken against Mr. Gonzalez, but if he is removed from this board, I have already been given my mandate!" said Ramirez.

Ramiro Veliz interjects asking attorney Thomas Ramirez sternly, if he is threatening the board. To which Mr. Ramirez responds "no sir". "It seems like a threat at this point", replied board president Ramiro Veliz. Thomas Ramirez said he did not wish to come across in that manner. "That is how you came across just now", said Mr. Veliz. Ramirez apologizes to the board. "I will simply tell you that in consultation with my client, if he is terminated, I will commence litigation", said Thomas Ramirez. Ramiro Veliz asks Mr. Ramirez to go ahead and finish his thoughts. Mr. Ramirez asks the district to fight for Mr. Gonzalez, and asks the board not to hold it against Mr. Gonzalez for his threatening statements/comments made. "Understand that this man is here for the betterment of the district", said Ramirez and he apologizes to the board for his tone.

Elsa Jasso: Reading comments on her mobile device. "Yesterday, or the day before, an unbelievable turn of events took place", said Ms. Jasso. Jasso is of the opinion that *to each his own life* and that she is no one to judge. But she feels there are so many conspiracies and dirty politics. She alludes that the timing of the release of the audio in order to expose Gonzalez and the district and seek monetary compensation was planned in order to oust him. "Now her name and integrity are all over social media, it is already backfiring against her", said Jasso. Ms. Jasso quoted John 8:7. "Pointing fingers at the superintendent and his wrong doings; have they looked at themselves in the mirror about theirs?", asked Jasso. Jasso also makes the statement that a certain board member wants to appoint a cousin to the superintendent position. And, that if Gonzalez is asked to step down, someone being under federal investigation will take over his position. She says that it is a shame to the entire board, teachers and staff and that she hurts for her granddaughter.

Jose Zamora: Greeting the board; "As a parent of a UISD student, I have had the privilege of witnessing the transformative power of educated educators, who as we speak are shaping the lives of our children". This experience Zamora says, is what drove him to speak up. Zamora clarifies that his intention is not to single out any position or individual but rather to raise concern being echoed by members of the community. Pertaining to the practices of selecting candidates for positions without considering their qualifications. Zamora questions the integrity of the district's hiring process to interview, hire and retain

individuals with the highest level of expertise. “Our guiding mission should be to provide our children, our students with the best possible education. This requires a commitment to hiring individuals who are not only qualified but also possess the passion and dedication to propel our students forward”, said Zamora. Zamora says that if the hiring process fails, it not only fails the candidate or the applicant, but also the promise that the candidate held for the children. Zamora suggests that the district seek a third-party entity to “lend their expertise” to the district on their hiring process. “Such an entity could offer an impartial perspective and help refine the approach to ensure that it adheres to merit-based principals”, said Zamora. Mr. Zamora also suggests that the board not engage on “labeling” action items at board meetings and says that the process while well-intentioned may inadvertently create confusion and uncertainty. In conclusion Mr. Zamora asks the district not to retaliate against his child's educational journey or in his role as parent for his comments.

Ivan Rodriguez: He says he is here because he feels as a member of this district since 1961 and that he has seen the district go through many things. “It is disappointing, to pick up the newspaper, whether with allegations, whether it is true does not concern me, what concerns me is what the children of the district have to think in their minds while sitting in their classrooms”, said Rodriguez. Rodriguez repeats that he is not here to pass any judgment, and that this will go through a process but he expresses his concern about the children and their thoughts when they are being reminded about their behavior and then see news like this. Rodriguez says that he has seen a pattern at UISD and other groups or entities that are paid through taxpayer dollars. He mentions the city, county, school districts, and LCC. “There seems to be this need to honor one another and sometimes it’s done prematurely before the job is even done. A lot of times a fall comes after so much honoring or we find out something different”, says Rodriguez. He reminds everyone that when they ran for these positions on the board, “they made a commitment to look out for the children and to serve with integrity”. “Integrity is the quality of being honest and having strong moral principles, being a person with integrity behaves ethically and does the right thing, even behind closed doors”, stated Rodriguez. Rodriguez says he keeps the district and children in his prayers and hopes that the students can again trust in their district and schools. Lastly, he suggests the district refrain from so much honoring and to just get the job done.

Deanelle Martinez: Speaking on behalf of parents at E. Herrera middle school. The concern is termination of bus routes. Ms. Martinez shares that the area is highly trafficked and based on the TEA handbook for transportation (reads in a clip of the article). “To receive transportation funding a school district may report transportation to and from school for eligible regular program students including a student who lives within the two miles of the students campus in a hazardous traffic or a high risk of violence area” reads Martinez. She also says that looking at the sexual predator/sexual offender website, there are over 20 sexual offenders in the area and that her child and others would have to walk for at least an hour in extreme weather conditions, 109% degrees. Ms. Martinez, asks the board to consider and address these concerns. “It takes a village to raise a child” says Ms. Martinez, and asks the board to consider and find alternate ways or solutions to provide transportation.

Edna Olmeda: “While I will never condone any type of sexual harassment, I do still believe and I hope and pray that anytime, anybody is ever accused of something that they will be innocent until proven guilty and that they be entitled to a due process”, stated Olmeda. Ms. Olmeda wants the board to know that she

has known Mr. Gonzalez for a long time and expresses that he is a very kind-hearted and noble man. Ms. Olmeda says that Mr. Gonzalez has made many positive changes at UISD including being able to speak freely at public comments, which did not exist with the previous administration. She says that just when things seem to be getting better, “evil appears and attacks, let us not let evil win”.

V. Informational Items:

A. Superintendent’s Report

The superintendent reports on the rate of attendance the second day of the beginning of school. The numbers are at 39,700. This time last year we were at 38,552. Last year we were short 870, and this year we are short -1683. What was different was the projected enrollment this year is higher at 41,383. Mr. Gonzalez states that he feels very confident that school administrators will raise attendance. Lastly, on the Human Resources side, new to UISD the district has hired 182 teachers, 66 paraprofessionals and 63 auxiliaries and 140 substitute teachers for a total of 451 new employees at UISD. Superintendent Gonzalez thanks the HR department and campus administrators for all the hard work and assures the district will continue working towards what is best so that every student is in a position to be successful in a safe and nurturing environment.

VI. PUBLIC HEARING: The board will take public comments regarding 2023-2024 Budget & Proposed 2023 Tax Rate

With a motion to open the public hearing made by Aliza Oliveros and a second by Javier Montemayor, and unanimously approved, this public hearing is now open at **6:38 p.m.**

Laida Benavides informs the public that this Public Hearing was announced and published on Sunday, August 6, 2023, in the Laredo Morning Times. The purpose of this hearing, says Ms. Benavides, is to discuss the school district’s budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.

A motion is now made to close the Public Hearing. Motion moved by Michelle Molina, seconded by Aliza Oliveros and Javier Montemayor and is approved unanimously. This Public Hearing is closed at **6:40 p.m.**

VII. Consent Agenda Items:

A. Monthly Disbursements

B. Submission of Appraisal Roll to the Governing Body

C. Additional Appraisers for the 2023-2024 School Year

D. Awarding Bids, Proposals and Qualifications

E. Award of Property and Casualty Insurance Renewal

F. Interlocal Agreement and Memorandum of Understanding between Webb County Juvenile Board Justice Alternative Education Program (JJAEP) and UISD for the 2023-2024 school year

G. Second and final Reading of TASB Update 121 (LOCAL) Policies

H. Sale or Disposition of Salvage Computer Equipment

I. Resolution designating District nonbusiness days from September 1, 2023 - August 31, 2024 in accordance with House Bill 3033, effective September 1, 2023

With a motion to approve Items A-I, moved by Aliza Oliveros, seconded by Michelle Molina and approved unanimously.

VIII. Items for Individual Consideration:

A. Approval of Donations

- **Donation for the “Back to School” convocation in the amount of \$2,000.00 from the Laredo Federal Credit Union**
- **Donation for the “Back to School” convocation in the amount of \$2,000.00 from Castillo, Reyes and Del Rio Law Group**
- **Donation in the amount of \$2,000.00 from Terracon Consultants also for convocation**
- **Donation in the amount of \$3,000.00 from the PNC Bank for the convocation**
- **Donation in the amount of \$2,000.00 from Trautmann & Garcia Attorneys at Law**
- **A donation in the amount of \$1,000.00 for the 2023 Golf Tournament from Laredo Sports Medicine Clinic**
- **A donation in the amount of \$1,000.00 from Imperial Bag Paper Co. LLC for the 2023 Golf Tournament**
- **AHS athletic trainers received a donation of \$1,000.00 from the Laredo Sports Medicine Clinic**

At this time there are no donations of under \$1,000.00 for a **grand total of \$14,000.00** And asks that the board graciously accept.

With a motion to approve these donations, motion moved by Javier Montemayor and seconded by Aliza Oliveros the board unanimously approved.

B. Approval of Board Minutes for the months of May and June 2023

A motion was moved to approved the board minutes for the months of May and June 2023, motion moved by Javier Montemayor, seconded by Aliza Oliveros and unanimously approved by the board.

C. Budget Amendments

Motion so move to approve the Budget Amendments, moved by Michelle Molina, seconded by Gilbert Aguilar Jr. and unanimously approved.

D. Adopt Official Budget for the 2023-2024 Fiscal Year

The recommendation is to approve the proposed official budget which was prepared on August 20, 2023 to cover all estimated revenue and proposed expenditures for the district for the fiscal year 2023-2024. Budget was prepared by August 20th and required by law and notice of the public meeting and proposed tax rate was published in the daily newspaper.

A motion is moved to approve and adopt the proposed official budget for 2023-2024 Fiscal Year. Motion moved by Javier Montemayor, and with a second by Michelle Molina, the board unanimously approves to pass the proposed official budget.

E. Resolution to Adopt 2023 Tax Rate

Sam Flores reads in the resolution (See Attached).

A motion is moved to approve and adopt the 2023 Tax Rate, moved by Javier Montemayor, seconded by Michelle Molina and unanimously approved.

F. Renewal of Interlocal Agreement between UISD and Communities In Schools Laredo, Inc. (CIS)

Motion so move, moved by Aliza Oliveros and seconded by Gilbert Aguilar, Jr.

Discussion by Ramiro Veliz: Mr. Veliz asks if it is the same amount of schools.

Rebecca Morales replies that although the plan was to add STEP Academy, CIS did not have the funding available. But Gloria Rendon, executive director at CIS will look into the possibility of including it in January (mid-year).

Francisco Castillo inquires if UHS is included, to which Rebecca Morales replies that they (meaning administration) prefer to have it at the 9th grade campus but students from the main campus are eligible.

Motion is passed unanimously to renew the Interlocal Agreement.

G. Approval of Memorandum of Understanding between the United Independent School District and Webb County Head Start at Arndt Elementary

H. Approval of Memorandum of Understanding between the United Independent School District and Webb County Head Start at F. D. Roosevelt

I. Approval of Memorandum of Understanding between the United Independent School District and Webb County Head Start at Zaffirini Elementary

J. Approval of Memorandum of Understanding between the United Independent School District and Webb County Head Start at Prada Elementary

A motion is made to approve the MOU's VIII. G, H, I and J with a minor change in the Termination clause meaning any party can terminate at their convenience. Motion moved by Javier Montemayor, seconded by Michelle Molina and the board unanimously approved.

K. Selection of Board Member(s) as Delegate and Alternate Delegate to attend the 2023 TASB Delegate Assembly in Dallas, Texas

A motion is made to appoint Francisco Castillo and Ramiro Veloz as the Delegate and Alternate Delegates for the 2023 TASB Delegate Assembly. Motion moved by Gilbert Aguilar, seconded by Javier Montemayor and unanimously passed.

L. Requests from Board Members in re: Use of Board Discretionary Funds for various projects/campuses

Mike Garza reads in additional requests:

- **Kazen Elementary, \$850.00 for teachers supplies and materials, sponsored by Michelle Molina**
- **LBJ High School, sponsored by Gilbert Aguilar, for coaches and student football orientation in the amount of \$445.00**
- **LBJ High School, sponsored by Gilbert Aguilar, for student incentives in the amount of \$1,521.00**

Motion so move, moved by Aliza Oliveros, seconded by Javier Montemayor and unanimously approved.

A motion is made to recall item VIII.-I.

Motion so move, moved by Javier Montemayor, seconded by Aliza Oliveros and unanimously Approved.

A motion is now made to amend the motion to approve Item VIII.-I and take no action on this Item. Motio so move, moved by Javier Montemayor, seconded by Michelle Molina, and unanimously approved.

M. Discussion and possible action on approval of resolution regarding compliance with House Bill 3 during the 88th Texas Legislature

Jaime Garcia, says this is a new legal requirement effective September 1st, 2023. Every Campus needs to have an armed office on campus. United ISD we already have at least one armed officer by the UISD police department. This resolution is to establish that UISD is in compliance with the law established by House Bill 3.

Motion so move, moved by Javier Montemayor and seconded by Aliza Oliveros, the board unanimously approved.

N. Discussion and possible action regarding First and Final reading of Board Policy DEC (Local) - Compensation and Benefits: Leaves and Absences

The change is that you were eligible to buy back of days if you had 10 consecutive years of service with United and it is proposed that as long as you have 10 cumulative years. However, this will happen going forward not retroactively due to that it may be considered an unconstitutional gift of public funds.

With a motion to approve as presented, motion moved by Ramiro Veliz, seconded by Francisco Castillo, the board unanimously approves.

IX. 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 6:57 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 Arroney; Closed Meeting
TGC 551.072 Deliberation Regarding Real Property; Closed Meeting**

1. 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 streets Santa Claudia and Santa Monica within the UISD Student Activity Complex, Educational Support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat Records), and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2

2. **Legal consultation on a resolution informing the City of Laredo of the opposition of the United Independent School District to the vacation of the UISD Student Activity Complex Educational Support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat Records) and matters incident thereto**
3. **Legal consultation on a resolution regarding traffic on International Boulevard along United High School and municipal regulation of same**

**C. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting**

1. **Discussion regarding the appointment of the Student Assessment Program Director**
2. **Discussion regarding the appointment of the Process/Programs Director - Special Education**

**D. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.076 Deliberation Regarding Security Devices or Security Audits**

1. **Discussion of the 2020-2023 Safety and Security Audit Results and District audit Report**

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

The board reconvenes at **8:02 p.m.**

A. Possible Action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District regarding UISD streets Santa Claudia and Santa Monica, located within the UISD Student Activity Complex, Educational Support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat Records), and action by UISD with respect to the underlying dispute upon which the lawsuit was based upon. The Suit was filed under cause number: 2023CVG000151D2. Possible action arising from the legal options available to UISD

The recommendation is to approve legal options and strategy as discussed in closed session. Motion so move, by Gilbert Aguilar, seconded by Michelle Molina and unanimously approved.

B. Possible action with respect to a resolution regarding informing the City of Laredo of the opposition of the United Independent School District to the vacation of the UISD Student Activity Complex Educational support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat records).

The recommendation is to approve the resolution as discussed in closed session. Motion so move, moved by Javier Montemayor, seconded by Michelle Molina and approved unanimously.

C. Possible action with respect to a resolution regarding traffic on International Boulevard along United High School

The recommendation is to approve the resolution as discussed in closed session. Motion so move, moved by Michelle Molina, seconded by Javier Montemayor and unanimously approved.

D. Appointment of the Student Assessment Program Director

The recommendation is to appoint Cesar R. Garcia as the Student Assessment Program Director. Motion moved by, Aliza Oliveros and seconded by Gilbert Aguilar and approved unanimously. The board congratulates Mr. Cesar Garcia.

E. Appointment of the Processes/Programs Director - Special Education

The recommendation is to appoint Francisco Gutierrez for Processes/Program Director - Special Education. Motion so move, by Michelle Molina, seconded by Gilbert Aguilar and approved unanimously by the board.

The board congratulates Mr. Francisco Gutierrez.

F. Discussion of the 2020-2023 Safety and Security Audit Results and District Audit Report

Mr. Mike Garza reads in the safety and security report (no action needed).

XI. Adjournment

With a motion to adjourn, motion moved by Michelle Molina, seconded by Javier Montemayor And unanimously approved by the board.

There being no further business of the UISD Board of Trustees, this Regular Board meeting on August 16, 2023 is adjourned **8:07 p.m.**

Ramiro Veliz, Board President

Michelle Molina, Board Secretary

These board minutes were completed by Griselda Rodriguez, secretary and will be brought up for approval at the next regular board meeting.

United Independent School District
UISD Boardroom / 201 Lindenwood Drive / Laredo, Texas 78045

Special Called Meeting of the Board of Trustees
August 19, 2023
1:00 P.M.

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

STAFF PRESENT: David H. Gonzalez, Mike Garza, Emma Leza, Laida Benavides,
David Canales, Rebecca Morales, Susan Carlson

I. Roll Call, Establish Quorum, Call to Order

This meeting was called to order by Ramiro Veliz at **1:00 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.

Letty Juarez to speak about possible appointment of an administrator-in-charge. Recently retired, Ms. Juarez says she has seen and worked with great educators and unfortunately she has also seen the bad. She did not agree with the bid awarded to the Disinfect service and now the sexual harassment case. Ms. Juarez states that she knows this will all work out in the end. That she has to trust that the board will act on the best interest of the students and be thrift with taxpayers dollars. Ms, Juarez further makes it known

that she does not agree with appointing an administrator-in-charge with a stipend or pay adjustment. “You have three associate superintendents, why not delegate Mr. Gonzalez’s responsibilities to these three individuals until Mr. Gonzalez hopefully resolves the situation and comes back”. Ms. Juarez also reads an alleged clause from a job description of an associate superintendent position; “*in the absence of the superintendent those three will assume decision-making roles*” (not verified). “Teachers are always asked to assume additional responsibilities and they do not receive additional pay”, closed Ms. Juarez.

Poncho Casso spoke on a concern of the selection of a new interim. He claims that certain district employees are under federal investigation. The second item Mr. Casso brought up is that the board has violated the Texas Open Meetings Act, alleging that the board has already started an investigation on sexual harassment. Lastly, Mr. Casso suggests to the board that they need to hire an in-house attorney in order to save money.

Trustee Veliz clarified that the board is not voting on an interim superintendent, rather appointing an administrator-in-charge. Aliza Oliveros, replies that the board can respond with factual information. Legal Counsel reiterates that the board can indeed respond with factual information and/or reference policy.

Elsa Jasso says she is here to not only advocate for her granddaughter but for all students. She states that she strongly disagrees with the notice that has been published about any possible action against Mr. Gonzalez. “I am not condoning”, she said. Ms. Jasso makes the board aware of her concern about her grandchild inquiring about the social media post.

Thomas Ramirez, thanks the board for their time and reads in a letter he prepared to address the board; If this board chooses to move forward and approve a third party agency to conduct an investigation on allegations that have previously been investigated by United ISD and found to have no merit and which are well beyond the statute of limitations that any Court would ever consider, I would ask that the board consider using a third party that has no connections to any person involved in this matter at all. No connections to superintendent Gonzalez, no connection to anybody on this board, no connections to the attorneys for the board. In closing, Mr. Ramirez makes a recommendation to the board that they contact the TASB (Texas Association of School Board) along with TASA (Texas Association of School Administrators), and that these two agencies can recommend a third party that has no connection to anybody.

Clarissa Fraga (district employee) addresses her point of view on violation of the code of conduct, “by the very people who are supposed to model it best”. She speaks of the irony that public speakers bring negative attention to the district. Instead she says, it is our actions and the lack thereof that bring negative attention. Lastly, Ms. Fraga requests that if the superintendent is going to be replaced, that the person be of good morals and impeccable ethics. Ms. Fraga closes by reciting a famous quote by Martin Luther King, Jr., “our lives begin to end the day we become silent about things that matter”.

Edna Olmeda (concerned citizen, grandparent and taxpayer) speaks about the social media post and says she is outraged at some of the comments insinuating that this all began with the new administration. “That

is a lie,” she said. Olmeda says that the though the district has a “zero tolerance policy” on sexual harassment, what of the bullying of the students, teachers and staff. Ms. Olmeda provides her own recollection of incidents and is of the opinion that UISD’s former superintendent was one of the biggest bullies, that he used intimidation tactics and claims to be a witness. Lastly, Olmeda states that if the district is going to clean house then they need to remove all the corrupt individuals, if they are being investigated, if they were given a position without merit, those with grievances on harassment, etc. “Let's be fair, O todos hijos de Dios, O todos hijos de diablo (spanish)”, said Ms. Olmeda.

Valentin Ruiz; Mr. Ruiz begins by giving credit to the board and superintendent for the raises given to employees. He speaks out against a \$300K salary being proposed to Mike Garza. Board president Ramiro Veliz interjects and asks Mr. Ruiz to please make reference to specific items on the agenda.

Ruiz, although not in agreement, continues his conversation stating that people, employees, were intimidated and bullied as parents that were employees with UISD, by using district policy and were discouraged from public speaking. Ruiz claims the first amendment right to free speech and says that employee rules do not apply to parents and taxpayers. He speaks on behalf of all victims of sexual harassment bullying and against UISD district corruption. He claims that the problem does not lie with superintendent Gonzalez but with top district officials and the board who hired him with full knowledge of the allegations. Ruiz also claims corruption of UISD and LISD police protecting the district instead of protecting students, parents and employees and alleges this is the reason why the sexual harassment issue did not surface due to a cover up. He asks that he resign and save taxpayers money. Lastly, Ruiz thanks Michelle Molina and Francisco Castillo for taking the time to speak to district advocates.

Jose Ovando states he is an advocate for accountability and says this district has many issues that need to be addressed. He claims that a parent called him saying that he/she had seen kids walking home off of Hwy 359 (due to no buses), “but there is money to give a \$300K salary to someone”, pointing at superintendent Gonzalez. Mr. Ovando also states that a teacher called him claiming they have issues with dismissal because of no buses available, “but there is money to cancel the superintendent’s contract” he said. Board president Veliz reminds Mr. Ovando to address agenda related items.

Mr. Ovando says the district wants to give stipend adjustments related to additional duties, and spend on canceling a superintendent contract but his child has to walk home in the heat because there is no money for buses. Mr. Veliz addresses Mr. Ovando and states that there is no item regarding cancellation of contract. Mr. Jose Ovando says that he wants the board to be very clear when they vote. That he wants to know where they stand with corruption or with the superintendent.

Hilario Cavazos addresses the gossip that has been circulating in social media. “We just started the school year and we are back in the spotlight again”, said Cavazos. Mr. Cavazos makes it clear that if appointing an “interim” superintendent, he specifically does not want to see certain individuals to get that position. The board reminds Mr. Cavazos to refrain from personal attacks. Lastly Cavazos directs himself to board member Rodriguez and asks him to resign. The board president asks sternly to stop personal attacks.

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

The board adjourns into closed session at **1:26 p.m.**

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

- 1. Discussion, including consultation with legal counsel, regarding investigation of alleged harassment against Superintendent of Schools by a third-party law firm, and administrative leave with pay relating to Superintendent of Schools and matters incident thereto**
- 2. Discussion, including consultation with legal counsel, regarding appointment of Administrator(s)-in-Charge and matters incident thereto**

**B. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting**

- 1. Discussion, including consultation with legal counsel, regarding the Superintendent's job duties and responsibilities and matters incident thereto**

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

The board reconvenes from closed session at **2:10 p.m.**

Legal counsel clarifies for the record regarding a comment made during public comments, stating that the district was not in violation of the Texas Open Meetings Act regarding his contract. The superintendent both legally and under local policy has the authority to execute contracts under certain monetary amount, on the recommendation of legal counsel in order to get the investigation going as quickly as possible. "There was no Open Meetings Act violation, this was strictly a Ratification".

A. Discussion and possible action to ratify the engagement agreement with third-party law firm of Schulman, Lopez, Hoffer and Adelstein, LLP for alleged harassment investigation

The recommendation is to ratify the engagement agreement with a third-party law firm of Schulman, Lopes, Hoffer and Adelstein, LLP for alleged harassment investigation of alleged harassment in accordance with board policy DIA (Local).

With a motion moved by Aliza Oliveros and a second by Gilbert Aguilar, the board opens discussion:

Francisco Castillo inquires if the Law Firm will have no sort of relationship with anybody, whether staff or anybody else.

Legal counsel agrees that this is correct. "This is a completely third party investigation".

Castillo inquires if the Law Firms acts individually, alone or if it outsources any of their work?

They are 100% an individual law firm, replies legal counsel.

With a motion moved by Aliza Oliveros and seconded by Gilbert Aguilar, the board approved unanimously to pass this motion.

B. Discussion and possible action regarding placement of Superintendent of Schools on Administrative Leave with pay

The recommendation is to place the superintendent on administrative leave with pay.

With a motion moved by Michelle Molina and a second by Ramiro Veliz, the board unanimously approved to place the Superintendent of Schools on Administrative Leave with pay.

C. Discussion and possible action regarding Superintendent's job duties and responsibilities and matters incident thereto

The recommendation is to document and address the superintendent's job duties and responsibilities, as discussed in closed session.

With a motion moved by Javier Montemayor and a second by Aliza Oliveros, the board unanimously approves this motion as presented.

D. Discussion and possible action regarding appointment of Administrator(s)-in-Charge and stipend/pay adjustment related to additional duties

The recommendation is to appoint Laida Benavides, Rebecca Morales and Mike Garza as Administrators-in-charge during the Superintendent of Schools Administrative Leave and no additional stipend or pay to the named parties as discussed in closed session.

Motion so move, moved by Gilbert Aguilar, seconded by Michelle Molina and Aliza Oliveros, and unanimously approved as presented.

Francisco Castillo reiterated that this was pending investigation by the third party. Mrs. Aliza Oliveros clarified no stipend or pay adjustment to the three named individuals. Vote was unanimous.

VI. Adjournment

With a motion made by Aliza Oliveros and seconded by Michelle Molina and approved unanimously, this meeting was adjourned.

There being no further business of the UISD Board of Trustees this Special Called meeting was adjourned at 2:14 p.m.

Ramiro Veliz, III
Board President

Michelle Molina
Board Secretary

These board minutes were completed by Griselda Rodriguez, secretary and presented for approval at the September 2023 Regular Board meeting.

United Independent School District

UISD Boardroom / 201 Lindenwood Drive / Laredo, Texas 78045

Special Called Meeting of the Board of Trustees

August 28, 2023

12:00 P.M.

TRUSTEES PRESENT: Ramiro Veliz, Gilbert Aguilar, Aliza Oliveros, Javier Montemayor

STAFF PRESENT: Mike Garza, Emma Leza, Laida Benavides, David Canales,
Rebecca Morales, Susan Carlson

I. Roll Call, Establish Quorum, Call to Order

This meeting was called to order by Ramiro Veliz at 12:25 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.

Legal Counsel informs the board president that trustee Molina had a death in the family and was unable to be present.

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

The board adjourns into closed session at 12:26 p.m.

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

TGC 551.072 Deliberation Regarding Real Property; Closed Meeting

- 1. Legal consultation and report on the status of the lawsuit filed by Potential Holdings, LLC against the United Independent School District (UISD) regarding the vacation of the UISD SAC Plat and UISD streets Santa Claudia and Santa Monica within the UISD Activity Complex, Educational Support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat Records), and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2.**

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

The board reconvenes from closed session at 12:55 p.m.

- A. Possible action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District regarding the vacation of the UISD SAC Plat and UISD streets Santa Claudia and Santa Monica, located within the UISD Student Activity Complex, Educational Support Center Plat, (filed of record at volume 21 page 43 of the Webb County Plat Records), and action by UISD with respect to the underlying dispute upon which the lawsuit was based upon. The Suit was filed under cause number: 2023CVG000151D2. Possible action arising from the legal options available to UISD.**

The recommendation is to authorize legal counsel to proceed as discussed in closed session.

On a motion made by Javier Montemayor and second by Aliza Oliveros, the board unanimously approves to authorize legal counsel to proceed as discussed in closed session.

VI. Adjournment

With a motion to adjourn made by Gilbert Aguilar, seconded by Aliza Oliveros and approved unanimously.

There being no further business of the UISD Board of Trustees this Special Called meeting was adjourned at 12:56 p.m.

Ramiro Veliz, III
Board President

Michelle Molina
Board Secretary