



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the Month of May 2018

SUBMITTED BY: Griselda Rodríguez

OF: Superintendent's Secretary

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: June 20, 2018

RECOMMENDATION: It is recommended that the UISD Board of Trustees approve the Board Meeting Minutes for the Month of May 2018

1. Special Called Meeting – May 15, 2018

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

POLICY REFERENCE & COMPLIANCE:

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

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

May 15, 2018

In Attendance:

Roberto J. Santos, Superintendent of Schools

Board Members:

Juan R. Ramirez, President-PRESENT

Javier Montemayor, Vice President-PRESENT

Aliza Flores-Oliveros, Secretary-PRESENT

Ramiro Veliz, III, Member-PRESENT

Ricardo Molina, Parliamentarian-PRESENT

Judd Gilpin, Member-PRESENT

Ricardo Rodriguez, Member-PRESENT

A Special Called Meeting of the Board of Trustees of United ISD will be held Wednesday, May 15, 2018, beginning at 6:00 PM in the United ISD – Student Activity Complex, Fine Arts Building-SAC Room 1, 5208 Santa Claudia Lane, Laredo TX 78043.

The subjects to be discussed or considered or upon which any formal action may be taken 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**

- II. Announcement by the Board President calling this meeting of the United Independent School District to order. 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.**

Juan Roberto Ramirez – Welcomes Mr. Garner upon his return.

III. Action Items:

A. Discussion/Information: 2018-2019 – Budget Workshop

B. Action re: Approval of Employment Compensation Increases for the 2018-2019 School/Work Year

Mr. Roberto J. Santos – Items A & B could be taken at the same time because we're hoping that the board will approve a recommendation on the Employee Compensation. Just want to share with the Board that we've looked at every projection that we have at the campuses and I know that Laida is going to share with you how we arrived and what we arrived at. Initially, I guess maybe in October when we started to look at the Budget at that point in time, we thought we wouldn't be able to do anything for our employees. Obviously, they are one of the most important commodities because really they're the ones that lead our students and take care of all the needs. All the way from teachers, to hourly employees, to paras and administrators. I think we have a good plan. I want Laida to share with you and then we go from there.

Laida Benavides – Mr. Santos, Mr. Ramirez and members of the Board, staff, we have a budget to present tonight. It's again the first draft. First of all just to remind the board that we are required to show you a budget prepared by August 20th and adopted by August 31st, and adopted for 3 funds and adopted tax rate all by August 31st. Here's our calendar, we've been working since October through January with enrollment projections, especially for the new schools, boundary changes, parent meetings, staffing meetings, and this past week we got our preliminary tax values from the appraisal district we expect to get our Certified Tax Roll around the 25th of July and then in August have our Public Hearing and adopt the Budget and then have it in effect by September 1st, for the next school year.

Here's kind of a snapshot of what our budget looks like; (See Attached Budget Presentation).

Roberto J. Santos – What we have there is our proposed administrative compensation increase for our employees. We have 4.9 M that we can work with and at this point with that amount the recommendation, y recommendation is on teachers is \$1000.00, for administrators is 2% from the Midpoint, and the Para's and the Hourly's 2% from the Midpoint. That would be my recommendation, I think that with that we can manage the budget and still give our employee a pay raise which we really didn't think that we were going to be able to afford, but I think our employees merit it. A small adjustment, but I think it's a fair and good adjustment.

Mrs. Aliza Flores-Oliveros – Did we bring up Item B?

Stephen Trautmann – No, we have not brought it up yet.

Roberto J. Santos – We can do A & B.

Stephen Trautmann – Yes, we can do them together A & B at the same time. We can proceed.

Javier Montemayor – Quick question; when was the last time the employees and an increase to their health insurance?

Laida Benavides – It was in 2010, it was about 8 years ago.

Javier Montemayor – So, in 8 years...

Laida Benavides – We've kept the premiums the same, now we have changes some of the benefits, like maybe a higher deductible and things of that nature but the premium here will take care of the same plan that we had this year. We're not changing anything in the plan, hospital admission, the 80/20, office visits, so the medical plan is staying the same, the last time that we increased the employee contributions was in 2010.

Javier Montemayor – So, in the last 8 years there's been no effect?

Laida Benavides – Unless a person added a family, or moved from our Core to the Core Plus or the other way everything else has stayed stable.

Javier Montemayor – Mr. Santos just out of curiosity, if we moved the teachers increase from 1000, because I think 1000 is a little less than 2%, is that correct?

Roberto J. Santos – That's correct.

Javier Montemayor – So if we gave them \$1200.00 would that be closer to 2%?

Roberto J. Santos – I think that's about right, maybe just a bit more than 2% but I think that's about right based on the average medium salary, 1200 would be 2% and I think we'll be able to manage. Whatever the Board needs for our employees, we can handle that.

Javier Montemayor – Some of the lower salaries and wages are from Para's and Auxiliary staff correct?

Roberto J. Santos – That's correct, yes sir.

Ricardo Molina – How about moving to 3% from 2%.

Roberto J. Santos – Are we talking about administrative or Para's and Hourly's?

Ricardo Molina – For the group that we were just talking about.

Roberto J. Santos – Para's and Hourly's?

Ricardo Molina – Yes

Roberto J. Santos – Mrs. Benavides, can we support that?

Laida Benavides – I believe we can (she goes on to explain the possibility)

Roberto J. Santos - Another words we would be able to support and obviously fund \$1,200.00 for Teachers which is about 2%, also, 2% for the administrators and 3% for the Para's and Hourly's; that we can do.

Laida Benavides – I think it would be an extra 1.1 M for those two increases.

Javier Montemayor – Which would total out to?

Laida Benavides – Total out to about... now it's 6 M.

Roberto J. Santos – And I think the difference there, not all of it would come from the General Fund. Sam and Laida and Mr. Zuñiga will look so that some portion comes out of Federal. So I guess looking back, can we manage and make ends meet, yes we can. We can manage it and we can support that.

Javier Montemayor – Just so we're clear, we talked about campuses being funded adequately, we're not cutting back on any needs at the campuses, we're not cutting back on any of our programs, and I think we're still growing and so your confident that as growth comes to UISD we're going to be able to sustain it and fund it? Pretty much if it start's raining tomorrow, that we're going to be able to sustain that. Our children are not going to suffer.

Roberto J. Santos – Sure,

Laida Benavides – A big portion of the Budget did remain the same as last year, but if a campus needs something or if C & I calls us for a new program or an addition, we work with the staff but we feel that the budget that we have here will support us through new school year, opening those 2 new schools and JBA 9th grade so.

Javier Montemayor – On that basis then, you're telling me your confident that this is all going to be; we'll be okay at the end of the day; I'll make a motion that we approve the proposed compensation with Teachers at \$1200.00 which is approximately 2%, equal to the administrative staff at 2%, and the Para's and Auxiliaries at 3%; I include that in my motion.

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Ricardo Rodriguez, Aliza Flores-Oliveros
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

Roberto J. Santos – I want to thank our Board for their commitment to USD, and I think someone asked me a few minutes ago, how are we doing academically and I think at the end of the day, when you look at how well our schools are doing, it's a combination of all employees, from our custodial to our drivers, our teachers, administrators, and central office staff and everybody working together I think it's made a difference on the success of our students and that's what it's all about. Seeing these students do well. You know in the past we would never be able to compete at the region or the state levels now are averages are better than both region and state in most if not all areas and we want to thank the staff and we want to thank the Board for that.

Ricardo Molina – Thank you staff. You all deserve it and you all deserve more.

Juan R. Ramirez – Thank you very much.

C. Action re: Approval of District Group Health Insurance Rates and District Contributions

Mrs. Laida Benavides welcomes Ms. Ofelia Dominguez who is the new incoming Risk Management Director.

Ofelia Dominguez – First of all as per Texas Education Code 22.08 the Health Self Insurance Resolution; Our health plan is required to be self-sufficient. With this in mind, the plan has been operating efficiently though medical inflation continues to weigh on the plan as it does to all plans now a days, this requires from time to time for the plan needs an infusion of income this is the case with us at this point. Through financially sound, we do require a slight infusion of funds to remain viable which is what we're presenting to you. With this in mind we are proposing the following;

*District Increase contribution to the plan from \$355.31 to \$408.51 per employee/month which is a difference of \$53.20 (per/employee/month).

*The Core Plan employee contribution of an increase of \$5/month

*The Core Plan Plus \$10.00 contribution per employee/plan

This will result in a combined total income of approximately \$3.9 M (that would be with what the district & employees would be contributing).

This \$5 and \$10.00 increase would be the 1st increase in 8 to 10 years as Mrs. Benavides had mentioned. This is a record that school districts state-wide can actually claim. So we have a very good plan/coverage and cost effective for our employees.

At this time I would like to give extra thanks to all the Employee Benefits Committee Members, for the responsibility and the manner that they have managed our health plans giving us their feedback and taking our feedback into consideration that of course affects all of us here at UISD.

Roberto J. Santos – And, I just want to make clear, we will remain with Blue Cross Blue Shield.

Ofelia Dominguez – Yes, we will remain coverage with Blue Cross Blue Shield Laurel Company.

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Ricardo Molina, Aliza Flores-Oliveros
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

IV. Adjournment

Motion:	So Move
Moved By:	Juan Roberto Ramirez
Seconded By:	Ricardo Molina
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

Judd Gilpin takes a moment to thank Mr. Chapa for all the hard work he has given to the United ISD.

There being no further business, of the UISD Board of Trustees this Regular Board Meeting is Adjourned at 6:20 pm this 15th day of May 2018.

Juan Roberto Ramirez, President

Aliza Flores-Oliveros, Secretary