



# UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

**TOPIC:** Approval of Board Minutes for the Month of January 2018

**SUBMITTED BY:** Griselda Rodriguez **OF:** Superintendent's Secretary

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

**DATE ASSIGNED FOR BOARD CONSIDERATION:** February 21, 2018

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

1. Regular Board Meeting - January 24, 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).

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

**January 24, 2018**

**In Attendance**

**Roberto J. Santos, Superintendent of Schools**

**Board of Trustees**

**Juan R. Ramirez, President – PRESENT  
Javier Montemayor Jr., Vice President – PRESENT  
Aliza Flores-Oliveros, Secretary – PRESENT  
Ricardo Molina Sr., Parliamentarian – ABSENT  
Judd Gilpin, Member – PRESENT  
Ricardo “Rick” Rodriguez, Member – PRESENT  
Ramiro Veliz, Member – PRESENT**

A Regular Board Meeting of the Board of Trustees of United ISD was held on Wednesday, January 24, 2018 beginning at 6:00 PM at the United ISD - Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo, Texas 78043.

- I. Announcement by the Board President calling this meeting of the United Independent School District to order at 6:03 pm. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.***

Juan Roberto Ramirez calls meeting to Order and establishes a quorum.

**II. Pledge of Allegiance**

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

**III. Board Announcements**

**Juan Roberto Ramirez:** Wishes all a Happy New Year and reminds everyone to continue working together as we are “United”. Have a great rest of the year and May God Bless You all. Thank you.

**IV. Public Comments**

*Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker. The speaker will be informed when he or she has one (1) minute remaining. No more than three (3) persons will be allowed to speak on any side of an issue, nor shall the time per subject exceed ten minutes. Delegations of more than three (3) persons shall appoint one person to present their views to the Board. Public comment shall not be used for personal attacks by the speaker against Board members, 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 officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.*

**NONE**

**V. Items for Individual Consideration**

**A. Approval of Monthly Disbursements**

**Sam Flores:** The Division of Finance presented you with the Disbursements for the Month of December, I don't know if you all have any questions. No questions.

<b>Motion:</b>	<b>So Move</b>
<b>Moved By:</b>	<b>Javier Montemayor</b>
<b>Seconded By:</b>	<b>Ricardo Rodriguez</b>
<b>Discussion:</b>	<b>NONE</b>
<b>All In Favor:</b>	<b>Unanimous</b>

**MOTION PASSES**

**B. Approval to Adopt Resolution regarding Review of the Investment Policy and Strategies**

**Sam Flores:** Yes sir Mr. Ramirez and board of trustees, the division of finance annually required by the public funds investment act to present these strategies. The division of finance is not

making any changes on the policies, strategies, nor the trading sources, nor the authorized brokers and we're keeping the investment officers Mr. Zuñiga, Laida, myself and Rosa Cabello.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Juan Roberto Ramirez  
**Discussion:** None  
**All In Favor:** Unanimous

**MOTION PASSES**

### **C. Approval of Independent Audit Report for the Year Ended August 31, 2017**

**Sam Flores:** Yes sir, the division of finance finished the annual financial statements for August 31, 2017. We have Mr. Victor Barron who is the audit supervisor for Attilo Brown & Hill, he will do the presentation of the financial statement.

**Victor Barron:** Good afternoon, members of board, board president Ramirez, Mr. Santos, audience. My name is Victor Barron I am here to represent Attilo Brown & Hill, I'm one of the external auditors for the district. First of all I want to thank the departments for helping us and assisting us in the audit process. There's a lot of information that we request during the 4-5 weeks that we're out here and everything was submitted in a timely manner. That's basically what I have to say and I want to make the board aware of what a great staff you all have.

I'd like you to go over the form that says "Exhibit G-1" that's up in the screen here. This is the budget that the district had adopted for their General Fund. The district adopted \$336M in revenue at the end of the day, \$368M came in there was a difference there that was on budget amendments throughout the course of the year on the expenditure side the district adopted \$355,672,467 at the beginning of the year and at the end of the year the district had total expenditures of \$385,478,587. There was some other financing sources and uses of \$7.7M that brought the ending fund balance to \$82,825,161. If you look at that exhibit, at the beginning of the year when the budget was adopted, there was a shortfall of \$19M. At the end of the year, there was only a short fall of \$9M. So you all did better than you all thought you were going to do. So, that's on the General Fund. The next Exhibit I want to go over is the sheet with the fund balance.

So this year at the end of this year there is a total of \$82,825,161. Out of the \$82M, \$1.1M was set aside for inventories, \$772 is for prepaids, \$1.7M for Federal or State Fund, \$2.9M for construction, \$2.697 is for Cap expenditures, \$125K for self insurance, and at the end, what your, rainy day fund \$67, 292,903 which is approximately 63 days of fund balance. Last year you had 60 days, this year you have 63. Even though your fund balance went down by \$9M, your un-assigned fund balance went up by \$2M. The district also earned a "Un-modified Opinion" meaning the financial statement was presented fairly, we didn't find missed statements with significant

deficiencies. It was a clean statement. So any questions, or concerns that the board has for me?  
NONE

I'd also like to thank the finance department, the Comptroller's office, Ms. Benavides, Mr. Sam Flores, Rosa Cabello, there's a 182 page report. They produce this report and we issue an opinion on this so I want to thank them for their hard work and for producing this report.

**Mr. Roberto J. Santos:** Also takes this moment to thank the staff, Finance Dept. and all the finance department staff members for a job well done.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Ricardo Rodriguez  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

#### **D. Approval of Awarding Bids, Proposals and Qualifications**

**Cordy Jackson:** We have one RFP for your consideration, RFP 087-2017 which is Medicaid Collections Services. We're recommending Medicaid Finance and Consultant Services, which is Houston Independent School District. We're recommending a 5 year contract they charge only 4% of what they collect on our behalf.

**Aliza Flores-Oliveros:** What do we bill Medicaid for?

**Cordy Jackson:** It's for the Special Education services...

**Aliza Flores-Oliveros:** Like speech therapy and other

**Ms. Cordy agrees.**

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Ricardo Rodriguez  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

**E. Adopt Resolution adopting Employee Separation from Employment Incentive to Full time District Employees for the 2017-2018 School Year**

**David Garcia:** Addresses the audience in recommending the board to adopt the resolution for early separation for employment incentive for all full time employees wishing to resign and retire from employment at the end of their contract term. This is an incentive that the district has considered in years past. What it does in its entirety is simply assist the administration with projection of staff and help us staff the school district based on enrollment in a manner that we don't ever staff or we don't under staff. This is an incentive that we urge the board to consider. Additionally there is a resolution attached to it.

**Mr. Garcia goes on to read the entire resolution (Attached to minutes).**

**Motion: So Move**  
**Moved By: Javier Montemayor**  
**Seconded By: Ricardo Rodriguez**  
**Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**F. Discussion/Action to Approve Resolution in Regards to Compensation for Employees Late Entry Due to Inclement Weather on December 8, 2017**

**Gloria Rendon:** Good evening, members of the audience. Items F and G are related due to recent freezing weather conditions, our district has had to adjust the schedules for our students, our staff and our employees in two separate occasions. The first occasion was on December 8, 2017 and January 16, 2018. On December 8<sup>th</sup> our students and staff had a late entry of 2 hours from the regular schedule day, and on January 16<sup>th</sup> our students attended school for half a day and our staff was allowed to leave at least by 2 PM. We bring these 2 resolutions for your approval to that we can compensate our employees who did not meet the hours worked for that particular work week.

**Motion: So Move**  
**Moved By: Javier Montemayor**  
**Seconded By: Ricardo Rodriguez**  
**Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**G. Discussion/Action to Approve Resolution in Regards to Compensation for Employees Dismissed Early Due to Inclement Weather on January 16, 2018**

**(Item G presented with Item V. –F)**

**Motion: So Move**  
**Moved By: Javier Montemayor**  
**Seconded By: Ricardo Rodriguez**  
**Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**H. Approval of Application for District Wide Low Attendance Day Waiver for Friday, December 8, 2017, due to inclement weather and later start time**

**Mrs. Gloria Rendon** reads and presents waiver for low student attendance (69.27%) on December 8<sup>th</sup>, despite the notices sent.

**Motion: So Move**  
**Moved By: Javier Montemayor**  
**Seconded By: Juan Roberto Ramirez**  
**Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**I. Approval of 2018-2019 School Calendar**

**Gloria Rendon:** I bring before you the recommendation that was submitted to the office of the superintendent. The vote was 35 for option A to 11 for option B. We are recommending that option A be approved by the board of trustees. The summary of option "A" is the following. The teachers would start on August 6. Semester 1 would have 85 days, semester 2 would have 90 days, the students 1<sup>st</sup> day of class for our students would be August 15<sup>th</sup>, 2018, school will end May 30<sup>th</sup>. Graduations would be held May 31<sup>st</sup>, and June 1<sup>st</sup> of 2019.

**Javier Montemayor:** Without the Innovation, what would it be.

**Gloria Rendon:** They would have to start the 4<sup>th</sup> week of August sir, the 27<sup>th</sup>. We are starting mid week, we are starting on a Wednesday, 2 weeks before the state allows us to begin.

**Judd Gilpin:** So we wrap everything before Christmas just like we did last year.

**Gloria Rendon:** Yes sir, we'll have semester exams 18, 19<sup>th</sup> and 20<sup>th</sup> at the high school level. Our semester will close on the 20<sup>th</sup>, and holidays will begin for everybody on the 21<sup>st</sup>. What I think the campuses liked about this, our employees and our teachers, is before days like Sept. 3<sup>rd</sup>, labor day, Oct. 8<sup>th</sup> which is Columbus Day, they would always have to work those days for staff development. So a lot of our teachers would choose to be out due to child care issues. So, for the 1<sup>st</sup> timer ever our staff development is going to be all up front. We have 7 days of staff development at the beginning of the school year. Never before had our employees had a Labor Day off in the years that I can recall, and I'm going back at least 10 years.

**Judd Gilpin:** So including the staff is complete by the time we break for Christmas and then we start new.

**Gloria Rendon:** Yes sir, and then the other thing that was very favorable this year is that we started the new semester January 8<sup>th</sup>, which I think they kind of liked coming in a bit late where they got to recover from the holidays.

**Judd Gilpin:** Reset.

**Gloria Rendon:** Yes sir.

<b>Motion:</b>	<b>So Move</b>
<b>Moved By:</b>	<b>Javier Montemayor</b>
<b>Seconded By:</b>	<b>Aliza Flores-Oliveros</b>
<b>Discussion:</b>	<b>Judd Gilpin</b>
<b>All In Favor:</b>	<b>Unanimous</b>

**MOTION PASSES**

#### **J. First and Final Reading of Policies dealing with District of Innovation**

**Gloria Rendon:** Almost a year ago, we presented our district of innovation plan and our plan focused on the various areas that we were going to be exempt from. They would allow prohibiting the district to start school before the 4<sup>th</sup> Monday in August, the law that requires a minimum attendance which is a 90% rule for students for class credit or final grade, and the laws that limit the ability of district to hire professionals in dual credit programs certain traits and vocations to teach the crafts of such traits and vocations such as agriculture, build trait etc. and career and technical courses when certified teachers were not available, and the law that limits each campus to select only one individual to service campus behavior coordinator, and finally the



law that authorizes each school district to provide a minimum of 75,600 minutes of instruction including intermissions and recess for student in a ½ pre-kindergarten program and those enrolled in a pass program. We bring these policies to you; TASB submitted these policies, and we had not brought them to you all for approval. So each policy deals with these 5 areas that we are exempt from. So we would like to bring those up we are operating as a District Of Innovation and so we just want to make record that we are a DOI which allows us to have the following exemptions.

**Javier Montemayor:** Is there any deviation from what we had already approved last month?

**Gloria Rendon:** No, sir. Because if you look at each policy for example the one on DGBA it talks about the teacher certificates and what were exempting them on, and its only the dual credit and the certain career and technology courses for when we have no certified applicants.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Aliza Flores-Oliveros  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

#### **K. First and Final Reading of Policy FL (LOCAL) Student Records**

**Gloria Rendon:** This policy deals with the releasing of directory information to any charter school within the Texas Education Agency. When you look at the policy: "We shall not release directory information except for the purposes indicated above and for the following purposes and or entities." Really what we are saying is we do not releasing any directory information to any charter school as defined by the Texas Education Agency code and what has happened is we have asked for information with regards to who's enrolling in other schools outside of our school system and we do not get that information yet charter schools and other entities have access to our information. So this policy will prohibit that.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Judd Gilpin  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

**L. First and Final Reading of Policy DGBA (LOCAL) Personnel-Management Relations, Employee Complaints/Grievances**

**Recommendation is to Table Items V-L and V-M. Motion is made to table both items L, M.**

**Motion: So Move**  
**Moved By: Judd Gilpin**  
**Seconded By: Javier Montemayor**  
**Any Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**M. First and Final Reading of Policy FNG (LOCAL) Student Rights and Responsibilities, Student and Parent Complaints/Grievances**

**Item Tabled/NO ACTION**

**N. Second and Final Reading of Policy Update 109 affecting local policies**  
**Mrs. Gloria Rendon: Presents Second and Final Reading of Update 109**

**Gloria Rendon:** This is the last item that we'll be taken up. There are 16 local policies, 3 new policies and 5 policies recommended for deletion. This is part of the Legislative update that occurred and so administration has reviewed all of our local policies and have recommended their approval.

**Motion: So Move**  
**Moved By: Ricardo Rodriguez**  
**Seconded By: Javier Monemayor**  
**Any Discussion: NONE**  
**All In Favor: Unanimous**

**MOTION PASSES**

**O. Approval of Requests from Board Members in re: Use of Board of Trustees Discretionary Funds for Various Projects/Campuses**

**Eddie Zuñiga:** Addresses the board asking to read 4 additional discretionary funds requests. From Antonio Gonzalez MS, Cleo Gamez-Principal, sponsored by Mr. Rick Rodriguez, for \$4000.00 for the purchase of chairs for the middle school band and PTC attendance incentives for meetings. Second is from Los Obispos MS, Jessica Salazar- Principal, sponsored by Ramiro Veliz, for STAAR T-shirts in the amount of \$3000.00.

Lyndon B. Johnson HS, Armando Salazar-Principal, Sponsored by Ramiro Veliz, Volleyball equipment and attire for all 3 teams, Freshmen, JV, and Varsity teams for the 2018 season total amount is \$1000.00. Request from Lyndon B. Johnson HS, Mr. Armando Salazar-Principal, Sponsored by Ramiro Veliz, varsity donation in the amount of \$1100.00.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Ricardo Rodriguez  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

#### **P. Approval of Donations**

**Mr. Roberto J. Santos:** We have one donation of over a thousand dollars, it's from Sunbelt Air Conditioning in the amount of \$1,000.00 for the Lets Move for Scholars account to be used towards the 5-K Run/Walk T-shirts and another under one thousand dollars for a total of \$1,200.00 that we graciously accept and I want to thank this business for their generous donations.

**Motion:** So Move  
**Moved By:** Javier Montemayor  
**Seconded By:** Ramiro Veliz  
**Discussion:** NONE  
**All In Favor:** Unanimous

**MOTION PASSES**

#### **Q. Approval of Board Minutes for the Month of December 2017**

**Motion:** So Move  
**Moved By:** Aliza Flores-Oliveros

**Seconded By:** Ramiro Veliz  
**Discussion:** NONE  
**All In Favor:** Unanimous

***MOTION PASSES***

**VI. Informational Items**

**A. Information on the New Accountability System for Spring 2018**

**Emma Leza:** I presented on this earlier on the accountability system for TAPR and you've noted that we are doing very well as compared to the state. Well now they're going to change all of the rules. So this is going to be the new accountability system that begins this year. So when we look at the system it's through House Bill 22, this system is going to be the A-F rating System. It is going to rate us our district and our Campus in 3 domains. 1) Student Achievement, 2) School Progress and 3) Closing the Gaps. Spring 2018 we will receive the first rating with the A-F System. We will receive it as a district, however each campus will receive a "Met Standard" or "Did Not Meet Standard". The Commissioner is looking at this system with 2 distinct approaches. First of all the commissioner is saying that there isn't going to be "forced distribution". Before the bottom 5% of the district in Index 1 or 2 did not meet standard. There are going to be targets for everyone of the 3 domains but mathematically every district and every campus should be able to meet the standard to get the letter rating. Another important thing and this one I am very happy about, is that for the 1<sup>st</sup> time we are gonna have stable standards and targets for 5 years. Since 2012 with the new system that came in every year there have been changes. So now the standards will stay still for 5 years. In 5 years they'll have an increment to standards. Letter ratings; A-Exemplary Performance, B-Recognized Performance, C-Acceptable Performance, D-In Need of Improvement, F-Unacceptable Performance.

Ms. E. Leza goes on to explain the formula for Student Achievement based on the State of Texas, 60 X 30 adoption. In the overall rate, we can get the better rate of Student Achievement or the better of School Progress which is measuring growth of our student.

Ms. Leza continues explaining how to measure student growth.

*(Presentation Available Upon Request)*

**Aliza Flores-Oliveros:** On school progress, you have Part A and Part B, are students going to be able to pick which one they're going to choose?

**Emma Leza:** No, they're going to give us a measure on both Part A and Part B because we have elementary and middle at a district level. However if Domain 2, is higher than Domain 1, then we will be rated with Domain 2 for our overall letter Rate.

**B. Proposed Boundary Changes for various elementary campuses due to the opening of San Isidro elementary school effective 2018-2019 School Year**

**Carlos Garcia:** Good evening members of the board. This evening we bring to you information on the proposed boundary changes for various campuses that occurred due to the opening of the new school effective the 2018-2019 school year. These proposed changes are strictly for information only as we would like to begin meeting with parents of those students that would be affected with the change. We do plan to begin our parent meeting the 1st or 2<sup>nd</sup> week of February.

So the first campus; San Isidro elementary which will open in August of this year, the opening of this school will affect, Benavides elementary, Borchers and Malakoff elementary boundaries and we do want to include Matias De Llano elementary. All areas North of Bob Bullock -US 59 and East will now attend San Isidro elementary. San Isidro elementary northwestern boundary will begin at the end of the UISD boundary line and IH-35, we move south along 35, to include both areas East and West of IH-35 to Bob Bullock loop. There at Bob Bullock we travel eastward and westward all the way to Casa Blanca Lake road and at that point we will travel East towards our UISD boundary. Subdivisions affected are the San Isidro's Northeast area all of Lakeside and the Loop.

For Col. Santos Benavides elementary, the new boundary line begins at the South of Conde Drive and Bob Bullock Loop, we would travel south on Bob Bullock Loop all the way to Jacaman Road, and then from Jacaman Road we will travel West all the way till we get to the East of Summerwind subdivision and we will travel North along (inaudible) Court to East Del Mar Boulevard, then East on Del Mar Blvd. to Country Club Drive at that point we will go North to Palmer Drive then we travel East (along Palmer Drive) passing Jones Drive and Windridge Drive then North along Plantation East drive to the area South of Conde Drive then Eastward to the beginning section.

Borchers elementary their new boundary will begin at Northeastern of Havana Drive and Bob Bullock, we will travel South on Bob Bullock until we get to the area South of Conde Drive. Then we travel West on Conde Drive to Plantation East drive then drive South on Plantation East Drive to Windridge Drive. At that point we travel West along Windridge, to the area South of Jones Drive to Country Club Blvd. then travel North along Country Club Blvd. to Orange Blossom Loop and International Blvd. to Stone Field Lane, at that point we travel East along Stone Field Lane to Cassimire Drive and then North along Cassimire Drive to Havana Blvd. and then travel East on Havana Drive to the beginning point. The 4<sup>th</sup> boundary change is for Malakoff elementary.

The Malakoff boundary will start at the Southwest of IH-35 and Shiloh Drive. Travel East on Shiloh Drive to McPherson, (areas North of Shiloh) then North up on McPherson to Monaco Blvd. then East on Monaco Blvd. to International Blvd. then we would travel North on International to Lima Loop then travel East on Lima Loop to Calle Vistoso, then travel North on Vistoso to Havana Drive then East on Havana to Bob Bullock then Northwest along Bob Bullock all the way back to IH-35 and then South on 35 back to our beginning point.

Now as I mentioned before, although the new boundaries do not affect Matias De Llano directly, we are proposing to add this area from Benavides to Matias De Llano. Beginning at the

Northwest corner of 35 and Shiloh Drive, we travel East on Shiloh Drive to McPherson (this includes the areas North and South of Shiloh Drive/ excluding the Monaco Apartments). We will then travel North on McPherson to Longhorn Drive, then East on Longhorn Drive to Jennifer Loop, then move South from Jennifer Loop, Chris Lane and Country Club Drive. Then we move Southwest along Country Club Drive and Palmer Drive to Still Meadow Court. At that point we travel South along Country Club Drive to East Del Mar, this would encompass areas East and West of Country Club Drive. Then we go West on Del Mar Blvd. to McPherson Road then North on McPherson to the area South of Puig Drive and from Puig Drive we go West to Ciro Loop and then back.

**Mr. Santos:** Addresses the board stating that this will allow us to move forward and presenting to parents at the meetings and then bringing up to the board for final approval.

**C. Proposed Boundary Changes for Raul Perales and Antonio Gonzalez middle school campuses effective 2018-2019 School Year**

**Carlos Garcia:** This too will be opening in August of this year. This will alleviate overcrowded conditions at Antonio Gonzalez middle school. Perales middle school will start at Road 6068F travel Upward to South of (Inaudible) which is also perpendicular to Clark Blvd. at that point we travel East to our UISD boundary then travel South to Wormser Road. West on Wormser Road to just East of Cuatro Vientos Road then we travel up back to 359 then we travel East back to our begging point which is Ranch Road 6068F.

For Antonio Gonzalez middle school we would start at Ranch Road 6068F, travel West along 359 to Loop 20 then travel up Loop 20 to Clark Blvd. the travel West to North Ejido then North to the North side of Ash Street to West of Frost Loop and then to the South side of 59 and we would travel East along 59 then travel North on Bob Bullock until we pass Casa Blanca Road then we will go East all the way to the End of the UISD boundary and then we will travel back down to a point which is parallel to Rail Spur 400 and then back down to our beginning point Ranch Road 6068.

**Mr. Roberto Santos:** Again this will allow us to begin having the parent meetings

**VII. 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 6:58 PM**

**A. 551.071 Consultation with Attorney; Closed Meeting**

**1. Discussion Re: Superintendent's Duties and Responsibilities**

**VIII. 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 7:38 PM. No Action Needed.

**IX. Adjournment**

<b>Motion:</b>	<b>So Move</b>
<b>Moved by:</b>	<b>Ricardo Rodriguez</b>
<b>Seconded by:</b>	<b>Judd Gilpin</b>
<b>Discussion:</b>	<b>NONE</b>
<b>In Favor:</b>	<b>Unanimous</b>

***MOTION PASSES***

**There being no further business, before the USD Board of Trustees this meeting is adjourned at 7:38 pm this 24th day of January 2018.**

---

**Juan Roberto Ramirez, President**

---

**Aliza Flores-Oliveros, Secretary**





# UNITED INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting  
January 24, 2018

## RESOLUTION ADOPTING EARLY NOTIFICATION OF EMPLOYEE SEPARATION FROM EMPLOYMENT INCENTIVE TO FULL-TIME DISTRICT EMPLOYEES DURING THE 2017-18 SCHOOL YEAR

WHEREAS, the United Independent School District ("District") will be implementing an Incentive Program for the early notification of resignations or retirements at the end of the 2017-18 school year for full-time employees that were employed for the entire 2017-2018 school year;

WHEREAS, eligible employees must submit their Separation from Employment form and the Incentive Agreement for Contracted Employees or Paraprofessional Employees to the District no later than April 13, 2018 at 5:00 p.m.;

WHEREAS, the District wishes to extend this incentive to its highly valued employees who have remained loyal to the District;

WHEREAS, the District's implementation of a Separation from Employment Incentive Program will allow accurate staffing projections for the 2018-19 school/work year;

WHEREAS, the District will provide its current full-time employees with a one-time Separation from Employment Incentive Payment this school year, which will be provided as follows:

- \$ 1,000.00 for Contracted Employees; and
- \$ 500.00 for Paraprofessional/Auxiliary Employees

to be paid to eligible employees in accordance with established District Guidelines, which mandate minimum eligibility requirements and appropriate deadline regarding notification of separation from the District.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the United Independent School District that the District issue a one-time Separation from Employment Incentive Payment, as stated herein.

SO ORDERED this 24 day of January, 2018.

**BOARD OF TRUSTEES:**

  
Board President

**WITNESSETH:**

