

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **13th day of January, 2026**, the Board of Trustees of the Brownsville Independent School District met in a **Rescheduled Regular Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Daniella Lopez Valdez	President
Frank Ortiz	Vice-President
Minerva Pena	Secretary
Carlos Elizondo	Board Member
Denise Garza	Member
Jessica Gonzalez	Member
Neida Ruth Grantland	Member

ABSENT:

ALSO PRESENT:

Dr. Jesus H. Chavez	Superintendent of Schools
Eden Ramirez	Attorney for the Board

ALSO ABSENT:

None

WHEREUPON, a quorum being present and it appearing before the Board, it is hereby so found that notice of this **Rescheduled Regular Board Meeting** has been duly given in the manner and for the length of time as prescribed by law. The meeting was called to order and declared ready for the transaction of business with the following to wit:

- I. Rescheduled Regular Board Meeting called to order by Daniella Lopez Valdez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Jesus H. Chavez, Superintendent.**
- III. Pledge of Allegiance led by Daniella Lopez Valdez, Board President.**
- IV. Roll Call. Daniella Lopez Valdez, Board Member announced that all Trustees were present.**
- V. Recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, January 13, 2026 with any corrections/deletions.**

Amendment:

- VI. A. 2 Conference Presentation - Will be deleted from agenda and backup**
- XI. B. Level III Grievance Item 1 - As per Grievant, delete from agenda and backup**

Motion made by Daniella Lopez Valdez, seconded by Jessica Gonzalez, and unanimously carried to recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, January 13, 2026 with the amendments as stated by administration. (7-0-0)

VI. Superintendent's Report: * SB1566

A. Conference Presentations:

1. School Board Recognition Month January 2026.
The Texas Association of School Board (TASB) designates each January as School Board Recognition Month to build awareness and understanding of the vital role an elected board of trustees plays in the community. School board members spend countless hours preparing for and participating in meetings. They also devote a great deal of time to studying education issues and laws. On a regular basis, they attend campus as well as district events. School board members provide local citizens a voice in educational decision-making. Brownsville ISD joins public school districts across the state in honoring local board members for their commitment and its children. BISD recognizes the board members' dedication to our students, schools, and personnel. Dr. Jesus H. Chavez presented certificates of recognition to each school board member. Also, district and campus administrators thanked Board Members for their dedicated leadership and service.

Handout 1- Added to official minutes

2. Recognition of Salvador Garcia, Rivera ECHS Soccer Coach.
Amendment: Item deleted from agenda and backup
3. Certificate of Achievement for Excellence in Financial Reporting.

The Certificate of Achievement is the highest form of recognition in governmental accounting and financial reporting. Its attainment represents a significant accomplishment by a governmental entity and its management. The Brownsville Independent School District has received two certificates of achievements for the Annual Comprehensive Financial Reporting for the fiscal year ended June 30, 2024. Brownsville Independent School District received the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International (ASBO) and the Government Finance Officers Association (GFOA). This marks the 17th year the district has received these two awards.

4. Brownsville Independent School District Financial Report for the period ended December 31, 2025.

Ms. Rosario Pena, Chief Financial Officer stated, I will call on Ms. Mary Garza, for a Brief Presentation. Ms. Mary Garza, Director of Finance/Payroll stated, good evening, Madam President, members of the board, Dr. Chavez. The financial report ended December 31, 2025. For General Fund revenues funds 101 through 199, our revenues are 238 million and our expenditures are 236 million dollars. We have a positive current balance of 2.2 million dollars. Our Federal Revenues, which are our 200 to 499, our revenues are \$12.1 million, and our expenditures are \$26.3 million. This has a negative balance for right now, but remember that our federal funds operate on a reimbursement basis, so as the year goes and as we close the year, those

Federal Funds will end up in balance. our Debt Service Fund which is to make our voter approved debt. We have received collections of taxes of 3.2 million and we've spent 4.3. We should receive the additional taxes and the state aid and we would cover the payment. Our Self-insurance Fund it is operating at \$27.3 million in premiums collected from the employees and the district, and the claims and other expenditures paid are \$30.4 million, so it has a \$30 million deficit for the time. This concludes the Financial Report. As you all know, our General Fund also includes the investment account for the CTE Center that contains \$17.8 million as of December. Any questions?

VII. PUBLIC COMMENT:

Alma Salazar Good evening, Madam President, members of the Board of Trustees, Dr. Chavez, and everyone watching tonight. My name is Alma Marie Salazar. I have proudly served the Brownsville ISD for 30 years, and I currently teach U. S. History at Faulk Middle School. I have also been a TIA Master Teacher since 2019, and I was part of the original TIA stakeholder committee when this work began. I'm here tonight to speak in support of the recommendation to update the TIA spending plan because of the fair and transparent process that was used when our committee voted on recommendation for the renewal application. I want to assure the public, the administration, the Board, and all the teachers that this decision was not taken lightly and it was not made behind closed doors. Each stakeholder on the committee represented a campus. and we were expected to bring the voices for our teachers into the discussion. Teachers on our campuses were given opportunities to provide input on various components of our TIA system and that feedback did not come back to us as a simple yes or no. We received meaningful feedback including the spending plan option teachers supported and the reason they supported it. We were able to see the justification behind their thinking, not just a suggestion. As stakeholders, we were given the time to read through the feedback carefully, process what it meant, and discuss it as a committee. We asked questions, we talked through the tradeoffs, and we made sure we understood the impact of the recommendations before moving forward. That is what made this process strong. It was informed. Teachers had a voice through their campus feedback and stakeholders had the responsibility to represent that feedback thoughtfully. That is exactly what we did. I respectfully encourage you to approve the submission of the BISD TIA renewal application. Thank you for your time and your consideration.

Maria Lopez Garcia - My name is Maria Lopez-Garcia, and I'm a very proud sixth grade E-LAR teacher at Faulk Middle School. I'm also here tonight as a proud member of the district's Teacher Incentive Allotment Stakeholder Committee. First, I want to thank the Board for your continued support of teachers and for investing in recognizing strong teaching and student growth. I'm here tonight to speak in support of the recommendation to update our TIA spending plan. As a stakeholder, I want you to know this recommendation was not made quickly or casually. Since September, we were provided multiple opportunities to learn, ask questions, and give feedback. We as stakeholders were tasked with going back to our schools to ask the teachers to give us feedback so that we could make the best decision that represents their voice. From a teacher's perspective and stakeholder, I believe the updated spending plan is the right decision. TIA is meant to recognize highly effective teachers with incentive pay. I want to close by saying this, as a teacher and a stakeholder, I feel proud that BISD included teacher voice in this process. This recommendation reflects the feedback and values of most teachers. Thank you for your time for listening and for supporting a spending plan that was shaped by teachers, for teachers.

I respectively encourage you to approve the spending plan update. Thank you.

Celia Saiz-Broussard - Good evening President Lopez -Valdez, Dr. Chavez, members of the board. My name is Celia Saiz-Broussard and I'm speaking as president of BEST-AFT, Union Local 3877. I'm also a pre -k teacher at Skinner Elementary. I'm going to be speaking on agenda item number IX-D3. BEST-AFT applauds the adult education for entering into memorandum of understanding with the Texas Workforce Commission. If we understand this correctly, this will provide a free welders training for adult ed students who are interested in getting their certification and finding employment that pays a meaningful salary. We hope that BISD and the Texas Workforce Commission will direct these welders to unions, such as the Pipe Fitters 211, who also provide specialized welding training so that as highly skilled union workers, they can command an excellent salary. BEST-AFT supports any program that allows students to become certified, specialized, and highly skilled union workers. We look forward to a future BISD committee meeting on CTE programs that we will be adding to meet the needs of the community. Thank you for listening and have the best of evenings.

Beatriz Maldonado - Good evening and Happy New Year. Happy School Board Recognition Month. Good evening, Board President Lopez Valdez, Dr. Chavez, members of the board, and those watching us through Facebook or at home. I'm B. Maldonado, the Vice President for Brownsville Educators Stand Together, BEST, Union Local Number 3877, a union of professionals. I'm also a social studies teacher at Homer Hanna High School. I'm speaking on behalf of item IX.A2, the renewal of the TIA application. The district created the TIA committee made up of one representative for each campus. The committee is recommending changing the division of the money from 80 % of the funds going to those who qualify for the allotment, 10 % who do not qualify for it, and 10 % to the district to 90 % who qualify for the allotment and 10 % to the district. BEST AFT has always supported teacher employee committees such as the EBC, where as a union, we would like to see all of our members receive compensation. We respect the recommendation that the committee has done. We do have issues with the process of the teacher evaluation, which remains very subjective, and we deplore anything that pits teachers against teachers. But again, we support the decision of the Teacher-Made Committee. We also appreciate you listening. We also thank and congratulate the young ladies that came to sing with us at the beginning of the meeting, as well as the Rivera Mariachi Band. Great performances. Thank you again, and have a best of the evenings.

Mr. Patrick Hammes IX. D. 6 Good evening, Board President Valdez. Dr. Chavez, members of the board. Happy New Year. It's good to see each and every one of you. We look forward to the rest of this school year and the beginning of next school year. I'm going to be speaking on, as President Lopez Valdez said, item D6, the recommendation to enter into an agreement with the American Association of Retired Persons, our foundation, to participate into a senior community service employment program. Again, we support all workers, including retired workers, to have the opportunity to receive training, to reenter the workforce, to seek employment, and it can measure its salary. We do want to express a concern before the district starts their budget workshop process at the end of this month or in February. The BEST AFT has met with many of our classified employees as they start to prepare for retirement. Many of our fellow union brothers and sisters who have worked, who are range from 70 to 80 years in age and have worked for 30, 40 or more years still look at a TRS pension of less than \$20,000 a year. We as a district and a community seem to be okay with the elderly retiring with a pension below the poverty level. Last year, the board and the district passed a budget that took away the

steps 21 through 40 for classified employees. This experienced group of workers got little, if any, raises. You currently have classified employees who have worked for 25 or more years who are making the same as a fellow worker in the same position with 20 years of experience. This is both a tragedy and a disgrace, and we hope that the administration and the board take corrective action to ensure that we do have a greater separation of pay based on years of experience in this district so that no one retires receiving a pension below the poverty level. I am and have been an ARP member for 20 years. When I first read this agenda item, I thought that you were trying to find employment for Albert and I, and we appreciate that. But again, we applaud the district for reaching out and creating programs like this. Thank you and have the best of evenings. Thank you.

Judith Ann Moreno – TIA Good evening. President Daniela Lopez Valdez, esteemed board members, Dr. Chavez, and members of our community. My name is Judith Ann Moreno, and I'm a math teacher at Stell Middle School. I'm also a member of the district's TIA stakeholders' committees, and I'm here tonight to speak in support of the recommendation you are being asked to consider. When TIA first came to Brownsville ISD in 2019, it was brand new. We were learning the system, learning the expectations, and learning how to grow into it as educators. At that time, I agreed with the idea of sharing the funds so that all teachers could see the benefits of TIA, even while we were still building understanding consistency across the district. Now, we are entering year five of this program. Over time, the district has invested a lot of effort into making sure teachers understand the system, including dedicated training to help us strengthen our teaching practices through T-Tests and SLOs, student learning objectives. And now, I believe it's only fair that the distribution of TIA funds reflects the original purpose of the program, to reward effective teaching. I also want to emphasize that this recommendation wasn't rushed. It came through months of stakeholder meetings, communication, and opportunities for feedback. So tonight, I'm asking you to support the updating spending plan because it honors the teachers who earn the designation and it keeps the program focused on what matters most, improving instruction and outcomes for students. Thank you for your time and thank you for supporting the work we do as teachers across Brownsville ISD.

Cynthia Perez – Board Recognition Good evening, Madam President, Daniela Lopez Valdez, members of the board, Dr. Jesus Chavez, and all those joining us today. My name is Cynthia Perez, Vice President with the Texas Valley Educators Association and a pre-kindergarten teacher at Perez Elementary. Tonight, we're honored to recognize our board members for their steadfast commitment to our students, staff, and families. Your leadership is guided not only by responsibility, but by care. Care for our schools, our community, and the future we are building together. As a teacher association, we understand deeply how essential your role is. School board trustees are the bridge between policy and the people those policies impact. You help shape the conditions in which educators teach, Students learn. and communities thrive. Our work as an association is strengthened by your willingness to listen, collaborate, and engage in honest dialogue about what our schools need. We also know that the work of a trustee is often tankless. The long evenings, the back-to-back meetings, the campus events, the difficult decisions, the constant balancing of competing needs, much of it happens quietly, without applause. Yet, you continue to show up, you continue to serve, and that dedication does not go unnoticed. Thank you for the countless hours, the thoughtful decisions, and the heart you bring to the service. Thank you for your understanding with education. for supporting our students and for helping guide our district with integrity and purpose. We are truly grateful for all you do. Thank you.

Nancy Beltran – PD Good evening, Madam President, Daniela Lopez Valdez, members of the board, Superintendent Dr. Chavez, coworkers and colleagues, my name is Nancy Beltran. I am the President of Texas Valley Educators Association and a proud kinder teacher at Pena Elementary. I would like to start this evening with a happy new year and to offer you a thank you to all the board members for always stepping up and keeping all the hardworking teachers, staff, administrators that keep this great district running on your agenda. Please continue to do your best to give the people that run this district the very best. Tonight, I am here to speak about agenda item A2, approval of the renewal of the TIA. Passing the renewal is important because of all the good that it has brought to those receiving the TIA funds. However, I want to highlight the that with the new TIA distribution percentages, passing monies would now not reach all deserving teachers. Many teachers working at A and B rated schools face money challenges. All appraisers should be trained to recognize how the lower grades manage discipline, support special needs students in regular ed classrooms, and handle many roles that we take on as counselors, nurses, mothers, custodians, and much more. There would be a greater fairness. We are not only teacher as to teach academics, but we also instill morals, manners to our students. Teachers and kinders, kinder through third grade, especially this year, have a new reading program that limits us with SAVVAS and iReady reading. Even though we are an A-rated school in BISD, and despite the ranking of 46 in the nation of being the lowest paid, facing unprofessional treatment, and having little funding for our classrooms, we still show up every morning. Always call parents and stress the importance of attendance. And wrap everything we do with love, dedication, and professionalism. At my A-rated school, we, the teachers, have received less than \$300 from the 10 % that was given to the teachers this past year. While some are disappointed at what they have gotten, at least it's a little something. I ask you to keep TIA going and work to make it more equal for all teachers who give their hearts to BISD students. Thank you.

Carmen Garcia – TIA Ms. Carmen Garcia, TIA. Board President, Trustees, and Superintendent, thank you for the opportunity to speak. Okay, so I'm Carmen Garcia and I'm a non-designated teacher. Okay, so I would like to ground my comments and the numbers are proportional in the impact of the worst workforce instability. Okay, so this data is gotten from 2025 to 2026. Okay, and as you can see this is the non-designated teachers. Okay, and this is the designated. Okay, 2025-2026. Okay this is public information and you can do a just a Google search and you can find this information. This is the committee, okay so I don't know if you get to see the committee. So this is eight percent non-designated. Okay ninety-two percent designated teachers. Okay I'm just taking the teachers because the ones that vote and the ones that actually the monies are split from is it's according to the teachers and the teachers' evaluations and all that. Okay, so before we used to have 80 and 10 and 10, now we have 9, 0 for non-designated teachers and 10 for the district, okay. So this represents a hundred percent elimination of TIA funds for the 61 % and it's changing because what they're putting is that it says that now they have 59 % of teachers holding a current TIA designation, okay? That doesn't mean that they are getting it for this year because they get evaluated every year, okay? So they're saying that 100%, okay, 100 % of non-designated, they will receive nothing, like we are nothing, like our work doesn't matter, okay? And in order for a student to succeed, it takes a village. It takes everybody's work. So how much money are we talking about? Because everything's about money and numbers and data. We're talking about \$1,300. You know what happened. Inflation and all these teachers deserve to get at least a little bit, just to say, you know what? You matter. We matter. And whatever impact us, we share this to our students. So how do you think I feel? OK? How do you think I feel in front of my kids? Like, I don't matter. That's how I feel. Like, I don't matter. I can be

replaced. Who cares? Like, you see? And it's supposed to be an incentive to do better. Like, I'm supposed to do better, not worse. Thank you.

Adina Alegria Good afternoon President Lopez Valdez, members of the board, Dr. Chavez, those in the room and those joining the Brownsville ISD KBSD ITV channel. My name is Adina Alegria, Executive Director of Texas Valley Educators Association. Tonight, we extend our heartfelt appreciation to the Brownsville Independent School District for its continued partnership with the Gladys Porter Zoo. This collaboration opens doors for our students, giving them access to engaging presentations, hands -on learning experiences, and free admission that brings classroom lessons to life in such unforgettable ways. Having a world-class view right in our backyard is a gift to our community. It enriches our children's education, sparks curiosity, and nurtures a love for science, conservation, and the natural world. We are grateful for this partnership that not only supports learning, but strengthens the bond between our schools and one of Brownsville's greatest assets. and from one leader to seven other amazing leaders. I wanted each of you to know that TVEA sees you. We see you guys at chess tournaments. We see you guys knocking on doors to those hard politicians that don't want to listen to you. We see you at the mall trying to pull kids back in. We see you trying to get certain areas dedicated to those employees that have been here for decades. And man, Mrs. Grantland, did we see you when you came in and learned like that on the spot, in awe of what you do. And I want you to know that between seeing all of this, I know, as a single mom with two babies, that that means we're missing something. That means we're missing someone. That means we're, you know, we always can't be 100 % everywhere. So for that, for your dedication, for everything that you do, thank you. Thank you for taking our calls. Thank you for sitting down with us. We may not always agree. God knows we do not always agree, but you are right. We're all here for the same reasons, and those are for the students, us more the employees, but without one, you can't do without the other, and without any of you up there, we can't do what we do. Thank you. Enjoy your day and you guys need like a full month.

The Board may deliberate or take action regarding the following agenda items.

Board policy BE (Local) and Robert's Rules limits debate to two opportunities. A Trustee may debate a motion for three minutes on the first speaking opportunity and two minutes on the second opportunity.

NOTE: The Board of Trustees may go into Closed/Executive Session to deliberate any item on this agenda as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.

VIII. Recommend approving the Consent Agenda. The Board has agreed to discuss the following items. All of the items below that are not called out will be approved by consent.

Motion was made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. (7-0-0)

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| IX. A. General Function | 3, 4 |
| B. Payments | |
| C. Amendments | 1, 2 |
| D. Contracts/Agreements | 1, 2, 3, 4, 6 |

(All presentations limited to five (5) minutes)

IX. Consent Agenda:

A. Recommend approval of the following General Function Item(s):

1. Recommend approval of the proposed list of library materials for purchase, as submitted, in accordance with Senate Bill 13 and BISD Policy EFB (Local). *

Ms. Daniella Lopez Valdez, Board Member stated, Motion to approve. Ms. Jessica Gonzalez, Board Member stated, Second. Ms. Minerva Pena, Board Member stated, yes. what the proposal of the library materials, what exactly are the limits or what you can? Can you move the flowers? I can't see his face. Ms. Neida Ruth Grantland, Board Member (inaudible). Ms. Pena continued; I want to see his face. I know I don't have to. Can you move the flowers? Never mind, let me move back. You remind me of my brother. Thank you. Sir, the proposed list of library materials for purchase has submitted. Are there any limits or what exactly is this? What's the objective of this? **Dr. Jesus Chavez, Superintendent stated, yes, ma 'am. The state does provide some requirements, if you will, but I'm going to have Ms. B. Hernandez speak to that and we can get to more detail. Ms. Beatriz Hernandez, Chief Academic Officer replied, yes, so it is an update to some Senate bills and House bills. So at this time, we are going to call Ms. Mandy Martinez, our librarian for our library department, to give us some more details on this, Ms. Pena. Ms. Mandy Martinez, Itinerant Librarian stated, good evening. I'm Mandy Martinez. I'm the Itinerant Librarian for BISD. And I will, to the best of my ability, answer any questions you may have.** Ms. Pena stated, what are the limits of this? What can and cannot be purchased? What is the basic? **Ms. Martinez replied, yes, so librarians submit their list of titles that they want to purchase for the library but are not currently in our catalogs. They submitted for this particular list. They submitted their list in November. It was compiled. They were all compiled into one list and made public in the month of December and it was open for public comments. There were no public comments so then they come up to the board for your approval.** Ms. Pena stated, and where is it open for public comments? Where exactly is it? Like how are parents advised or information given out? for them to be knowledgeable about what they can look at and have any comments. **Ms. Martinez stated, the list is available on the professional development library services print shop web page on the BISD website.** Ms. Pena stated, okay, and you said no one said anything? Nobody brought any information? **Ms. Martinez replied, no, not on this list.** Ms. Pena stated, okay, thank you. You're welcome.

Motion made by Daniella Lopez Valdez, seconded by Jessica Gonzalez, and unanimously carried to recommend approval of the proposed list of library materials for purchase, as submitted, in accordance with Senate Bill 13 and BISD Policy EFB (Local). *

2. Recommend approval to submit the BISD TIA Renewal Application with adjusted spending plan and pay the TIA reimbursable renewal fee of \$10,000.00 to the Texas Education Agency.

Ms. Daniella Lopez Valdez, Board President stated, Motion to approve. Ms. Jessica Gonzalez, Board Member stated, I'll second the committee's recommendation. Ms.

Minerva Pena, Board Member stated, yes. I saw what it says here on what the requirements are and how we do it, but I've been having a lot of concerns, Dr. Chavez, a lot of concerns on exactly how many teachers get it, which teacher gets it, and it's really, really difficult because I see some teachers that get it that are excellent and there are some teachers that are excellent and they get looked over. So how do we make it to where this is like? I'll be very candid with you. I wish I would have given it to everybody or nobody, because, you know, they say, well, you're really good, but you're really bad. But please forgive me. I'll step on toes. But I like you more, so I'm going to give it to you. And unfortunately, that's what I'm hearing, and it's really hurting. It's really hurting our teachers, and I hear the concerns and I hear the pain because our teachers are excellent. Every one of you out there do an excellent job. It's just like I say, well, I'm going to vote Mr. Camarillo does a good job. No, no, his help does more than he. See, it's a real, it's a fine line that we're walking with this. So what can we do to better it and to assure that we don't overlook any teachers and to say, well, there's not enough money to take care of everyone. Well, can we turn around and maybe, like one of the speakers said, give a little less, but give to more. There's something we can do because this is causing a lot of discomfort at the school district, at the teacher's level. And our teachers are excellent, really, really excellent. And it hurts because there's money with it. It's not a, oh, attaboy. It's here's some money because you do so well. And so what can we do to this? It's causing, I mean, the animosity there, it's real. And I want to see what can we do to help and to tell the teachers all of you are good and some of you are excellent and top-notch and you all are worthy of it. What can we do to help the teachers that maybe that doesn't give us enough funds to get everyone but just because you didn't get it doesn't mean you're not one of the top teachers. So, what can we do? What does anyone suggest that we can do to make that a little smoother? Because the TIA was to come in and help and lift their spirits and give them motivation to keep going, not to cause the discomfort that it's causing. What can we do to alleviate that discomfort? Ms. Lopez Valdez stated, Ms. Grantland. Ms. Neida Ruth Grantland, Board Member stated, thank you, Madam President. And I'm glad you asked that question, Ms. Pena. Ms. Pena stated, I thought they were going to answer before you were next, but that's okay, I'll wait. Ms. Grantland continued, for as long as I have been in this school district, I've been hearing merit pay. For as long as I've been in this district, we have all strived to help our teachers get better. I was a teacher once, and then I became an administrator, and the goal for all of us was to help our teachers to enable them to do an excellent job in the classroom. When TIA came in and when I came on board, I met with Dr. Gallegos and her team. And I was extremely impressed with the thought process that went through it. I was extremely impressed with their own knowledge of working with it. But here's where I think that we need to stay very focused. This is based on teacher assessment. That is a very subject, can be a very subjective activity. And it can be that there are principals or administrators who do the evaluations that walk in. We always heard about the halo effect. You know, you have a teacher who's doing a lot of extra stuff at the campus and there's just so much going on and everything is clicking very well with that teacher. But the halo effect that goes into the classroom, that is what we're talking about. This is a very active teacher. However, if in the classroom, the instruction is not hitting the mark and if it's not producing the results that are required, then there's a problem. The other part of that piece is that when we go in to assess, and I say, we, I'll always think like an administrator, I guess, when we go in to assess someone, there's always someone else who didn't get that quality assessment and didn't get to that designation. And I poignantly, this young lady presented, who am I? Where do I fit in? And it's a very real emotion. But the thing is for us as a school board for

the administration in the district is that we need to be keenly aware that for every TIA teacher that we designate, there's someone who's not designated who needs our help, who needs someone to go into the classroom and say, okay, I know you want to become a TIA-designated teacher, and I'm here to help you. I'm not here to browbeat you. I'm not here to insult you. I'm here to help you. How can I help? It could be classroom management. It could be lack of subject matter. knowledge, it could be a whole lot of things that are going on in that classroom. It's up to the administrators to take that role very seriously and to go into the classroom with a focus on what the skill level set needs to be, a focus on how it needs to come to fruition, and a focus on how to make it happen for those who are not. Yes, the money is limited. But if we have more TIA teachers, we'll just have to spread the wealth just a little bit thinner. But that'll be okay, because we won't have anybody saying, where do I fit in? Why am I, what am I, chopped liver? You know, that kind of thing. And so I've gone on a little bit too long, I realize that, and thank you. I just want to encourage us to embrace this process, but make it better. Every year, let's strive, and I'm challenging the TIA team. Every year, make it better. And if it means having to be tough and say to an administrator, hey, you got, you know, come on, look at the patterns in your evaluations. It's very easy to tell. And you guys have the key to that. And that will bring a more agile attitude in our district and it will help teachers feel more valued in the process. And the final analysis is the kids will do better. Thank you. Mr. Frank Ortiz, Board Member stated, yes, just a couple of comments. I think the SLO is pretty much taken care of. I think our teachers have a pretty good idea of how to write the SLOs. And I think that the designated individuals that you have at every campus are, they're TIA designated teachers that help the team and the teachers there on the SLO. I don't have a problem with that. I think that's well taken care of. What I do have a concern is with the evaluation process, the T-TESS, okay? And I think that additional training may be for our administrators that go in there and do the evaluations. I remember when the evaluation process first came out, came out many years ago. We used to go in with two administrators, we used to evaluate a teacher, then we'd come back and we'd take a look at it and discuss it and see if we were within the same scope or we way off. because you can have administrator A come in and administrator B and they could be way, way off. And I think that that's the process, I think, that needs to be looked at a little bit closer is the evaluation process that our administrators go in. And I know there's a rubric and, you know, we get trained on that and we know what we're looking for, but sometimes eyes are different and thoughts are different and philosophies are different, you know, from administrator to administrator. So I think that if we have a better training for our T-TESS evaluators, I think that this would make this process not as subjective. Just some recommendations, just some concerns. Ms. Grantland stated, that was called radar reliability, I remember those days. Ms. Pena stated, I have a follow-up? Ms. Lopez Valdez stated, Mr. Camarillo, before you begin on explaining some of these questions that we had, I just wanted to explain to the community on what TIA and the state's recommendation on this. And first of all, I want to thank all of you who expressed your thoughts through emails, through calls, through those who came and spoke today, because I know that this has been, it's a different process, right? It is still fairly new, but I'm very happy to know that there's an ability and there's a method to pay our teachers more, right? This is the governor's priority. It's been his priority. Being very involved in the legislative process, when I went up about, it was in the interim of last session, and I met with Commissioner Morath and Buckley, Chairman Buckley of the Public Education Committee, and I asked them, what can we do to make sure we get more funding? And one of the first things he said, you're not utilizing all your resources. And he said, you should

have way more teachers that qualify for the teacher incentive designation, allotment. We came back, and now we're the district, I believe we're the highest district in the entire state with the most teacher incentive designation, allotment designations, is that correct? **Mr. Emiliano Camarillo, TIA Coordinator replied, percentage-wise, yes.** Ms. Lopez Valdez stated, and Commissioner Morath even came over here because he wanted to see what we were doing, right? I do believe that it is a very, you know, as we go we continue to improve. There are still improvements to be made. It is, it pulls at your heartstrings when you hear these stories because I know that all of our teachers do an amazing job I know they put their heart and soul into this and so I can see where it can be it could also maybe even create a divisive environment of not wanting to share information not intentionally but because we're in competition right for this this money and I wanted the community to understand that this is a priority for the governor, that this is a way that he wants to see funding work in the future. And so I don't think it's going away, but I think there's always room for improvement. And I appreciate the committee and, you know, the time that it took, but I also want the staff to remember that we need to continue to help each other and that we're better together when we help each other. And we should continue to have compassion for each other. So I just wanted to iterate that before you begin to explain, Mr. Camarillo, because I know that this is a merit-based you know, funding, but I can see where there are inequities, but I want to thank you and your staff for continuing to try to improve this process. And so, please go ahead and answer. I know there's a couple of questions here, so thank you. Ms. Pena stated, can I ask the question so he can answer at the same time? Ms. Lopez Valdez stated, yes, Ms. Pena. Ms. Pena stated, yes, and my question is this. Every teacher that has, that teaches and has a high level of students passing those exams, that the teachers are doing excellent and the students' grades are excellent. Every one of those, Dr. Chavez, is guaranteed to be a TIA. Or is it a selection where you have, you don't have enough money to spread out, so some of those that have top grades and the kids actually learn and are excelling beyond belief are being left out. How do we do it? And like Ms. Grantland mentioned, maybe spread it more, because my thing is, you treat everyone the same, and you give everyone as much as you can. And then when you're deciding how you're going to pick them, you need to encourage them. So how can, or maybe we can get a list of all the teachers in every school, it's going to take a long time, but I'll wait, that has the passing ratio of their students in the schools, and how many of those got selected for TIA, and how many of those did not. And that's what the concern is. Because, and like Ms. Grantland mentioned, well, maybe they're getting so much, maybe we need to cut it back a little. Getting a little something is better than getting a whole lot of nothing. So that is my concern. So can you tell me, because I've been hearing teachers, and that's one of the complaints where a teacher says, all my students passed, I did well, look at how far I've gone up. And yet, I didn't get it. And I see, and I hear, I hear real clearly, well, but this teacher, she does this, and she does that, and she does this, and she does that. Well, no, that's something you want to do. Don't penalize somebody else who's concentrating on educating or somebody else likes to work with students. See what I'm saying? Do you see what I'm saying, Dr. Chavez? It's kind of, everyone has their gift. How can we do it so we can be equal across the board? That's all I'm asking. **Dr. Jesus Chavez, Superintendent stated, well, let me first begin by saying that I'm very appreciative of the work that this district has done, that our staff has done, that our teachers have done as it relates to this specific program and being part of it. I think if you look at Brownsville ISD, we truly are the leaders, if you will, across the state as it relates to the implementation and the work that's being done for TIA. So I wanted to begin with that. The second**

piece I want to mention, and then I'm going to have you talk to the, a little bit more to the specifics, but one of the things I think that as districts, you know, we certainly have to take a look at what the requirements are. And I say requirements. from the standpoint of, you know, yes, the Governor has been very supportive and pushing for this effort. And, you know, we've gotten to a point across the state where it's working well as far as providing the additional funds for the evaluations that are done and for teachers that, based on the guidelines that we have, meet that criteria. And so, you know, I wanted to begin with that. But can you go over, you know, what it is that we take a look at with regards to a teacher then qualifying for these dollars? Because there's some very specific guidelines. And even though a teacher may do great in one area, if it doesn't satisfy what's required, then even though they've done really well in one area, No, you can't give the dollars, right? Here, let me also talk, because I'm sure we're going to get into this discussion, too. As it relates to pay and giving additional funds, we've had this issue, gosh, I'm going to say for 30 years, for 50 years, as it relates to how this should be done. I think finally the state has gotten to some really good programs, if you will, or guidelines or laws that specify. But, you know, it does give districts here the choice of whether you include or don't include everybody. If you look at private industry, if you look at private industry, private industry takes a look at, you know, yes, these people qualify for additional dollars. This portion of the company and workers over here, no, they will not get the additional dollars. And so I just wanted to mention that. And of course, here in education, we usually treat that maybe a little bit differently, that we do want to include other teachers. But, you know, we, in the discussions that we have had with the teacher group, the recommendation came forward. But anyway, let's get to a little bit more of the specifics, you know, with regards to what qualifies a teacher for the additional dollars, and then the levels that we have in that area. *Mr. Eden Ramirez, Board Attorney interjected, Doc, before you go into that, Doc, it might be just worth noting to add to that on the legal side, the Texas Tech validation process, the data's validated through a third party, not by the district.* Ms. Pena stated, can you elaborate more on that? Ms. Lopez Valdez stated, thank you. Ms. Pena stated, I mean, what do you mean? They pick them, not us, is that what you are saying? *Mr. Ramirez replied, the validation system validates the data for us, we don't do it.* Ms. Pena stated, yeah, but doesn't pick them. The teacher just validates the data. *Mr. Ramirez stated, correct.* Ms. Pena stated, okay, that's apples and oranges in a sense. I know, but validate, because if you have 10 teachers that have that, but you only have enough to give five. *Mr. Ramirez replied, no, we have enough to give everybody, yeah.* Ms. Pena stated, okay, thank you. Ms. Lopez Valdez stated, Mr. Camarillo. **Mr. Emiliano Camarillo, TIA Coordinator stated, hi, good evening, Madam President, Dr. Chavez, members of the board, community members, and of course, leadership. So, a lot of points were raised, and I want to hit them as best as I can. I was taking notes, so I apologize if I don't understand my handwriting, or if I don't hit your particular topic. But I want to start with the boss. The boss asked, how do we designate teachers here in BISD, and what are the components that we look at? In BISD, we only have two components that we look at. We have teacher performance, which is the T-TESS side, which is the evaluation side, like Mr. Ortiz was referencing, like Ms. Pena was referencing, like Ms. Grantland was referencing. And then we have the student growth side, which is the SLO side. It is important to note, Ms. Pena, because I know you were talking about the students passing and whatnot and teachers having high scores.**

Mr. Carlos Elizondo stepped out at 7:17 p.m.

The TIA process does not take into account STAAR scores and does not take into account passing rates. All that TIA, our system only looks at T-TESS scores and SLO scores. And SLO scores are self-reported by the teacher, chosen by the teacher, and controlled by the teacher. So if a teacher is not showing growth or is not adjusting their instruction to meet growth, meeting the needs of their students and that's kind of self-reported. All the appraisers do is they make sure that the implementation of the SLO process is done with fidelity and at the standard at which the state expects. However, the data that comes to us or to the TIA office that we process is self-reported by the teacher. As far as the T-TESS is concerned, you're right that is that does go through appraisers, but I just wanted to answer that question. What are the only two items that Brownsville has in its system? T-TESS, SLOs, STAAR scores don't come into play, and passing rates don't come into play. Now, Madam President, may I address the other items brought up? Thank you. So, I want to start with Ms. Pena. Ms. Pena, you had a comment. What can we do to make sure that everyone is included in this? So, I want you to know the state has gotten that feedback, and so what they have done is they have added a new designation that we'll call acknowledged. And the reason why that's significant is because it requires a lower achievement score in the T-TESS and SLO site, meaning more teachers are going to qualify now for TIA than before because they have added a new lower level which doesn't require such a high criteria as the first three levels that were set. And the best part is that this new acknowledged designation carries the same amount of money as our current lowest one. What President Daniela Lopez Valdez said is true. The legislature likes this program. They like it so much they put more money into it.

Mr. Carlos Elizondo returned at 7:19 p.m.

So starting next year our teachers who are designated are going to be seeing an increase in their allotments. So they do have support from that. You also said, what can we do to help our teachers get designated? I hope you know that the TIA office takes that work very seriously. We've been offering trainings and T-TESS over the summer. You all approved for Region I to come in and train our teachers. We had over 500 teachers come in and give us 16 hours of their summer. They were paid, of course, but they learned the ins and outs of the T-TESS process. You also want to know how they're getting trained in SLOs. the SLO lead teacher initiative, we have the SLO trainings that we do, and of course the TIA Coordinators and myself, we're there to help troubleshoot with that as well. So I want to at least bring that peace of mind to you that the state recognizes that we want to be able to give more teachers the opportunity to get designated. I also want you to keep in mind that if you do approve this measure tonight, the new spending plan will not go into play until the year 2026-2027, which means all teachers have two chances more to get designated and earn that money. I also want to point out the fact that the intent of the Teacher Incentive Allotment is to recruit, retain, and reward highly effective teachers. It was never meant to be a blanket raise. The legislature believes blanket raises should be done by the boards at the local level. This was meant to incentivize teachers in a new way that's coming to Texas. Strategic compensation is a wave of the future in Texas, and this is one way that this governor and the commissioner is kind of pushing us towards that. The other thing that Ms. Grantland said is the subjectivity of the T-TESS process and the HALO effect. Please know Ms. Grantland that you stated that concern in September and I took that concern straight to our principals and some of

them are here tonight. They can tell you that I took them that quote to them and I said this is something that the board wants you to be careful of this HALO effect, this subjectivity. I would like the board to know because we discussed this in our November TIA workshop that T-TESS is changing. We already piloted the new T-TESS process at Peña Elementary and Lucio Middle School in December. So we have seen the new rubric, and I can confidently tell you that there is less subjectivity. I don't believe there's any right now, but I know that there are opinions of it out there. But we have seen, my colleagues and I, Ms. Soto, Ms. Garza, have gone out, and we've used the new tool. The teachers that got observed used the new tool. And the administrators that observed the walkthroughs used the new tool. And they all agreed that this is less subjective. Now, keeping that in mind, because T-TESS is going to change, it has full approval, and it will change in year 27-28. It's imperative that we train our staff now, both administrators, but also our teachers so they understand what's expected of them. Just so you know, I did ask TEA what the plan was for when they were going to start releasing training, but they said honestly that they're not going to release training until the summer before it's implemented. So, I want everyone to know that when we start training in the summer, Fast and Furious, not this summer, but the following summer, it's not because we were not prepared. It's that that the state is not going to release anything until the summer before it's implemented. So I want everyone to go back to Time Machine, go back to 2016 when we implemented T-TESS, and I'm going to ask the Chief Academic Officer and Executive Cabinet to allow us eight hours of training for those teachers so that they understand how they're being evaluated with this new improved tool, which is very much student-centered. And as someone who used PDOS and has a knowledge of T-TESS, you're going to appreciate this update. I know you will. So, that is that. HALO Effect, Mr. Ortiz, I completely agree that we should be doing calibration walkthroughs. You all, the board has approved that Region 1 come in to do calibration walkthroughs, and we do them every six weeks. Every time you all hire a new AP or principal or Dean of Instruction, we do go and we go and visit with that particular administrator, and we train them, and we calibrate them. That way, there is no, I would hate to say adverse, effect, but the teachers don't suffer. They're still getting the same quality feedback that they would have gotten from perhaps an administrator that's more experienced. I think that addresses that. Did you have a question on Texas TESS or was that? Ms. Lopez Valdez interjected, Ms. Grantland, I believe you have a question. Ms. Grantland stated, I just have a follow-up comment. I'm sure that your team, all of you, are going to assess your own progress as you make these changes and adjustments. I'm sure you're going to assess your own efficacy when it comes to creating better situations at the campuses. I don't necessarily agree that the governor should water down the program just to get more people in because what does that say for the ones who were designated under stricter scrutiny? I think that there could be a, that next level could meet certain standards that are not necessarily lower but not necessarily as high as the ones who got the designation to begin with. It doesn't set well with me. However, that's not under our control. It's under the governor's control. The thing is that once this is said and done, And I really appreciate all the steps you all are taking and the things that are going on. Once all this is said and done, we need to make sure that our teachers all feel respected, honored, and well-trained. You can anticipate some of those changes that are coming down from the governor by reading literature and preparing yourselves and starting to train even before they release the new rules. *Mr. Eden Ramirez, Board Attorney stated,*

I do have time. Ms. Lopez Valdez stated, thank you. Ms. Gonzalez? Ms. Jessica Gonzalez, Board Member stated, thank you. I don't actually have a question, just a recommendation if I may. First and foremost, thank you for always including us in the emails regarding the workshops. One of these days, I promise you, I will make it to one. I'm still working on EBC and DEIC and all that. But I did want to thank you for that. My recommendation is for when the calendar comes out for next year, the district calendar, is maybe have the workshops embedded into that calendar the way we have DEIC meetings, EBC meetings, nurse meetings, all that stuff. Maybe putting the TIA meetings, workshops in that calendar, maybe we just might get more of people coming in so that they can understand the process. So, no question, just a recommendation. Ms. Lopez Valdez stated, thank you and just to conclude, Ms. Pena? Ms. Pena stated, yes. I noticed you said the teacher self-report. You make that meaning what? **Mr. Camarillo stated, that means that the teacher tracks the data themselves, they pick the foundational skill, they pick the students, they pick the goal setting component for them, for themselves, and they collect the evidence. So everything on the SLO side is done and carried out by the teacher. All the appraiser does is approves it to make sure it's quality work. But the teacher is completely in charge of grading, of assigning ratings, and turning in over their data to us in a little package in April.** Ms. Pena stated, okay, and I don't mean to step on toes, but I will, because who verifies that information that's being turned in? **Mr. Camarillo stated, again, it's the appraiser, ma'am. The appraiser is charged, and that's a very good question.** Ms. Pena stated, but they do, you have where they note it and put down the day they went to verify everything, which means you look at the grades, show me where the student did this, okay, show me this student. You have that, it's guaranteed that it's being done for every single one by the appraiser, because when you self-report, It is the obligation of the appraiser to go and evaluate what you reported, not just sign off on it. So what do we have that guarantees that it's being done for every teacher that is part of the TIA and is self-reporting? What do you have that verifies that? **Mr. Camarillo stated, I really appreciate that comment because sometimes the administrators get annoyed by my emails. So I do track it, I do track it monthly and I send out emails and saying you've not done this, you've you're not started that and in fact the principals over here can probably tell you I'm not very well welcome to their meeting sometimes because I'm a mirror. So I do track that because you're exactly right Ms. Pena. The state expects us to as a district to verify all the data because you're right it's not a let me just sign off so let me tell you what we have in place. So strive has documentation where the appraiser has to document that they met with the teacher. And so, I track that documentation. The team and I, we track it, and then we send reminders out. So, what happens is, in January, the appraisers are required to check the evidence coming in and the ratings coming in. In September, the appraisers are required to check that the skill is correctly written and that the teacher's plan for the SLO implementation is done correctly. And then, at the end of the year, Appraisers are required to meet with the teacher one last time and say, here's what you turned in, let's look at it to make sure that what you turned in is actually fair and valid. So those are the three times that our appraisers step in. September, January, and then what we call the summative report, which is done during the month of April. And that is a requirement from the state. It's not just a best practice. It's law.** Ms. Pena stated, so, do you look over what the principal turns in or the appraiser turns in? Who verifies what the appraiser is looking at? **Mr. Camarillo stated, that's a great question. So, we do spot checks and thanks to the cabinet, they ask us to run walkthrough reports and they ask us to run all these**

reports and so with those reports, I do spot checks and I make sure that the appraiser, the items are being turned in. What's also great about the particular, we're not supposed to we're not supposed to praise a certain product, but the product that we have here in BISD, but I'll tell you it's Eduphoria, has a way for us to track trends and the data with just a bar graph. So I can go in there, download a report, and look at the bar graph and see where the skew is happening, see where there are no comments. When we download the walkthroughs that are being done, we put them through AI to examine them and see where the fallacies are, where we need to train more. And because of those spot checks, we've been able to do trainings over the course of the year. Like, for example, in October, I did a full three-hour training with the high schools on differentiation. Because the data is coming back saying that this is an area that you need to work on. So it is being done not just because it's a best practice but because it's required by law. Ms. Pena stated, so you only spot check. Mr. Camarillo stated, that is correct. Ms. Pena stated, so not everybody's guaranteed to get checked. It's just because I know what spot check is. *Mr. E. Ramirez interjected; you do you have time Ms. Pena.* Ms. Pena stated, yea but I need to answer this, I'm sorry. Ms. Lopez Valdez stated, Ms. Pena. **Mr. Camarillo stated, I'm sorry it was my fault for going on and on.** Ms. Pena stated, no, no, no. Your time talking doesn't count. He stops the clock when I'm talking, right, so talk away. **Mr. Camarillo stated, so I do run reports, and the reports tell me whether or not the documentation has been started. It tells me whether or not the documentation is complete, and it tells me whether or not the documentation has been finalized and released to the teacher. So I check all that, and the principals can tell you I color -coded for them. When they see red, there's a problem, and then I show up. Okay? When they see yellow, something's wrong with the teacher site. Something's not submitted. When they see orange, something's wrong with the appraiser site. And what we really want to see is green. And what we truly want to see is purple. Purple means You're good to go, you don't have to get a call from me. So we color code it, and just so you know, we've had the system in place since you all hired me back in 2022. Good job, I'm just kidding. So that's what we've been doing since 2022. We have that process in place for that reason.** Ms. Lopez Valdez stated, Mr. Camarillo, thank you so much for your wonderful presentation and for answering every question so diligently. We have a first and a second. Please vote. Ms. Pena stated, and I do ask for everyone that's appraising their teachers, please be fair on their work, because liking people has nothing to do with the quality of job that they do.

Motion was made by Daniella Lopez Valdez, seconded by Jessica Gonzalez, to recommend approval to submit the BISD TIA Renewal Application with adjusted spending plan and pay the TIA reimbursable renewal fee of \$10,000.00 to the Texas Education Agency. (7-0-0)

3. Recommend approval for BISD Scouts to participate in the 74th Annual Brownsville Scout Government Day on February 13, 2026. **(Consent Agenda)**
4. Recommend approval of nonbusiness days (holidays) from the 2025-2026 Calendar for the remaining school year: Spring Break (March 16-20, 2026). **(Consent Agenda)**

B. Recommend approval of the following Payment(s):

1. Recommend the approval of payments for construction services and/or engineering services throughout the District in the total amount of \$280, 211.39.

Ms. Jessica Gonzalez, Board Member stated, Motion to approve. Ms. Daniella Lopez Valdez, Board President stated, second, Mr. Elizalde. Mr. Carlos Elizondo, Board Member stated, just, yeah, I just want to see if they can give us a little presentation on what's going on with that money or where we're at or what are they doing? **Dr. Jesus Chavez, Superintendent stated, yes, sir, we have Mr. Alonso Herrera who's going to go over that information. Mr. Alonso Guerrero, Director stated, good evening, Dr. Chavez and fellow board members. Tonight, we're asking for a total of \$280,211.39 in payments. This is for seven different payments. Let's start off with ERO Architects for the new CTE Center. They've been working with Mr. Dorsett and his team on identifying the program needs and the space needed for the CTE Center. Next, we have a final payment for ROFA Architects. This is for the renovations for the Sam Stata Memorial, for the concession stands and ticket booths. Then we have Scoggins construction for the FNS freezer here next-door ETHOS engineering for the Lopez intercom replacement. We have two payments for Halff & Associates for land service that were done for the CTE Center that we're looking into building here pretty soon. And the last one is for Texas Chiller Systems for the Canales, Hanna and Porter chiller replacements that were done over the Christmas holidays.** Mr. Elizondo stated, just real quick on the CTE Center land service. Can you give me a little example what they've done? **Mr. Guerrero replied, yes, sir. Halff Associates went and did surveys at four different locations. The ones that we presented back in November for the Facilities meeting, those were the Morrison property next to the maintenance, the old BLA, the Morrison property here on actual Morrison next to the mall over here. The next one is the Gallegos property behind Gallegos and Breeden. And the last one is what we call the SPORTS-PLEX, which is in the, what is it, behind Lacks. And what they've done is they've gone and checked for utilities, they've gone and checked for any flood zones, stuff like that, so we can be able to make the best decision of where to put the CTE Center.** Mr. Elizondo stated, the one you're saying, sports-plex, is the one that's in the country club, correct? **Mr. Guerrero stated, yes, correct. That's in the Country Club. Yes, sir.** Mr. Elizondo stated, why would they even go there? I mean, the entrance is unbelievably congested. **Mr. Guerrero stated, those were the vacant properties we had, so we wanted to explore all vacant properties we had that fit a CTE Center. There were at least 10 acres or more.** Mr. Elizondo stated, could I have saved you like \$15,000 and told you that was a bad idea? **Mr. Guerrero stated, yes, sir.** Mr. Elizondo stated, okay, thanks. Ms. Lopez Valdez stated, thank you, we have a first and a second. Ms. Pena stated, and a question. So that's what, to go and evaluate and to look at if it's going to be fitted or not. That's what we're paying \$19,200. Go look at it and give me your opinion of what works, what doesn't, and what we need to do. That's all they did, am I correct? **Mr. Guerrero replied, that is what Halff & Associates did the land survey and check, make sure everything elevations.** Ms. Pena interjected, they got \$19,200 to go look at it and give us their opinion of what can fit, what cannot, blah, blah, blah. **Mr. Guerrero stated, that's ERO architects, that's the architect.** Ms. Pena stated, yeah, the architect, that's what they get paid. **Mr. Guerrero stated, no, they didn't do the survey, they're the ones, doing the actual design of the CTE Center. That's the 19,200.** Ms. Pena stated, so you have those designs somewhere? **Mr. Guerrero stated,**

they're working on those right now with the CTE Center. Ms. Pena stated, so we're paying them before we get the product? **Mr. Guerrero stated, this is one of the payments, ma'am.** Ms. Pena stated, okay. Mr. Elizondo stated, just real quick, and there's two payments for the CTE land surveys, that's a total of \$103,000 for just those four visits, those four areas that they want to go see? **Mr. Guerrero replied, correct, sir.** Mr. Elizondo stated, is there going to be any more? **Mr. Guerrero stated, no, sir, that's the final payment already.** Mr. Elizondo stated, okay, thank you. Thank you. Ms. Lopez Valdez stated, we have a first and a second. Ms. Pena stated, please forgive me, but that's a lot of money to go and do a survey. So, we can never say we don't have money. We always have money.

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, to recommend approval of payments for construction services and/or engineering services throughout the district in the total amount of \$280, 211.39.

The following vote was recorded

Yea: Ms. Lopez, Ms. Garza, Mr. Ortiz, Ms. Gonzalez, Ms. Pena, Ms. Grantland
Nay: Mr. Elizondo
Abstained:

Motion Carried: 6-1-0

C. Recommend approval of Budget Amendments:

1. Recommend approval of Budget Amendment #015 in the amount of \$7,689,169.00 for 199 - Local Maintenance Fund. (Reallocation of \$120,078.00 and Unassigned Fund Balance of \$7,569,091.00) **(Consent Agenda)**
2. Recommend approval of Budget Amendment #016 in the amount of \$850,000.00 for Fund 162 – State Compensatory. (Reallocation) **(Consent Agenda)**

D. Recommend approval of the following Contract(s)/Agreement(s):

1. Recommend the approval of the Memorandum of Understanding with United Way of Southern Cameron County with the purpose of serving the local community in Cameron County. At no cost to the District. **(Consent Agenda)**
2. Recommend approval of Integrated English Literacy & Civics Education funds amended grant award in the amount of \$293,397.00 for BISD Fund 220/TWC Fund 243-Integrated English Literacy & Civics Education Fund for the 2025-2026 school year at no cost to the District. **(Consent Agenda)**
3. Recommend approval of AEFLA Federal Adult Education funds amended grant award in the amount of \$866,317.00 for BISD Fund 309/TWC Fund 231 - AEFLA Federal Adult Education Fund for the 2025-2026 school year at no cost to the District. **(Consent Agenda)**

4. Recommend approval to enter into a Memorandum of Understanding with Texas Women's University and Brownsville ISD to provide a master's degree program for both in-field and out-of-field students. The MOU will be effective upon execution by both parties and will continue for two (2) years and may be renewed for a one (1) year term thereafter upon written agreement signed parties. In previous years, the District has had sponsorship agreements between BISSD and Texas Woman's University. At no cost to the District.
***(Consent Agenda)**

5. Recommend approval for Administration to continue collaborative service agreements with the Gladys Porter Zoo and Brownsville Historical Association in the amount not to exceed \$78,480.00 from budgeted Local Maintenance Funds. (Annual Agreement). *

Ms. Denise Garza, Board Member stated, Motion to approve? Ms. Jessica Gonzalez, Board Member stated, Second. Ms. Minerva Pena, Board Member stated, Dr. Chavez, we pay the Gladys Porter Zoo \$78,480, is that like a yearly thing that we pay the Gladys Porter Zoo? **Dr. Jesus Chavez, Superintendent stated, yes, ma 'am. On a yearly basis, one of the things that we do, of course, is we want to take our students and let me say, you know, when I was thinking of this item and reading it here, zoos are great to go to as far as children. And I say that actually when we opened up Porter High School, also after Gladys Porter, you know, earlier than that was when they started working on the zoo and I was very happy back then and I still remain very happy with just having a zoo right here in Brownsville where our students go to. So, yes ma 'am, that's what this, let me have Isabel de la Cruz give us some information on what this item will do and how we support our students with it.** Ms. Pena stated, yes and I'd like for her to answer how many schools are involved in this, and how many students per trip go. Do you have that information? **Ms. Isabel Dela Cruz, Public Information Officer stated, yes, I do have that information. So last year, they provide us over 48,000 tickets. Obviously, our enrollment has changed, but they have agreed to provide us that many tickets. From January 1st, 2025 through November 20th, there was 46 outreach presentations conducted in classrooms and various campuses to approximately 7,817 students and 923 teachers for a value of \$9,000. Then from January through November, they had about close to 9,000 students visit the zoo and another 900 teachers and aides at no additional charge. They gave 28 presentations were given to students and faculties in conjunction with these field trips. The total estimated cost for all of this as per Gladys Porter Zoo should have been \$60,482, which because of the agreement that we have in place, the district was able to save \$26,342.** Ms. Pena stated, so then we didn't pay the \$78,000? **Ms. De La Cruz stated, no, ma 'am, so the \$78,000 is half is for Gladys Porter Zoo. The other is for the Historical Society, the Brownsville Historical Society.** Ms. Pena stated, and the Brownsville Historical Society, how do we use that? **Ms. De La Cruz replied, so they have various buildings that we can use. One of the big ones that we have there is that we have a lot of art exhibits at the Historical Museum. So if you went to the Dia de los Muertos exhibit, that was the whole month of November, they allow us to have our art exhibit there. We have another one in April for autism. Then we have another one in May as well. They also have various buildings that they allow us to use. For instance, the December principals meeting, the Alonzo building, that was allowed to be used by the district. They have the Stillman House, various other buildings that they allow the district to use at no cost.** Ms. Pena stated, so you say they

allow us to use, are we pretty much paying to use them? **Ms. De La Cruz stated, well, yes, ma 'am.** Ms. Pena stated, so see how we contradict what we say? And that's why the community has a huge concern with us. Because we say one thing, but we're doing another. So we pay, and we're paying to be able to use those facilities in one lump sum. **Ms. De La Cruz stated, yes, ma 'am.** Ms. Pena stated, so we do pay to use them? **Ms. De La Cruz stated, yes, ma 'am.** Ms. Pena stated, thank you. Mr. Frank Ortiz, Board Member stated, just a couple of follow-up questions. We also use some of the buildings at the zoo for trainings and in -services, is that correct? **Ms. De La Cruz replied, that is correct. Before, our HOSA students used to attend practicum classes there for the Vet tech program. I did talk to Mr. Dorsett. Right now, it is on pause. I know the zoo, if you've been there lately, it's undergoing construction. They have dug up all the pipes throughout the zoo, so that program is on pause, but it is ongoing. they do have it available for our students when that's ready to go again.** Mr. Ortiz stated, one last question, do our students have access during the summer to the zoo or is it just during the school year? **Ms. De La Cruz stated, no, so they do give tickets out at the end of the year to the students that they do deliver to my office and then we distributed them to the campuses.** Mr. Ortiz stated, does it cover all the students or only a percentage of the students? **Ms. De La Cruz replied, no, it's all of our students.** Mr. Ortiz stated, okay, very good. Ms. Neida Ruth Grantland stated, one quick question, do we get the tickets at a discounted price? **Ms. De La Cruz replied, we get free tickets.** Ms. Grantland stated, oh, it's free tickets. **Ms. De La Cruz stated, yes.** Ms. Pena stated, well, we pay seventy-eight thousand. So they're not really free. It's a thank you from them. All right. **Ms. De La Cruz stated, it's forty-three thousand that we pay to the zoo, ma 'am. The thirty-five is to the Brownsville Historical Museum.** Ms. Pena stated, oh the other one goes to the, I forgot. **Ms. De La Cruz stated, yes, ma 'am.** Ms. Grantland stated, so my question, stands, are those discounted tickets or are they full value? **Ms. De La Cruz stated, I would have to check on that for you.** Ms. Grantland stated, I would think that we would want to engage in a discounted price since we are their biggest customer. **Ms. De La Cruz stated, yes, ma'am.** Ms. Lopez Valdez stated, I believe, Ms. De La Cruz, you said that the price was \$46,000, but really it was... **Ms. De La Cruz interjected, 43,000 for the zoo.** Ms. Lopez Valdez stated, 43,000 but really... **Ms. De La Cruz interjected, really we spend, they added up all the cost of all the presentations, the outreach, the use of the buildings, the tickets that they provide, it should have been about \$60,000.** Ms. Lopez Valdez stated, so about 18,000 difference. Okay, thank you. Ms. Grantland stated, so in a roundabout way, it is a discounted price. **Ms. De La Cruz replied, yes, ma 'am.** Ms. Pena stated, and Dr. Chavez, can I... Dr. Chavez, when you put this agenda together, can you please specify what's going to the zoo and what's going to a historical society? Because it's not fair to... Ms. Lopez Valdez interjected, it's actually on the backup, Ms. Pena. Ms. Pena stated, I know, but this is something that's public. And the public doesn't get all the backup sometimes, so just... Ms. Lopez Valdez interjected, they do. It's accessible to them. Ms. Pena stated, oh, no, no. I had a lady who doesn't have a computer, Daniela, and she...somebody gave her a copy of it and didn't print the whole thing. Ms. Lopez Valdez stated, oh, thank you. Ms. Pena stated, but if you could specify it here, I think it would be something very easily... But thank you so much, ma 'am. **Ms. De La Cruz stated, yes, I would like to specify, ma 'am, it is on the agenda item. It is on the backup there, so we did break it down.** Ms. Pena stated, yeah, right, but the agenda has one total. and has both of them listed. No, not five. **Ms. De La Cruz stated, and then underneath, you'll see where it says Gladys Porter Zoo, 43,200. And then you'll see**

Brownsville Historical Association, 35,000. Ms. Pena stated, okay, on my agenda item, it says real clearly, recommend approval for administration to continue collaboration agreement with Gladys Porter Zoo and Brownsville Historical Association in the amount not to exceed \$78,480 from budget local maintenance fund. That's all it says. Ms. Lopez Valdez stated, Ms. Pena, if you click on it, there's a background. Ms. Pena stated, no, no, I'm talking about the actual agenda. **Ms. De La Cruz stated, yes, ma'am, we can do it.** Ms. Lopez Valdez stated, thank you so much. We have a first and a second. Mr. Carlos Elizondo, Board Member stated, just real quick, that's okay. I just want to see because I know that the zoo is great. I mean kids love it and stuff. Ms. Pena interjected, it's an excellent zoo, yes. Mr. Elizondo continued, just wanted to ask when our kids are sent on a field trip to the zoo, is that an additional cost to the school, to take our kids there.? **Ms. De La Cruz stated, I don't believe so but I would have to double check, sir.** Mr. Elizondo stated, so the transportation, that's what I'm trying to say, is maybe we can look into also, and this is more a question for you, Superintendent, is if we're getting all these tickets and we want our kids to show up, making sure that we have the allotted money for those schools instead of taxing them on a small budget that they already have to be able to make sure that they take these kids to the zoo, right? Because what happens is that, yeah, we have 50,000 tickets, whatever it is, I don't know. And then we say, here's Perez Elementary, because that's where I went. We say, we're going to take all your kids. Well, you know what? We don't have the money to take these kids over there. So guess what? Those tickets are going to be probably given to another person who does. So that's what I'm trying to say. You know what I'm saying? It's because it's super important. We're going to get these tickets. It's a great thing, okay? Don't get me wrong. But making sure that these schools that do receive these tickets is not an extra burden on the small budget that they already have to get these kids to the zoo. Because it's a great thing, okay? Maybe if you could look into that, please. Thank you.

Motion made by Denise Garza, seconded by Jessica Gonzalez, and unanimously carried to recommend approval for Administration to continue collaborative service agreements with the Gladys Porter Zoo and Brownsville Historical Association in the amount not to exceed \$78,480.00 from budgeted Local Maintenance Funds. (Annual Agreement). (7-0-0)

6. Recommend approval to enter into agreement with the American Association of Retired Persons (AARP) Foundation to participate in the Senior Community Service Employment Program (SCSEP) for the 2025–2026 school year. Under this agreement, program participants will receive training through community service assignments while actively seeking unsubsidized employment. This partnership will be provided at no cost to the District. **(Consent Agenda)**

X. Board Member Request(s):

- A. Presentation by Dr. Chavez reviewing his current goals and outcomes to date. (Board Agenda Request Neida Ruth Grantland/Board Support Frank Ortiz)

Ms. Neida Ruth Grantland, Board Member stated, I would like to move that this item be put into executive session for consultation with legal counsel as I have some questions pertaining to the board's role and responsibilities within the context of this item. Ms. Minerva Pena, Board Member stated, Second.

Motion made by Neida Ruth Grantland, seconded by Minerva Pena, and unanimously carried to recommend approval moving agenda item X. A. into Executive Session for discussion. (7-0-0)

XI. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 7:45 p.m.

A. CONTRACT NEGOTIATIONS:

1. Discussion with legal counsel on matters related to contract negotiations with Deveraux, CliftonLarsonAllen, LLP, Forensic Auditors.

B. LEVEL III GRIEVANCE(S):

1. Level III Parent Grievance No. 005/25-26 on Maria Raga on behalf of Student J.C.R.
Amendment: As per grievant, delete from agenda and backup
2. Level III Grievance No.012/25-26 on L.M.
3. Level III Grievance No.013/25-26 on A.L.
4. Level III Grievance No.014/25-26 on B.G.

C. PERSONNEL MATTER(S):

1. Presentation, acceptance and approval of Retirements. (3)
2. Presentation, acceptance and approval of Resignations. (2)
3. Personnel Update with Superintendent (Dr. Jesus H. Chavez)
4. Proposed termination of a term contract and discharge for teacher (G.E.G) for good cause for the 2025-2026 School Year.

D. ATTORNEY CONSULTATION:

1. Board Attorney:
 - a. Legal Update with Board Counsel.

E. INTERNAL AUDITOR CONSULTATION:

1. Consultation with Director of Internal Audit.

F. BOARD SELF EVALUATION:

1. Board Self-Evaluation.

G. BOARD MEMBER REQUEST(S):

1. A review of the employee conduct policy included in the Employee Code of Conduct and a case-by-case review on employee misconduct cases occurring in the 2024-2025 school year. (Board Agenda Request Neida Ruth Grantland/Board Support Daniella Lopez Valdez)

XII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 11:27 p.m.

X. Board Member Request(s):

A. Presentation by Dr. Chavez reviewing his current goals and outcomes to date. (Board Agenda Request Neida Ruth Grantland/Board Support Frank Ortiz) **(No discussion and No action taken)**

A. CONTRACT NEGOTIATIONS:

Recommend approval: XI. A. 1 (Discussion and possible action on matters related to contract with Deveraux, CliftonLarsonAllen, LLP, Forensic Auditors.

Mr. Eden Ramirez, Board Attorney stated, that's board recommends on open session for action with respect to 12A on the matter regarding the Forensic audit, no action taken for that. That's being brought back to you at the special meeting later this month.

B. LEVEL III GRIEVANCE(S):

1. Level III Parent Grievance No. 005/25-26 on Maria Raga on behalf of Student J.C.R.
Amendment: As per grievant, delete from agenda and backup

2. Level III Grievance No.012/25-26 on L.M.

Mr. Eden Ramirez, Board Attorney stated, with respect to B2, level three grievance number 012/25-26 on LM, legal counsel is recommending that the Board take no action. However, the Board will be reaching out to the employee, the legal counsel will be proceeding, reaching out to the employee to proceed as we discuss an executive session. The item will be coming back to the board at the next meeting. Ms. Minerva Pena stated, so then we're going to do as discussed in executive session. Mr. Ramirez stated, no, there's no action. Yeah. I'm just letting you know that I'm going to do that, but there's no action,

3. Level III Grievance No.013/25-26 on A.L.

Mr. Eden Ramirez, Board Attorney, stated legal counsel is recommending that the Board take no action.

4. Level III Grievance No.014/25-26 on B.G.

Mr. Eden Ramirez, Board Attorney stated, legal counsel recommending that the board grant the remedy to the extent that it enforces that employee are free to work here without any discrimination and that the Board is just enforcing policy as it stands with that one.

Motion made by Carlos Elizondo, seconded by Jessica Gonzalez, and unanimously carried to recommend approval to grant the remedy to the extent that we are affirming Board Policy of no retaliation regarding Level III Grievance No. 014/25-26 on B.G. (7-0-0)

C. PERSONNEL MATTER(S):

Motion made by Carlos Elizondo, seconded by Ms. Neida Ruth Grantland, to recommend approval to group under Personnel agenda items C. 1, 2 and 3. (7-0-0)

1. Presentation, acceptance and approval of Retirements. (3) (G-7-0-0)
Veronica Davila, Loretta J. Dickinson, Elisa Gallegos
2. Presentation, acceptance and approval of Resignations. (2) (G-7-0-0)
Anahi Y. Marroquin, Matthew C. Moose
3. Personnel Update with Superintendent (Dr. Jesus H. Chavez) (G-7-0-0)
Brenda Alvarez-Perez Elem, Victoria Garcia-Faulk MS, Amy Lopez-Hudson Elem, Dulce Rios Puente-Stillman MS.
4. Proposed termination of a term contract and discharge for teacher (G.E.G) for good cause for the 2025-2026 School Year.

Motion made by Carlos Elizondo, seconded by Jessica Gonzalez, and unanimously carried to recommend approval of the proposed termination of term contract and discharge for your teacher, G.E.G. for good cause for the 25 -26 school year. (7-0-0).

D. ATTORNEY CONSULTATION:

1. Board Attorney:
 - a. Legal Update with Board Counsel. (No action taken)

E. INTERNAL AUDITOR CONSULTATION:

1. Consultation with Director of Internal Audit. (No action taken)

F. BOARD SELF EVALUATION:

1. Board Self-Evaluation. (No action taken)

G. BOARD MEMBER REQUEST(S):

1. A review of the employee conduct policy included in the Employee Code of Conduct and a case-by-case review on employee misconduct cases occurring in the 2024-2025 school year. (Board Agenda Request Neida Ruth Grantland/Board Support Daniella Lopez Valdez)

Motion made by Carlos Elizondo, seconded by Denise Garza, and unanimously carried to entertain a motion to approve the creation of the report that was presented on the agenda. (7-0-0)

XIII. Announcement(s):

Dr. Jesus H. Chavez, Superintendent stated, we have January 17th BISD History Day on April 18th. a.m. at Pace. BISD Chess Tournament, 8 a.m., Veterans Memorial. We have New Employee Orientation, 8 a. m., CAB. Cafeteria. January 21st parents in Education meeting 9:30 a.m. at Porter Auditorium. January 23rd 100th Day of School. January 24th, Brainsville Inventions, 8 a.m. over at Perkins. We have the High School Science Fair at 8 a.m. at Porter. January 27th, we do have a Special Called Meeting, 5.30 here in our Boardroom. January 27th, F&S and Perez Elementary Documentary Premiere Event, Scratch Cooking, 6 p. m. at the Buchanan Performing Arts Center.

XIV. Adjournment.

Motion was made by Daniella Lopez Valdez, seconded by Minerva Pena, and unanimously carried to adjourn the Rescheduled Regular Board Meeting at 11:34 P.M. (7-0-0)

- There being no further business appearing before the Board, the meeting was adjourned.

(HANDOUTS ADDED TO OFFICIAL MINUTES)

(AUDIO/VIDEO TAPES OF THE OPEN MEETING AND THE WRITTEN CERTIFIED AGENDA OF THE CLOSED MEETING ARE ON FILE)

Approved by:

Daniella Lopez Valdez, President of the Board

Date

Attested by:

Minerva Pena, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees
Administration
Board Attorney
Staff Attorney
Speaker/Presenter

(Minutes presented at Special Called Board Meeting held on April 23, 2026)