

# UNITED INDEPENDENT SCHOOL DISTRICT

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

## MINUTES – REGULAR BOARD MEETING

Wednesday, February 18, 2026

**BOARD MEMBERS PRESENT:** *Aliza F. Oliveros, Javier Montemayor, and Rudy Gonzalez. Michelle Dianelle Martinez and Gilbert Aguilar arrived during Recognitions. Molina arrived during Public Comments.*

**DISTRICT STAFF:** *Dr. Gerardo Cruz, Rebecca Morales, David Canales, Laida Benavidez, Mike Garza*

### AGENDA ITEM 1: ROLL CALL, ESTABLISH QUORUM, CALL TO ORDER

*Board President calls roll. Quorum is established at 6:16 PM*

### AGENDA ITEM 2:

- A. PLEDGE OF ALLEGIANCE/HONOR THE TEXAS FLAG

### AGENDA ITEM 3: Recognitions

- A. United ISD MVP Parents
- B. John B. Alexander High School Band
- TMEA All-State Musician
- C. United High School Band
- TMEA All-State Musician
- D. United South High School Cheer Team
- 2026 NCA High School National Champions
  - 1st Place Advanced Non-Tumbling Coed Varsity Crowd Leading
- E. Lyndon B. Johnson High School Cheer Team
- 2026 NCA Intermediate Non-Tumbling Coed Varsity Crowd Leading National Champions

### AGENDA ITEM 4: Public Comments

*JANICE ESPINOZA: Ms. Espinoza spoke about consolidation of schools for special needs students. She asks for more transparency as to where these students will be placed. Her son attended Newman before and was moved due to issues and she wants to know where he will now be placed.*

*IMELDA DE LA ROSA: Ms. De La Rosa is a parent at Matias de Llano Elementary. She states that her son has thrived there and that his success is due to the staff that works with him and fosters a state of*

*belonging for him. Ms. De La Rosa stated that the district should look into consolidating administrative buildings instead of schools.*

*CRISTINA CRUZ BARRON: Ms. Barron spoke on the hiring of the Special Education Executive Director. She stated that the new director should have experience working with special needs students. She also referenced an incident with her special needs child that took place at United High School.*

*JAIME CORTAZO: Mr. Cortazo spoke on Agenda Item V.C. He stated that this is the second time he comes before the board to ask for a better plan for the consolidation of schools. He suggests that the district look into closing the new Child Nutrition Building instead of the schools. Lastly Mr. Cortazo addressed the safety concerns at Finley Elementary.*

*VERONICA CORTAZO: Ms. Cortazo spoke mainly about child safety. Asks the Board to look at all the entrances and exits at Kazen and Finley. She also suggests to stop changing principals at schools.*

*MARY LOU ABREGO: Ms. Abrego spoke on demographic study. She states that school closures will affect the most vulnerable student populations. Additionally, she asks the Board Members to ask the hard questions before closing the schools. Has the Board requested measurable data on school closure impacts? She also questions salary raise, convocation and budget and states that reductions should not fall on schools or students.*

*MARIA DEL CARMEN GARZA: Ms. De la Garza spoke on demographic study. Stating that she is there again because of lack of information. She states that all of this is affecting the children and that it is all due to mismanagement. Ms. De la Garza said that the Zonda Demographic Study only looks into statistics but not into the wellbeing if the students. If there is no other solution, she wants TEA to come and investigate the school district. Lastly, she states that the district should spend money on campus upgrades instead of on demographic studies.*

*CLARISSA FRAGA: Ms. Fraga spoke on demographic study. She states that there was a time when schools were overcrowded, which made it difficult to educate such large groups. Board Members decided to overbuild schools to alleviate other schools and now the district faces a problem of low enrollment. Consolidating schools will only set you back again to overcrowded campuses and putting students/teachers in portables is not safe.*

*LIZZY GOMEZ: Ms. Gomes spoke on demographic study. She states that studies like the Zonda Demographic Study are only projections, not facts. They are based on assumptions on housing, migration, and future growth that can ultimately change overnight. They do not reflect the reality of the students, teachers and enrollment that the district has today. Changes like these should be based on current data, transparency and community input, not Board casts. She also mentioned safety with portables as well as all the principals that have been at Finley. She goes on to thank Dr. Cruz for the last change that was made.*

## **AGENDA ITEM 5: Informational Items**

### **A. Superintendent's Report**

*Dr. Cruz begins his report by stating that United ISD remains committed to providing an outstanding instructional environment that ensures the academic success of every student. He mentions that the Texas Academic Performance Report (TAPR) showcases the positive student outcomes that reflect the hard*

*work of educators and the resilience of all students. United ISD continues to outperform the state and region in most STAAR categories while maintaining a high graduation rate.*

*Additionally, the Superintendent mentions that as the district celebrates these milestones, the district's financial responsibilities and the evolving budget landscape must also be discussed. Dr. Cruz states that as the district moves forward into the 2026 – 2027 academic year, it is his responsibility to provide an overview of the fiscal challenges facing UISD. By streamlining administrative costs and optimizing facility use, the district can ensure that every school remains a strong, high performing campus.*

*Lastly, Dr. Cruz expresses his sincere gratitude to the parents and community members who have participated in the district's meetings. He states that the district remains committed to the data driven, empathic process that ensures outcomes that prioritize the safety, well-being, and academic success of all United ISD students.*

- B. Presentation on an analysis to determine the number of employees projected to retire within the 2025-26 and 2026–27 school years, employees that currently qualify for retirement, and an approximation of associated payroll impact

*David Canales discussed and presented on the topic.*

*Javier Montemayor asks if numbers increased because of exit incentives offered in the past?*

*David Canales will research the information and provide it.*

- C. Presentation of Preliminary Findings of Demographic Study

*Laida Benavidez along with Mr. Gardier from Zonda Education discussed and presented the Demographic Study.*

*Michelle Molina mentions that her districts are growing and are not mentioned in the current study. She strongly suggests to remove Finely Elementary from the list of schools being considered. She also mentioned future growth in several subdivisions that would increase enrollment. The district could be hindered by the opening of Charter Schools if it consolidates schools. She also requests to start a Community Advisory Committee to help gather more information,*

*Dianelle Martinez also requests that Matias de Llano be removed from the consolidation list since it shows an enrollment increase. She asks that other schools with lower enrollment and that don't have a projected increase be considered instead.*

#### **AGENDA ITEM 6: Consent Agenda**

- A. Monthly Disbursements
- B. Awarding Bids, Proposals, Qualifications, and Extensions
- C. First and Final Reading of CH Local Policy
- D. Resolution for the State and Local Cybersecurity Grant Program (SLCGP) — Mitigation Projects FY2027

- E. Resolution for the State and Local Cybersecurity Grant Program (SLCGP) — Assessment and Evaluation Projects FY2027
- F. Resolution for the Active Attack Response Equipment Grant Program, FY2027
- G. Resolution for employee compensation due to inclement weather on January 26 and 27, 2026, resulting in a two-hour delayed start for the entire school district
- H. Low Attendance Day Waiver for the United Independent School District for January 26, 2026
- I. Discussion of Disposition of Technology Equipment
- J. Discussion of Disposition of Mobile Learning Devices (MLD) to December 2025 Graduating Students at United High School (UHS), United South High School (USHS), and John B. Alexander High School (AHS)

*Motion to approve the Consent Agenda items A-J made by Rudy Gonzalez*

*Second: Javier Montemayor*

*Discussion: Daniele Martinez questioned events held in September and December by Facilities Department, and an expense by the Police Department*

*Mr. Alfonso Pena responded to the questions by stating that the Facilities Department held its Safety and Security Meetings with its staff and paid a TASB subscription for the Environmental Department.*

*Police Department held its Lunch with a Cop Program.*

*In favor: 5 – Dianelle Martinez, Javier Montemayor, Michelle Molina, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 7: Items for Individual Consideration**

**A. Approval of Donations**

*Motion to approve made by Michelle Molina*

*Second: Gilbert Aguilar*

*Discussion: None*

*In favor: 5 – Dianelle Martinez, Javier Montemayor, Michelle Molina, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

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

*Motion to approve made by Rudy Gonzalez*

*Second: Michelle Molina*

*Discussion: None*

*In favor: 5 – Dianelle Martinez, Javier Montemayor, Michelle Molina, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**C. Discussion and possible action regarding Board Policy DC (Local) and matters incidental thereto**

*Motion for discussion made by Gilbert Aguilar*

*Second: Rudy Gonzalez*

*Discussion: Gilbert Aguilar proposes that the Board sign a resolution for an early exit incentive. Javier Montemayor agrees to look for more incentives/cost saving measures.*

*David Canales advises the Board that according to TASB, there can't be two resolutions in place at the same time. The resolution would have to be revised by legal and presented and discussed at the next board meeting.*

*In favor: 5 – Dianelle Martinez, Javier Montemayor, Michelle Molina, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 8: The Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act**

*The Board adjourned into Closed Session at 8:09 PM*

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

1. Superintendent's Duties and Responsibilities
2. Discussion, including consultation with legal counsel, on a possible resolution adopting a policy designating time for prayer and religious text readings as required by Senate Bill 11 and Texas Education Code Section 25.0823

B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding appointment of Executive Director of Special Education

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

1. Discussion, including consultation with legal counsel, regarding the Intruder Detection Audit (IDA) Report

**AGENDA ITEM 9: Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session**

*The Board reconvened from Closed Session at 8:34 PM.  
For the record, no action was taken during Closed Session.*

**AGENDA ITEM 9A: Possible action regarding appointment of Executive Director of Special Education**

*Superintendent, Dr. Gerardo Cruz recommends Ms. Claudia Dovalina-Guzman*

*Motion to approve made by Rudy Gonzalez*

*Second: Gilbert Aguilar*

*Discussion: None*

*In favor: 4 – Dianelle Martinez, Javier Montemayor, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9B: Discussion regarding the Intruder Detection Audit (IDA) Report**

*Agenda Item was read into the record by Mike Garza.*

**AGENDA ITEM 9C: Discussion and possible action on a resolution adopting a policy designating time for prayer and religious text readings as required by Senate Bill 11 and Texas Education Code Section 25.0823**

*The recommendation is to not approve the resolution adopting a policy designating time for prayer and religious text readings as required by Senate Bill 11 and Texas Education Code Section 25.0823*

*Motion to not approve (dismiss) made by Dianelle Martinez*

*Second: Gilbert Aguilar*

*Discussion: Dianelle Martinez mentioned that the District already provides a moment of silence for students to practice their choice of prayer, manifestation or whatever they wish.*

*In favor: 4 – Dianelle Martinez, Javier Montemayor, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 10: Adjournment**

*Motion to adjourn made by Javier Montemayor at 8:37 PM*

*Second: Rudy Gonzalez*

*Discussion: None*

*In favor: 4 – Dianelle Martinez, Javier Montemayor, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

*There being no further business before the Board of Trustees, the Regular Board Meeting of November 19, 2025 was adjourned at 8:19 P.M.*

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Javier Montemayor, Jr., President

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Michelle Molina, Secretary

*Minutes presented for approval on 05/20/2026.*

*Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*

# UNITED INDEPENDENT SCHOOL DISTRICT

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

## MINUTES – Public Hearing Texas Academic Performance Report Wednesday, February 18, 2026

**BOARD MEMBERS PRESENT:** *Javier Montemayor and Gilbert Aguilar*

**DISTRICT STAFF:** *Dr. Gerardo Cruz, Rebecca Morales, David Canales*

### **AGENDA ITEM 1: ROLL CALL, ESTABLISH QUORUM, CALL TO ORDER**

*Board President states names of the Board Members that are present and announces that a quorum is not present.*

### **AGENDA ITEM 2: Open Public Hearing**

*Open Public Hearing at 5:01P.M.*

### **AGENDA ITEM 2A: Texas Education Code §39.306 and §39.362 Presentation of United ISD's Annual Report Including the TAPR (Texas Academic Performance Report) and PEIMS Financial Standard Report, describing the District's Educational and Financial Performance**

*Claudia Gonzalez, Director for Career and Technical Education introduces Christina S. Cabello, Executive Director for Instructional Accountability to begin the presentation. The presentation covered the following:*

- *2024-2025 Texas Academic Performance Report (PDF TAPR)*
- *PEIMS Financial Standard Report (2023-2024 Financial Actual Report)*
- *District Accreditation Status (2023-2024 School Year)*
- *Campus Performance Objectives*
- *Report on Violent or Criminal Incidents on Campuses*
- *Student Performance in Postsecondary Institutions (for each high school in the district)*
- *Progress Towards Board-Adopted HB 3 Goals*
- *2024-2025 TAPR Glossary*

*\*Presentation available upon request.*

### **AGENDA ITEM 3: Public Comments**

*No public comments*

### **AGENDA ITEM 4: Close Public Hearing**

*Claudia Gonzalez proceeds to close the public hearing at 5:19 P.M.*

**AGENDA ITEM 10: Adjournment**

*There being no further business before the Board of Trustees, the Public Hearing – Texas Academic Performance Report of February 18, 2026 was adjourned at 5:22 P.M..*

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Javier Montemayor, Jr., Board President

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Michelle Molina, Board Secretary

*Minutes presented for approval on 05/20/2026.*

*Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*

**UNITED INDEPENDENT SCHOOL DISTRICT**  
UISD Boardroom, 201 Lindenwood Dr., Laredo, Texas 78045

**Special Called Meeting Minutes**  
**March 2, 2026**  
**5:15 P.M.**

BOARD PRESENT: Rudy Gonzalez, Gilbert Aguilar, Jr., Michelle Molina, Dianelle Martinez, Aliza Oliveros, and Javier Montemayor, Jr.

STAFF PRESENT: Dr. Gerardo Cruz, Laida Benavides, Sam Flores, David Canales, Rebecca Morales, Emma Leza, Mike Garza

**I. Roll Call, Establish Quorum, Call to Order**

Javier Montemayor calls roll and establishes a quorum at 5:26 P.M.

**II. Pledge of Allegiance**

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

**III. Public Comments:**

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment must be related to current agenda items, and the form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

**Clarissa Fraga**, a community advocate, addresses the Board of Trustees to present her opinion of the district's declining enrollment and financial deficit. She argues that the district is losing its status as a top "choice" due to lack of transparency, lack of safety and security, and trust. Ms. Fraga points out a list of threats the district faces, that will further increase the loss of student enrollment.

- The Texas Sports Academy program that will provide financial assistance to help home school parents with the cost of extra-curricular activities
- Other districts are recruiting TIA designated teachers, “and they are getting them”, she said. “The incentives are amazing”, she said.
- Ms. Fraga states that if the district is planning to reduce employee salaries and cutting hours, then it is likely that these employees may leave to seek better opportunities and take their children (referring to students) with them.

In closing, she directly challenges district leaders to demonstrate “selfless act of sacrifice” by taking a cut in pay, to “keep campuses running”.

**Janice Espinoza;** Ms. Espinoza is a former USD student and employee, and states for the record that she is here to discuss the district’s budget and district values.

- She describes the budget as a document of moral and what the district truly values, our teachers, and students.
- Ms. Espinoza advocates for teachers stating that teacher priority stipends are not only a bonus, but are essential tools for recruitment and retention. “Are you willing to lose specialized talent, when our students needs are at an all-time high?”, she asked.
- She further asks the Board that if the district is looking to cut, to look first at those in leadership roles, “you guys”, she referring to the Board and continues to add suggestions for cost savings.

End of Public Comments.

#### **IV. Items for Information Only**

##### **A. Presentation by administration and discussion on non-campus business operations group and non-campus certified educator group pay grades and salaries**

Mr. David Canales discusses the districts pay scales, contract days, and employment days and presents data of the impact of a reduction of employment days per each category (206, 226 etc.). Mr. Canales clarifies that these are numbers presented to the Board for information and states for the record that in no way is the district suggesting reductions but ultimately to provide data to support a more informed decision.

Board member Dianelle Martinez, states that this is what it would look like if the district decides to go this route, “but nothing is said in stone”, she added.

Dr. Cruz interjects to state that this is for information and planning purposes and that there will be no action on this, at this time.

Board Member Oliveros, also chimes in to remind the audience that should the district not take action regarding the school closures, instead of having parents speaking against campus closures, it will be employees fighting for their jobs/salaries.

Board member Aguilar asks if the district can look at incentivizing employees for early separation of employment.

Sam Flores provides comparisons of the last time the district was at 39K students. He said the district would have to somehow reduce the work force by 450 employees.

Dr. Cruz states that there is a current discussion of voluntary separation from employment being drafted, per previous discussions. These discussions are based on 5%, and 10%, for average salaries for employees that have at least 25 years with UISD.

Ms. Michelle Molina adds that there was discussion not to interfere with campus personal and asks administration, what is their recommendation to right-size the budget.

Board president Javier Montemayor says that the district needs to look at numbers as a whole. "It's not about campus or non-campus, you are not going to do this on the backs of the hourly employees", he said. "You need to go to the higher salaries", he stated. Mr. Montemayor adds, that administration needs to make a recommendation and decide what the incentive would be, whether 5% or 10%, and that it cannot be a one thousand dollars for example. Alluding that it would need to be a considerable, incentive.

District administration agreed to have some scenarios of this incentive and the impact of cost savings.

## **B. Presentation by administration and discussion on possible consolidation of District facilities, buildings and property, and savings impact**

Mr. Alfonso Peña provides numbers on the amount of portable building structures around the district, its current utilization and possible cost scenarios of moving administrative staff into E type (referencing federal, state and municipal codes) facilities.

Javier Montemayor asks for what is the recommendation and what can be done. People are saying "don't cut stipends, don't cut this, don't close this, and I understand", he said, but what the board wants to know is, "what are we going to do".

Mr. Peña says he needs a scenario to provide more precise information.

Aliza Oliveros asks Mr. Peña to create a scenario and the cost impact.

He states that the cost of electricity alone is an approximate 50K annually and that the cost to move staff from the current Curriculum and Instruction facility to other buildings across the district is roughly \$2 M for preparation and restructure or repairs.

Mr. Montemayor requests numbers for a scenario where the district may sell this facility and state that the district is "running out of time".

Michelle Molina reminds everyone that some of these "empty" classrooms may be labs, sensory rooms etc., and that this does not mean they are not utilized.

Aliza Oliveros agrees that underutilized classrooms does not mean that they are not being used. It may be that they are not used for the original intention, and states that there has to be some "give and take". "We are all in this together", she said. Additionally, Ms. Oliveros states for the record, that board members do not receive a salary. "We are

volunteers”, she stated. Nobody want’s to cut but it is not a question of “if”, but of “how much”, and that, is what needs to be decided.

Dianelle Martinez inquires with administration about back when there were instructional teams (gold, blue, silver, teams etc.) at the campuses.

Ms. Emma Leza says that she was part of the gold team (out of 14 teams) during 1999, and that every group or team was doing their own instruction. “We never really saw the strides in instruction that we have now, because we were never standardized, every team would do they’re own instruction, based on their feeder.”

**C. Presentation by administration and discussion on possible reduction of employee contract days by department**

See item D below.

**D. Presentation by administration and discussion outlining a structured financial cost-savings timeline designed to identify immediate budget reductions while also implementing sustainable savings measures not to exceed a two-year period**

Dr. Cruz presents information for possible implemetations for cost savings measures.

- Administration also looked at reducing stipends for the south, priority stipends, certification stipends, principal leadership stipend, and pathfinder stipends all by half. With an approximate savings of \$2.1 M.
- Reduction of extra days for pathfinders, reading intervention specialists, CTE, athletics and fine arts. All with an approximate cost savings of \$727,000.
- Including employees that are Federally funded.

The grand total of these cost savings is \$2.8 M.

Board members also inquire about athletic coaches and band directors to possibly work as bus drivers for example.

- Dr. Cruz adds, that the district is currently in a hiring freeze with an approximate cost savings of \$2.9 M.
- A modification in bus routes for extra curricular activites. Approximate saving of \$820K. Additional discussion regarding budget for transportation,

Dianelle Martinez asks that the district look into the cost of legel counsel fees, curriculum software, and the onward softwafre for medicaid billing.

Dr. Cruz responds that this is a matter that is already being looked at by our curriculum and instruction department and says the expectation is to garner at least \$2M and that last year the amount was about \$1.7M.

Javier Montemayor states that everyone is looking at their own interest. He says that no one wants to lose money, but that the focus should be the domestic interest for United ISD. "That is the purpose of this presentation", he said.

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

The Board adjourned into Closed Session at 6:53 PM.

**A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.072 Deliberation regarding Real Property; Closed Meeting**

**1. Discussion, including consultation with legal counsel, regarding legal issues related to possible consolidation/repurposing of District facilities, buildings, and property, and matters incidental thereto**

The Board reconvened from Closed Session at 7:19 P.M.

**VI. Adjournment**

On a motion so move to adjourn, motion moved by Gilber Aguilar, seconded by Rudy Gonzalez and unanimously approved, motion carries.

There being no further business before the UISD Board of Trustees, this Special Called meeting of Monday, March 2, 2026, was adjourned at 7:19 P.M.

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Javier Montemayor, Jr.  
Board President

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Michelle Molina  
Board Secretary

# UNITED INDEPENDENT SCHOOL DISTRICT

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

## Special Called Meeting Minutes

March 18, 2026

5:05 P.M.

BOARD PRESENT: Rodolfo "Rudy" Gonzalez, Gilbert Aguilar, Jr, Michelle Molina, Aliza Oliveros, Javier Montemayor, and Dianelle Martinez. Ramiro Veliz, III, (arrived during closed session)

STAFF PRESENT: Dr. Gerardo Cruz, David Canales, Emma Leza, Laida Benavides, Rebecca Morales, Hector Perez, Armando Salazar

### I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor establishes a quorum and calls meeting to order at **5:33 P.M.**

### II. Pledge of Allegiance

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

### III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment must be related to current agenda items, and the form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

*No Public Comments.*

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

The Board adjourns into Closed Session at 6:05 P.M.

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

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

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

**1. Deliberation, including consultation with legal counsel, regarding Board Policy FNG (Local) Level Three appeal hearing for A.A., and matters incidental thereto**

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

The Board reconvened from Closed Session at 7:30 P.M. No action was taken during Closed Session.

**A. Possible action regarding Board Policy FNG (Local) Level Three appeal hearing for A.A.**

The recommendation is to table the Board Policy FNG (Local) Level Three appeal hearing of A.A. until the next Regular meeting.

On a motion so move by Javier Montemayor, to allow the Board to make a decision no later than the 30<sup>th</sup> day after this hearing. Motion seconded by Rudy Gonzalez and unanimously approved, motion carries.

**B. Discussion and possible action on a Resolution Adopting Early Notification of Employee Separation from Employment Incentive for Full-Time Employees to assist with the District's cost-saving initiatives**

David Canales presents the Early Notification incentive for professional staff who wish to submit their voluntary resignations, to assist the district with cost-saving initiatives and early staffing planning. This resolution (attached) is designed for staff with at least 25 years of service with UISD at the end of their contract in 2025-2026. The resolution calls for a deadline of April 10<sup>th</sup>, 2026.

Mr. Canales states that the recommendation on Phase I of this resolution is to grant a 15% from the employee's 2025-2026 base salary. Phase II offers a 10% of their 2025-2026 base pay, but choose to retire voluntarily at the end of their contract term in the 2026-2027 school year. The deadline to submit their voluntary resignation is also April 10, 2026. Dr. Cruz chimes in to clarify that the exit date is June, and the payout will take place December of the corresponding school year.

David Canales adds that this incentive will override the initial incentive of \$1,000.00 for professional staff.

Ms. Laida Benavides provides the cost savings estimate and states that these are estimates only and that the district will have more accurate numbers once the deadline for voluntary resignation is past. She reminds everyone that some of these positions may need to be filled by lower paid staff.

On a motion by Javier Montemayor, to declare the Early Incentive by April 10, 2026, for Phase I at 15%, Phase II (2026-2027) at 10%. Additionally, he states an 8% for department administration (not including campuses), with a deadline of December 2026. Motion so move, seconded by Aliza Oliveros and unanimously approved by the Board. 6 – Yeas, 0 – Nays.

## **VI. Adjournment**

On a motion to adjourn, motion so moved by Javier Montemayor, seconded by Rudy Gonzalez and unanimously approved, motion carries.

There being no further business of the UISD Board of Trustees, this Special Called Meeting of March 18, 2026, was adjourned at **7:32 P.M.**

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Javier Montemayor, Jr.  
Board President

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Michelle Molina  
Board Secretary

# UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Drive, Laredo, TX 78045

## SPECIAL CALLED MEETING MINUTES

Wednesday, March 25, 2026

5:05 PM

BOARD PRESENT: Javier Montemayor, Aliza Oliveros, Dianelle Martinez, Rudy Gonzalez, Michelle Molina (in during Closed Session)

STAFF PRESENT: Dr. Gerardo Cruz, David Canales, Darrell Ramirez, Gilbert Moreno

### I. Roll Call, Establish Quorum, Call to Order

Board President Javier Montemayor, calls roll, establishes a quorum, and calls meeting to order at **5:29 P.M.**

### II. Pledge of Allegiance

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

### III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment must be related to current agenda items, and the form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

No Public Comments.

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

The Board adjourns into Closed Session at 5:31 P.M.

**A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting  
TGC 551.082 School Children/Disciplinary Matter or Complaints  
TGC 551.0821 Personally Identifiable Information About Public Student**

- 1. Conduct Board Policy FNG (Local) Level Three appeal hearing for E.C., and matters incidental thereto**
- 2. Conduct Board Policy DGBA (Local) Level Three appeal hearing for Aurora Barrios, and matters incidental thereto**

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

- 1. Deliberation, including consultation with legal counsel, regarding Board Policy FNG (Local) Level Three appeal hearing for E.C., and matters incidental thereto**
- 2. Deliberation, including consultation with legal counsel, regarding Board Policy DGBA (Local) Level Three appeal hearing for Aurora Barrios, and matters incidental thereto**
- 3. Deliberation, including consultation with legal counsel, regarding March 18, 2026, Board Policy FNG (Local) Level Three appeal hearing for A.A., and matters incidental thereto**

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

The Board reconvenes from Closed Session at 6:42 P.M. No action was taken during Closed Session.

**A. Possible action regarding Board Policy FNG (Local) Level Three appeal hearing for E.C.**

The recommendation is to affirm the Level 2 decision, and to allow administration to further review the matter with the assurance that Ms. Carranza will be free from retaliation and to deny all requested relief.

*On a motion so move, moved by Aliza Oliveros, seconded by Michelle Molina and unanimously approved by the Board, motion carries.*

**B. Possible action regarding Board Policy DGBA (Local) Level Three appeal hearing for Aurora Barrios**

The recommendation is to take no action due to the grievance being withdrawn during the Level 3 Hearing.

*On a motion so move to take no action, motion moved by Aliza Oliveros, a second by Michelle Molina, and unanimously approved. Motion carries.*

**C. Possible action regarding March 18, 2026, Board Policy FNG (Local) Level Three appeal hearing for A.A.**

The recommendation is to affirm the Level 2 response deny the Level 3 remedies numbers 1 through 5, and to grant the parental rights to be respected and that parent will be free from retaliation.

*On a motion so move, by Dianelle Martinez, a second by Aliza Oliveros and unanimously approved, motion carries.*

**VI. Adjournment**

*With a motion to adjourn, motion moved by Michelle Molina, seconded by Aliza Oliveros, and unanimously approved, motion carries.*

There being no further business before the UISD Board of Trustees, this Special Called Meeting of Wednesday, March 25, 2026, was adjourned at **6:44 P.M.**

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Javier Montemayor, Jr.  
Board President

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Michelle Molina  
Board Secretary

# UNITED INDEPENDENT SCHOOL DISTRICT

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

## MINUTES – REGULAR BOARD MEETING

Wednesday, April 22, 2026

**BOARD MEMBERS PRESENT:** *Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez. Dianelle Martinez arrived at approximately 6:18 PM and Aliza F. Oliveros arrived at approximately 6:32 PM*

**DISTRICT STAFF:** *Dr. Gerardo Cruz, Rebecca Morales, David Canales, Laida Benavidez, Mike Garza, Rosa Cabello*

### **AGENDA ITEM 1: Roll Call, Establish Quorum, Call to Order**

*Board President calls roll. Quorum is established at 6:00 PM*

### **AGENDA ITEM 2:**

- A. PLEDGE OF ALLEGIANCE/HONOR THE TEXAS FLAG

### **AGENDA ITEM 3: Recognitions**

- A. United ISD MVP Parents
- B. United High School Larriettes Dance Team
- MA Nationals
- C. J. B. Alexander High School Boys Soccer
- District 30-6A Co-Champions
- D. J. B. Alexander High School Girls Golf
- District 30-6A Champions
  - Regional Qualifier
- E. United South High School Power Lifting
- THSPA State Qualifier

### **AGENDA ITEM 4: Public Comments**

*WAYO DE LA GARZA:* Mr. de la Garza spoke on school consolidations, he implored a sound decision be made for the students and employees who go above and beyond for United ISD. Mr. de la Garza stated that although he agrees with school consolidation he thinks that mid and upper management positions should be consolidated instead.

*SERGIO RAMIREZ:* Mr. Ramirez stated that the consolidation of Matias de Llano is an emotional and rash decision. He stated that the district needs to present Board Members with other options and that they need to prioritize the educational needs of UISD students and minimize all of the extra “wants” for the meantime. He also mentioned that there was no valid reason for the selection of Matias de Llano since it isn’t the school with the lowest enrollment or the school with the lowest ten-year projected enrollment or even the school that would save the district the most money in the next five years. Mr. Ramirez suggests that the Board be presented with more alternatives that may have not been previously provided and to adopt a fiscally conservative budget for the 2026 – 2027 school year.

*DAISY GOMEZ:* Ms. Gomez spoke on the school consolidations, she is a parent at Finely Elementary School. Ms. Gomez started her public comment by asking the Board if they are honoring the foundation of the district or walking away from it while making this decision. Ms. Gomez additionally spoke about Joe Finley Jr., a founding United ISD Trustee who served the district for over 30 years. In 1961 alongside Mrs. Amparo Gutierrez and Mr. John Arnt, Mr. Finley led the consolidation of three districts which led to United ISD. She stated that they consolidated school districts, not schools. Ms. Gomez asked the Board if they would honor the Big Three Legacy or turn away from it. Lastly, she mentioned that once a school like Finley closes, it not just closing a building, it is losing a piece of the district that cannot be rebuilt.

*DERRICK GARZA:* Mr. Garza is a student at Kennedy-Zapata Elementary, he spoke on school consolidation. Mr. Garza asked the Board why they (students) had to face the consequences for the decisions that the Board made. He also stated that the staff at Kennedy-Zapata are like family because they are helpful to the students and they are nice and motivational. Finally, he asked not to close Kennedy-Zapata Elementary.

*Maria del Carmen Garza:* Ms. Garza spoke on the consolidation of Kennedy-Zapata Elementary. Ms. Garza began by saying that parents feel let down by the district because of all the back and forth with changes. She stated that she watched the Superintendent’s Podcast and realized that Kennedy-Zapata was back on the list of consolidations. Ms. Garza asked why other things like cutting high salaries aren’t considered before closing schools. She went on to say that students shouldn’t be held responsible for the district’s mismanagement and that if the district continues it’s plan to close down Kennedy – Zapata, the parents of El Cenizo will have no other choice but to withdraw their children from UISD and proceed with Homeschool. Ms. Garza stated that the student’s future is in the Boards hands, and asked them to vote no on school consolidations.

*Jessica Lopez:* Ms. Lopez spoke about school consolidations. Ms. Lopez is a parent at Kennedy – Zapata, she mentioned that parents at the school are very confused. She stated that after watching the Superintendent’s Podcast, they realized that Kennedy – Zapata was back on the list after it has been removed. Ms. Lopez said that instead of closing schools, the district should consider cutting high paying salaries such as the one for the Superintendent and the ones for district administrators. She continued to say that UISD already has a lot of problems with transportation at El Cenizo and for parents to have to fully depend on that type of transportation is not a good idea.

*Edna Olmeda:* Ms. Olmeda spoke on the retirement of schools. She said that the board would be making one the most important decisions that could affect the lives of some of the students, students who the board members swore to protect and advocate for. The decision would also affect the student’s parents, the same parents who entrusted their children to you (board members) and perhaps voted for you to bring positive changes to the district. Ms. Olmeda also mentioned that the board is also voting to take away stipends, contract days, wellness days, and even considering

lowering the district’s insurance contribution which will place a heavier financial burden on teachers and staff. She mentioned Mrs. Oliveros once said that she had acquired a thick skin for making difficult decisions and asked her to make the one to cut at the top until the Board figures out what to do. Ms. Olmeda added that the elephant in the room which is payroll must be addressed and taken out. She stated that payroll makes up about 83% of the budget and added that Ms. Molina said that the district has luxury campuses but failed to say that it also has luxury salaries. Ms. Olmeda concluded by asking the board to think about their decision tonight.

*ERICA RENDON:* Ms. Rendon read a statement on behalf of her colleague who was not able to attend the Board Meeting. The statement mentioned that school closures are being presented as the only option available, yet the district is lacking sacrificial leadership with a readiness to endure personal hardship and relinquish personal advantages such as salaries to foster a sustainable high trust environment. It also mentioned that herself and other advocates had been addressing the wasteful spending and mismanagement of funds for years. The warnings and concerns that were brought up were dismissed then and today we are all being asked to pay for that lack of action. The statement also asked how many administrative roles are absolutely necessary and how many could be consolidated, restructured or eliminated and what the district plans to do to retain and recruit better enrollment.

*FELIPE J. RODRIGUEZ:* Mr. Rodriguez spoke on the discussion with legal regarding the probationary contract classroom teacher at the conclusion of the 2025 – 2026 school year. Mr. Rodriguez is an English teacher at John B. Alexander High School. Mr. Rodriguez began by stating that the board would vote tonight on school consolidation and to terminate his contract. He stated that although the reasons for his proposed termination were brought up to the Board, his many attempts to reach a compromise with campus administration were not. Mr. Rodriguez mentioned that a lot of it stemmed from pedagogical differences, differences about ways to enhance and deliver the curriculum. He states that all he did was supplement the curriculum just as plenty of other teachers do. He also mentions that he was willing to look past harassment from school resource officers, from being asked to withdraw grievances, and from past lame attempts to defame him by placing him on administrative leave as retaliation for refusal to resign. Mr. Rodriguez said he wouldn’t go into further detail and said that his only interest was to enhance the education he offers to further everyone’s interest, to give children a better chance at a future. He stated that he wanted to teach students the value of literature from a different perspective than they are used to, but now the lesson has become what happens when you go against the grain. Mr. Rodriguez persisted against these hostilities to show students that not every adult is a coward. Finally, he said that he wants to keep teaching and to strive to do it well.

**AGENDA ITEM 5: Informational Items**

A. Superintendent’s Report

*Dr. Cruz stated that as the District celebrates student’s and staff’s hard work with STAAR assessments underway, it must also confront the financial realities shaping the District’s future. A combination of declining enrollment and stagnant state funding has created a structural imbalance that requires decisive action.*

*The Superintendent mentioned that a recommendation to consolidate two elementary campuses is on this evening’s agenda. The District understands that schools are the heart of their neighborhoods. However, he states that maintaining under-utilized facilities is no longer sustainable. Consolidation is only one part of a broader, strategic financial plan as the District*

*has already implemented several cost-saving measures. Such as, early-exit incentives to employees, reducing operational expenses, and freezing hiring for non-essential positions.*

*Additionally, he stated that these decisions are difficult, especially during STAAR testing preparations, but they are necessary in order to safeguard the long-time stability of the District.*

*Lastly, Dr. Cruz said that despite the obstacles, United ISD will pull through. The District's history is defined by resilience, community strength, and an unwavering commitment to students. Together, the District will overcome this moment and emerge stronger, more efficient, and better prepared to serve every student who walks through its doors.*

#### **AGENDA ITEM 6: Consent Agenda**

- A. Monthly Disbursements
- B. Awarding Bids, Proposals, Qualifications, and Extensions
- C. Resolution of the Board of Trustees of United Independent School District Regarding School Bus Seat Belt Requirements
- D. Low Attendance Day Waiver for United High School and United South High School
- E. First and final reading of UISD Board Policy DEC (Local)

*Legal Counsel stated that Board Policy DEC (Local) needed a slight change in the language and advised the Board that David Canales would explain the reason for it.*

*David Canales explained that since there is a handful of retirees that will not qualify if the Board enacts it today. We are asking if it is approved today with the idea that it will begin July the 1<sup>st</sup> of 2026. By doing this we can capture those two or three people that just recently submitted their retirement.*

*Dianelle Martinez asked Mr. Canales if this was for the exit incentive and he clarified that this was for the accumulation, where they can buy back their days. To make sure that we don't penalize them for this new policy since there is still a few months left in the current employment year.*

*Jaime Garcia from Legal Counsel advised that the revisions will be made in consultation with him and it will still be first and final reading.*

*Dianelle Martinez clarifies that this is different than the exit incentive and David Canales agrees and mentioned that it is the benefit that the district had for employees for years.*

*Motion to approve the Consent Agenda items A-E made by Gilbert Aguilar, second by Aliza F. Oliveros*

*Discussion by Dianelle Martinez on agenda items A and C*

*Dianelle Martinez questioned an expense by the Department of Communications for BH Photo. Rosa Cabello explained that it is for paper for printed photos for district wide events.*

*Mrs. Martinez also questioned one for Loading Business and Laredo Morning Times. Rebecca Morales explained by saying that it is called Loading and it is the provider for maintenance and supplies for printing. The Laredo Morning Times was for an ad for Law Enforcement Week and for Board Recognition. Mrs. Martinez questioned the expense for entertainment as well to which Mrs. Morales explained that it was for the League of Legends event. She also mentioned that the district collected over \$18,000 in revenue for that event so none of it came from the district's General Fund.*

*Lastly, Mrs. Martinez asked if the fee for legal counsel was broken down for several months or if it was just for the month of February. Rosa Cabello explained that it was their monthly fees for February.*

*For Agenda Item C Dianelle Martinez asked for clarification on the resolution. Mike Garza explained to Mrs. Martinez that any new busses that are purchased are required to have seat belts, therefore the district's new busses do have seat belts. Mrs. Martinez asked Mr. Garza if the district would be applying for any available grants. Mr. Garza explained that the reason that this data is being gathered is to hopefully have the state provide funding for this in the future. Additionally, he mentioned that this is a resolution that the State has allowed for every school district in lieu of purchasing new buses.*

*In favor: All 7*

*Opposed: None*

*Motion Passes*

## **AGENDA ITEM 7: Items for Individual Consideration**

### **A. Discussion and possible action regarding the retirement of Matias De Llano Elementary and corresponding boundary adjustments for Borchers Elementary, Colonel Santos Benavides Elementary, Malakoff Elementary, and Trautmann Elementary as recommended by the District's Administration**

*Motion for purpose of discussion made by Aliza F. Oliveros, second by Ramiro Veliz*

*Discussion by Dianelle Martinez*

*Mrs. Martinez referenced a previous presentation where it said that an estimated \$2 million would be saved in payroll and benefits for Matias de Llano Elementary, but in the last Weekly Update the Board was provided with information that only 1 position is retiring from Matias de Llano. Dr. Gerardo Cruz explained that this saving would be through reduction of force through attrition. As a campus is consolidated, other campuses will absorb those teachers and those teachers who are not vacancies will be transferred to other positions. Instead of hiring, the district is transferring the position therefor that position is taken off the budget. Mrs. Martinez also mentioned that she noticed that there are 3 employees that still don't have a position to transfer to, to which David Canales explained that since it is still early, more employees would be turning in their retirements and those employees from Matias de Llano will have a position to go to. Lastly Mrs. Martinez stated that if the district would start diving into payroll, there would not be a need to close down campuses this year.*

*In favor: 6 – Ramiro Veliz, Aliza F. Oliveros, Javier Montemayor, Michelle Molina, Gilbert Aguilar, Rudy Gonzalez*

*Opposed: 1- Dianelle Martinez*

*Motion Passes with a 6 to 1 vote.*

**B. Discussion and possible action regarding the retirement of Amparo Gutierrez Elementary and corresponding boundary adjustments for Clark Elementary, Newman Elementary, and Nye Elementary as recommended by the District's Administration**

*The recommendation by Dr. Gerardo Cruz is to retire Amparo Gutierrez Elementary due to declining enrollment and the districts analysis indicates a cost saving of approximately \$2 million through attrition and ensuring that we have good stability moving forward and ensuring that we are good stewards and finances and that we have a sound deficit in the coming years. Dr. Cruz mentions that this consolidation also includes other cost saving measures that will be presented and shared with the public. At this time, the Superintendent has a strong recommendation to retire Amparo Gutierrez Elementary.*

*Motion for discussion for approval made by Gilbert Aguilar, second by Ramiro Veliz*

*Discussion by Aliza F. Oliveros*

*Mrs. Oliveros states that she was a parent at Amparo Gutierrez for over twelve years and that her heart is with the school. She added that it is a difficult decision to make and that it hasn't been made solely by this Board. It has been made off of the guidance given to us by many facets, including the public's input. Mrs. Oliveros said that she had one last question. She asked if the development of the apartments that are going up by the Embassy Suites had been studied. Dr. Cruz said that it had been studied and that the Zonda report indicates a very low yield in the coming years for school aged children. Mrs. Oliveros also asks about the construction that is happening on Calle del Norte and Springfield. Laida Benavides states that they looked at all the current building permits and none indicate a future high-rise building.*

*In favor: 6 – Ramiro Veliz, Aliza F. Oliveros, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: 1 – Dianelle Martinez*

*Motion passes with a 6 to 1 vote*

**C. Discussion and possible action regarding implementation and exploration of additional campus and administrative building closures/consolidations beyond the 2026-2027 school year, boundary changes, future cost-saving measures in addition to or as an alternative to school closures/consolidations, and a Superintendent's report by May 2026 regarding future staffing/payroll projections and full campus comparisons/utilizations**

*Board President, Javier Montemayor called for a 10-minute recess at 7:05 PM. The Board returned at 7:16 PM.*

*Javier Montemayor made a motion to Table Agenda Item C, second by Gilbert Aguilar*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

#### **D. Approval of Donations**

*Motion to approve the donations, as presented made by Ramiro Veliz, second by Javier Montemayor*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

#### **E. Approval of Board Minutes for the months of December 2025 and January 2026**

*Motion to approve the Board minutes, as presented made by Javier Montemayor, second by Ramiro Veliz*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

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

*Mike Garza reads a change/addition that was made to the Discretionary Request by Rudy Gonzalez.*

*Motion to approve the requested discretionary funds, as presented made by Ramiro Veliz, second by Javier Montemayor*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 8: The Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act**

*The Board adjourned into Closed Session at 7:19 PM*

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

1. Superintendent's Duties and Responsibilities
2. Discussion, including consultation with legal counsel, regarding Board Policy BOB (Local)
3. Discussion, including consultation with legal counsel, regarding Board Policy DC (Local)

B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.072 Deliberation regarding Real Property; Closed Meeting

1. Legal consultation and report on the sale of two UISD tracts of real property totaling approximately 165 acres of land wrapping the northwest corner of Las Tiendas Road and Rancho Peñitas Road, 2.5 miles north of Mines Road, and 7.5 miles northwest of Loop 20, and described in deed filed of record in Vol. 3121, page 193, and deed filed in Vol. 3121, page 174 of the Official Public Records of Webb County Texas

C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting  
TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding Internal Auditor's Annual Evaluation and modification of employment contract.
2. Discussion, including consultation with legal counsel, regarding termination of probationary contract of Classroom Teacher at the conclusion of the 2025-2026 school year

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

1. Student Activity Fund Audits: Col. Santos Benavides Elementary, Trautmann Elementary, Ramirez Middle, Garcia Middle, and STEP Academy
2. Status of Ongoing Audits
3. Discussion, including consultation with legal counsel, regarding the Intruder Detection Audit (IDA) Report

**AGENDA ITEM 9: Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session**

*The Board reconvened from Closed Session at 8:02PM.  
For the record, no action was taken during Closed Session.*

**AGENDA ITEM 9A: Possible action regarding revisions to Board Policy BDB (Local)**

*Recommendation by Legal Counsel is to revise Board Policy BDB (Local) as discussed in Closed Session relating to Board Subcommittees.*

*Motion to approve made by Gilbert Aguilar, second by Javier Montemayor*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9B: Possible action regarding revisions to Board Policy DC (Local)**

*Recommendation by Legal Counsel is to table the item.*

*Motion to table made by Gilbert Aguilar, second by Javier Montemayor*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9C: Possible action with respect to the sale of the two UISD tracts of real property totaling approximately 165 acres of land wrapping the northwest corner of Las Tiendas Road and Rancho Peñitas Road, 2.5 miles north of Mines Road and 7.5 miles**

**northwest of Loop 20, and described in deed filed of record in Vol. 3121, page 193, and deed filed in Vol. 3121, page 174 of the Official Public Records of Webb County**

*Recommendation by Legal Counsel on that sale is to approve the surface use agreement as discussed in Closed Session.*

*Motion to approve made by Javier Montemayor, second by Rudy Gonzalez*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9D: Possible action regarding Internal Auditor's Annual Evaluation and modification of employment contract**

*The recommendation by Legal Counsel is to approve the Internal Auditor's Annual Evaluation and modification of employment contract as discussed in Closed Session.*

*Motion to approve made by Javier Montemayor, second by Gilbert Aguilar and Rudy Gonzalez*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9E: Possible action regarding termination of probationary contract of Classroom Teacher at the conclusion of the 2025-2026 school year and authorize Superintendent to send notice of same to affected employee**

*Dr. Gerardo Cruz's recommendation is for the Board to take action to terminate classroom teacher Felipe Rodriguez's probationary contract of employment in the best interest of the district at the conclusion of the 2025 – 2026 school year and to authorize the Superintendent to send notice of the same to the affected employee, Felipe Rodriguez.*

*Motion to approve made by Javier Montemayor, second by Gilbert Aguilar*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

**AGENDA ITEM 9F: Discussion regarding the Intruder Detection Audit (IDA) Report**

*Agenda Item was read into the record by Mike Garza.*

**AGENDA ITEM 10: Adjournment**

*Motion to adjourn made by Javier Montemayor, second by Gilbert Aguilar*

*Discussion: None*

*In favor: 5 – Ramiro Veliz, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez*

*Opposed: None*

*Motion Passes*

*There being no further business before the Board of Trustees, the Regular Board Meeting of November 19, 2025 was adjourned at 8:06 P.M.*

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Javier Montemayor, Jr., President

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Michelle Molina, Secretary

*Minutes presented for approval on 05/20/2026.*

*Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*