

Minutes of Regular Meeting

The Board of Trustees South San Antonio ISD

A Regular Meeting of the Board of Trustees of South San Antonio ISD was held Wednesday, May 18, 2016, beginning at 6:30 PM in the ADMINISTRATION BUILDING.

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 6:30 p.m.

Trustee	Present	Absent	Late Arrival
Mrs. Connie Prado	X		
Mrs. Stacey Estrada	X		
Mrs. Angelina Osteguin	X		
Mr. Trinidad Mata	X		
Mr. Carlos Longoria	X		
Mrs. Leticia Guerra	X		
Ms. Helen Madla	X		

PLEDGE OF ALLEGIANCE

Led by Mr. Mata.

RECOGNITION

1. Recognition of Salvador Vazquez, 4th grade bilingual student at Price Elementary, for excellence in art as demonstrated in "Este es mi Mexico" Art Contest.

Ms. Chapa, Ms. Castillo and Ms. Gomez were called to present and answer questions related to this item.

2. Recognition of the Top 5% seniors for their exemplar GPA and student achievement.

Dr. Hernandez and Ms. Pitman were called to present and answer questions related to this item.

3. Recognition of the Shepard Middle School Boys Track Team Member, Derek Garcia, for placing 1st and earning Zone Championship in Pole Vault and recognizing his efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

4. Recognition of the Kazen Middle School 7th Grade Girls Soccer Team on winning the Soccer Zone Championship for 2016 and recognizing the team's efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

5. Recognition of the Kazen Middle School 8th Grade Boys Soccer Team on winning the Soccer Zone Championship for 2016 and recognizing the team's efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

6. Recognition of the Zamora Middle School 8th Grade Girls Basketball "A" Team for being Back to Back Zone Champions and Big 16 Conference Champions with a 13-0 record and recognizing the team's efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

7. Recognition of the Zamora Middle School 7th Grade Volleyball "A" Team for being Zone Champions with a record of 11 wins and 0 losses and recognizing the team's efforts and commitments to excellence.

Coach Zamora was called to present and answer questions related to this item.

8. Recognition of the Zamora Middle School 8th Grade Volleyball "A" Team for being Zone Champions with a record of 11 - 0 and recognizing the team's efforts and commitments to excellence.

Coach Zamora was called to present and answer questions related to this item.

9. Recognition of the Zamora Middle School Boys Track Team Members for placing 1st and earning the Zone Championship and recognizing the team's effort and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

10. Recognition of the South San High School Softball Team members who received 28-6A All District honors and recognizing their efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

11. Recognition of the South San High School Softball Team for qualifying for District 28-6A playoffs and recognizing the team's efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

12. Recognition of the South San High School Baseball Team members who made the 28-6A All District Second Team and recognizing their efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

13. Recognition of the South San High School Track Team "Area" Qualifiers and recognizing the individual student's efforts and commitment to excellence.

Coach Zamora was called to present and answer questions related to this item.

14. Recognition of the South San Band Colorguard, The Main Event, for their superb rating and 3rd place award at the Texas Educational Colorguard State Championships.

Mr. Peters was called to present and answer questions related to this item.

15. Recognition of the South San Dancin' Cats for outstanding achievement at Alamo Sr. Dance Classic and HTE Dance Nationals Competitions.

Ms. Cortinas was called to present and answer questions related to this item.

16. Recognition of the South San Ballet Folklorico for outstanding achievement at the Academia de La Danza Amalia Hernandez (ACADEZ) Dance Competition.

Ms. Salas was called to present and answer questions related to this item.

17. Recognition of Heating Ventilation and Air Conditioning (HVAC) students for achieving excellence and an understanding of the value of their education at the 2nd Annual South San Antonio High School HVAC Student Competition.

Mr. Ervin was called to present and answer questions related to this item.

18. Recognition of the PBIS Teams for 1st year implementation and setting the foundation for student's success at participating campuses and classrooms.

Item pulled.

CITIZENS TO BE HEARD

1. *Frances Lasoya, Luis Robles and Erandy Andrade*, Neil Armstrong Elementary, addressed the Board regarding their annual Memorial Day presentation.
2. *Pauline Tovar*, Teacher, gave her time to Travis Chipman.
3. *Zach Lopez*, Teacher, gave his time to Travis Chipman.

4. *Travis Chipman*, Teacher, addressed the Board regarding the Sick Leave Pool/Bank and the processing of paperwork required for FMLA.
5. *Belinda Zepeda*, South San AFT, addressed the Board regarding the operations and processes of the PBIS program.
6. *Tom Cummins*, South San AFT, addressed the Board regarding the Grandfathered Master's Degreed Stipend and Retirement Incentive.
7. *Lydia Ybarra*, Teacher, gave her time to Sylvia Ortiz.
8. *Sylvia Ortiz*, Teacher, addressed the Board regarding the presence of Administration at the South San Town Hall and the Grandfathered Master's Degreed Stipend.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Dr. Saavedra addressed the Board and audience with the District's end of school events with appreciation to the Board members who attended this week's Commissioner's Court meeting, and a meeting with TEA regarding the status of the Correction Action Plan.

Upon motion by Mrs. Osteguín, seconded by Mr. Longoria, the Board of Trustees moved to direct legal counsel to draft a letter to be signed by the board president along with the report of the timeline that Dr. Saavedra will be submitting to TEA. 7/0 Motion passed.

Mrs. Prado requested a Change Order of the Day moving Closed Session after Discussion/Possible Action Items.

PRESENTATIONS / REPORTS

- 1. Report on letter received from the Texas Education Agency (TEA) concerning the school district's annual financial and compliance report (AFR) for the year ended August 31, 2015.**

Dr. Saavedra was called to present and answer questions related to this item.

- 2. Overview of the School Climate Transformation Grant/PBIS and campus implementation to support and meet academic and safety needs of the students.**

Mrs. Delinda Castro, Mr. Eusebio Vega, Mr. Joseph Carranza, Ms. Chriselda Bazaldua Mrs. Susan Arcineiga and Ms. Joanna Buchanan were called to present and answer questions related to this item.

DISCUSSION / POSSIBLE ACTION

- 1. Discussion and possible action to approve the District's Records Retention Management Schedule, Procedures, and designation of Records Management Officer in accordance with the Texas Education Agency's Corrective Action Plan requirements in order to assure that the District records of students and employees are accurately updated, maintained and archived.**

Dr. Saavedra and Mr. Jesus Salazar were called to present and answer questions related to this item.

Upon motion by Ms. Madla, seconded by Mr. Mata, the Board of Trustees moved to approve the Records Retention Management procedures as presented. 7/0 Motion passed.

2. Discussion and possible action concerning adoption, for the 2016-17 school year, of stipend schedule for teachers with master’s degrees who were employed by the District on or before June 21, 2006.

Dr. Saavedra was called to present and answer questions related to this item.

Upon motion by Ms. Madla, seconded by Mr. Mata, the Board of Trustees moved to approve Dr. Saavedra’s recommendation of no additional compensation being awarded to the Grandfathered Master’s Degreed Teachers.

Upon amended motion by Ms. Prado, seconded by Mr. Longoria, the Board of Trustees moved to direct the superintendent to come to the June 6 Budget Workshop with the following options regarding the Grandfathered Masters Degreed Teachers: 1.) Subtract the \$1200 - \$2000 stipend; 2.) Keep the 2014-15 stipend intact. 5/2 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguín	X		
Mr. Mata		X	
Mr. Longoria	X		
Mrs. Guerra	X		
Ms. Madla		X	

Upon substitute motion by Ms. Prado, seconded by Mr. Longoria, the Board of Trustees moved to direct the superintendent to come to come to the June 6 Budget Workshop with the following options regarding the Grandfathered Masters Degreed Teachers: 1.) Subtract the \$1200 - \$2000 stipend; 2.) Keep the 2014-15 stipend intact. 5/2 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguín	X		
Mr. Mata		X	
Mr. Longoria	X		
Mrs. Guerra	X		
Ms. Madla		X	

3. Discussion and possible action concerning readoption of early exit incentive program for teachers with master’s degrees who were employed by the District on or before June 21, 2006.

Dr. Saavedra was called to present and answer questions related to this item.

Upon motion by Mrs. Osteguín, seconded by Mrs. Guerra, the Board of Trustees moved to approve the readoption of the October 28, 2015 with respect to the early exit program for employees to be accepted no later than the first day of employment of the succeeding year; receiving 100% of the 2014-15 stipend if they exit before the commencement of the next school year and 50% of the stipend if they begin employment with the district in the 2016-17 school year. 7/0 Motion passes.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguín	X		
Mr. Mata	X		
Mr. Longoria	X		
Mrs. Guerra	X		
Ms. Madla	X		

In accordance with TEC, Sec. 39.111 (c) (1), Dr. Castleberry, directed the Board to defer implementation of the retirement incentive effort approved by the Board on October 28, 2015 and re-affirmed on May 18, 2016, making it available no earlier than the 2016-17 school year and only after receiving information from the Superintendent describing the financial and instructional impact that the proposed retirement incentive would have on the District.

This directive is intended to be effective upon receipt. Employees who, as of the date of this directive, have previously applied for the program will be eligible for the incentive payment in accordance with the previously announced policy.

4. Discussion and possible action to approve the professional services of Belt Harris Pechecek, LLP for the 2015 - 2016 Annual Financial Audit, with the option to renew for three (3) additional years, in one (1) year increments, with Board Approval. These services are for the purpose of understanding the information contained within financial statements to ensure the district can continue to provide a quality academic program to each child in the district.

Dr. Saavedra and Mrs. Peggy Gonzalez were called to present and answer questions related to this item.

Upon motion by Mrs. Osteguín, seconded by Mr. Mata, the Board of Trustees moved to approve professional services with Belt Harris Pechecek, LLP as recommended. 7/0 Motion passed.

5. Discussion and possible action to award competitive sealed proposal #2016-4 to Port Enterprises, LTD, for the Five Palms Elementary roof renovation in the amount of \$639,490.00 utilizing capital improvement funds. The roof renovation Five Palms Elementary is necessary to provide students and teachers with a safe and conducive learning environment.

Mrs. Jenny Arredondo and Mr. Andy Rocha were called to present and answer questions related to

this item.

Upon motion by Mr. Mata, seconded by Mrs. Osteguín, the Board of Trustees moved to award competitive sealed proposal #2016-4 to Port Enterprises, LTD as presented. 7/0 Motion passed.

6. Approve student device purchase to support and facilitate student learning and inquiry at the secondary level to enhance digital skills:

A. High School 1:1 iPad Initiative - Year 2

B. Middle School Instructional Technology Chromebook Initiative

Dr. Saavedra and Ms. Bailey Holyfield were called to present and answer questions related to this item.

Upon motion by Ms. Madla, seconded by Mr. Mata, the Board of Trustees moved to approve the purchase of iPads and Chromebooks within the appropriate functions of the 2015–16 Budget. 7/0 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguín	X		
Mr. Mata	X		
Mr. Longoria	X		
Mrs. Guerra	X		
Ms. Madla	X		

CLOSED / EXECUTIVE SESSION

Closed session began at 10:48 p.m.

Returned to open session at 11:55 p.m.

NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session.

The Board will return to open session and take appropriate action, if any, on items discussed in closed session. No Action will be taken in closed session. Further, Board Members are reminded

that all items discussed in closed session must remain confidential so as to avoid liability to the district. The Board will consider and discuss, the following items:

Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821

1. Discussion concerning personnel matters pursuant to Texas Government Code §§ 551.074.

No action taken.

2. Report on Federal Programs Investigation by REM Consulting. Texas Government Code §§ 551.074 and 551.082.

No action taken.

3. Consultation with the Board's attorney regarding Board Operating Procedures and Board/Superintendent Relations. Texas Government Code §§ 551.071.

No action taken.

CONSENT

- 1. Approve an increase to the Beyond Speech and Sound contract to improve student learning and meet the Individualized Education Plan (IEP) needs of our special education students.**
- 2. Approve an increase to the Deaf Interpreter Services contract to improve student learning and to meet the Individualized Education Plan (IEP) of our special education students.**
- 3. Approve an increase to the Educating Diverse Learners contract to enhance classroom instruction and to meet the Individualized Education Plan (IEP) of our special education students.**
- 4. Approve the city awarded SPARK park grant for Five Palms Elementary School to develop a playground that will be available to students and the community outside of school hours. This grant will improve available playground equipment and provide a safe environment for students and the community to utilize.**
- 5. Approve the art design for the Middle School Cafeterias from the Edu-Source Cooperation. The proposed artwork will enhance the aesthetics of the cafeterias and improve the eating environment for students by adding colorful nutrition and health related messages.**
- 6. Approve the purchase of a dish machine at Kindred Elementary from Mission Restaurant supply utilizing the Region 20 Cooperative Bid #2120. The new dish machine will allow for a higher quality permanent tray to be used by students.**
- 7. Approve the purchase of large kitchen equipment at various campuses in the amount of \$175,569.46 from Mission Restaurant Supply utilizing the Region 20 Cooperative Bid #2120. The purchase of new equipment will enhance food preparation and appeal to student meals.**
- 8. Approve the purchase and installation of a walk in cooler/freezer combination unit at Five Palms Elementary. The new unit will ensure proper temperature and storage of sold foods and**

will maintain the food safety program set in place for meals served to students.

- 9. Approve the purchase of two (2) 20 ton units for Five Palms Elementary from Trane in the amount of \$63,720.37 utilizing the TASB Buyboard cooperative contract #20-2060461, Trane #458-14. This equipment will ensure our elementary campus environment will be comfortable and provide a conducive learning environment.**
- 10. Approve the purchase of technology devices (tablets) for special education students to enhance and scaffold student learning.**
- 11. Approve the purchase of technology devices (Desk Top Computers) to provide access to high quality reading and math interventions for special education students.**
- 12. Approve the purchase of Fountas and Pinnell Guided Reading Kits to improve student learning in reading comprehension.**
- 13. Approve Board Meeting Minutes:**
 - A. April 20, 2016 Regular Called Meeting**
 - B. May 2, 2016 Special Called Meeting**

Upon motion by Ms. Madla, seconded by Mrs. Osteguín, the Board of Trustees moved to approve consent agenda items 1 – 13 as presented. 7/0 Motion passed.

ADJOURNMENT

Upon motion by Mrs. Estrada, seconded by Mr. Longoria, the Board of Trustees voted unanimously to adjourn the meeting at 11:56 p.m.

ATTEST

Connie Prado, Board President

Angelina Osteguín, Board Secretary

Minutes of Special Called Meeting

The Board of Trustees South San Antonio ISD

A Special Called Meeting of the Board of Trustees of South San Antonio ISD was held Monday, June 6, 2016, beginning at 6:00 PM in the ADMINISTRATION BUILDING.

CALL TO ORDER AND ROLL CALL

The meeting was called to order at 6:00 p.m.

Trustee	Present	Absent	Late Arrival
Mrs. Connie Prado	X		
Mrs. Stacey Estrada	X		
Mrs. Angelina Osteguín	X		
Mr. Trinidad Mata	X		
Mr. Carlos Longoria		X	
Mrs. Leticia Guerra	X		
Mrs. Helen Madla-Prather	X		

SUPERINTENDENT'S REMARKS

Dr. Saavedra addressed the Board and audience regarding the District's extension request in responses to TEA regarding the status of the Correction Action Plan.

PRESENTATIONS / REPORTS

1. Status Report by the Election Agent on issues related to the Elections Order adopted by the Board of Trustees on May 2, 2016.

Mrs. Sylvia Fonseca was called to present and answer questions related to this item.

For the record Sylvia Fonseca is present as the Elections Agents not in her regular role as an employee of the District. For clarification, Mrs. Fonseca is an employee of the District.

2. Report on the preliminary STAAR EOC results for SY 2015-2016 and associated issues related thereof.

Mrs. Delinda Castro and Dr. Lee Hernandez was called to present and answer questions related to this item.

WORK SESSION

1. The Board will meet in a work session to plan for the allocation of District resources to support student learning in the 2016 - 2017 school year.

Dr. Saavedra, Mr. Jesus Salazar, Mrs. Monica Lopez, Mrs. Delinda Castro and Ms. Lorraine De Leon were called to present and answer questions related to this item.

Mrs. Prado proposes staff run numbers for raising minimum wage to \$11, increasing health insurance contribution to \$300 per year and the following increases at the midpoint with TASB recommended adjustments:

- 2.5% - Instructional Support, Clerical/Technical Support, Auxiliary and Police
- 2.5% - Teachers, Librarians, Nurses and Counselors
- 2.5% - Campus Administration
- 2.0% - Non Campus Administration
- 1.5% - Admin/Professional (AP9)

2. Community input concerning the 2016 - 2017 Budget.

There were no citizens signed up to speak.

DISCUSSION AND POSSIBLE ACTION

1. Discussion and possible action to approve an amendment to the Election Order calling for the general election of Trustees to be held on November 8, 2016, in Single Member Districts 2, 3, 5 and 7 for the purpose of electing four trustees for four-year terms.

Mrs. Osteguin was called to present and answer questions related to this item.

Upon motion by Mrs. Madla-Prather, seconded by Mr. Mata, the Board of Trustees moved to approve the amendment of Attachment "A" as presented. 6/0 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguin	X		
Mr. Mata	X		
Mrs. Guerra	X		
Ms. Madla-Prather	X		

2. Discussion and possible action to approve a Budget Amendment in the amount of \$703,740 for the purpose of purchasing technology devices that will enhance instruction in the classroom.

Dr. Saavedra was called to present and answer questions related to this item.

Upon motion by Mr. Mata, seconded by Mrs. Madla-Prather, the Board of Trustees moved to approve as presented. Motion withdrawn by Mr. Mata.

Upon amended motion by Mrs. Prado, seconded Mrs. Madla-Prather the Board of Trustees moved to accept the superintendent's recommendation and approve an increase of \$703,740 in the District's Function 11 Instructional Budget for the 15-16 school year as presented and further moved that the superintendent be instructed to budget for the restoration of the \$703,740 to the District's General Fund Balance in all subsequent budget drafts to be presented to the Board for the upcoming 2016-17 academic year. 5/1 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada		X	
Mrs. Osteguin	X		
Mr. Mata	X		
Mrs. Guerra	X		
Mrs. Madla-Prather	X		

3. Discussion and possible action to approve the 2016 - 2017 Pay & Compensation Plan.

Dr. Saavedra and Mrs. Monica Castro were called to present and answer questions related to this item.

Upon motion by Mrs. Madla-Prather, seconded by Mrs. Estrada, the Board of Trustees moved to table this item till June 15, 2016. 6/0 Motion passed.

4. Pursuant to Directive #7, issued on May 12, 2016, by Conservator Dr. Judy Castleberry, “. . . the Board is directed to take action . . . on the issue of stipends for teachers with master's degrees who were employed by the District prior to June 21, 2006. The action shall include acceptance of the Administration's recommendation, or ratification of previous Board action with clarification requested by the administration, or new action that will provide the information needed by the Administration for the budgeting process.”

Dr. Saavedra and Mrs. Monica Castro were called to present and answer questions related to this item.

Mrs. Prado called for a recess at 9:02 p.m.
The Board reconvened at 9:13 p.m.

Ms. Ortiz addressed the Board regarding pay for grandfathered teachers.
Ms. Santian addressed the Board regarding her tenure with the District.

Upon motion by Mrs. Osteguin, seconded by Mrs. Estrada, the Board of Trustees moved to approve a one-time salary addendum for grandfathered master degreed teachers hired on or before to June 21, 2006 to be paid out in monthly installments as follows: said teachers with 10 – 20 years of experience in the District will receive a \$1000 stipend; said teachers with 21 years or more of experience in the District will receive a \$2000 stipend. 6/0 Motion passed.

Roll Call Vote:	Yes	No	Abstained
Mrs. Prado	X		
Mrs. Estrada	X		
Mrs. Osteguin	X		
Mr. Mata	X		
Mrs. Guerra	X		
Ms. Madla-Prather	X		

5. Discussion and possible action concerning the Level III employee grievance hearing pursuant to Texas Government Code §§ 551.074 filed by Clarissa Cortinas.

This item was heard in closed session.

CLOSED / EXECUTIVE SESSION

Closed session began at 9:46 p.m.
Returned to open session at 11:26 p.m.

NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session. The

Board will consider and discuss, the following items:

Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821

1. Discussion concerning Superintendent's update on personnel matters pursuant to Texas Government Code §§ 551.074.

No action taken.

2. Level III employee grievance hearing pursuant to Texas Government Code §§ 551.074 filed by Clarissa Cortinas.

No action taken.

ADJOURNMENT

Upon motion by Mrs. Madla-Prather, seconded by Mr. Mata, the Board of Trustees voted unanimously to adjourn the meeting at 11:27 p.m.

ATTEST

Connie Prado, Board President

Angelina Osteguín, Board Secretary