



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC _____ Board Minutes for the Month of March 2012 _____

SUBMITTED BY: _____ Alejandra Salinas _____ **OF:** _____ Board Secretary _____

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____ April 18, 2012 _____

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees take action to approve Board Meeting minutes:

Special Called Meeting – March 6, 2012

Regular Board Meeting – March 22, 2012

RATIONALE:

State law requires the Board to prepare and keep minutes of its open meeting.

Govt. Code §551.021. The minutes are public records available for public inspection and copying upon request to the Superintendent or his designee. Govt. Code § 551.022.

BUDGETARY INFORMATION:

No Budget Impact

BOARD POLICY REFERENCE AND COMPLIANCE:

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

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

March 6, 2012

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Judd Gilpin – President
Juan Roberto Ramirez – ABSENT
Ricardo "Rick" Rodriguez – Secretary
Ricardo Molina, Sr. – Parliamentarian - ABSENT
Pat Campos – Member
Javier Montemayor – Member (Arrived at 6:30 p.m.)
Juan Molina – Member

A Special Called Meeting of the Board of Trustees of United I.S.D. was held on Tuesday, March 6, 2012, United ISD – Boardroom located at 201 Lindenwood Dr., Laredo, TX 78045.

I. Roll Call, Establish Quorum, Call to Order

II. An announcement was made by the Board President, Pat Campos, calling the meeting of the United Independent School District to order at 6:19 p.m. The record showed that a quorum of Board members was present, that the meeting had been duly called, and that notice of the meeting had been posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551.

III. Pledge of Allegiance

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

IV. Action Items:

A. Consideration for approval of RFP 2012-002 Telecommunications Services (E-Rate 15)

Ms. Cordy Jackson addressed the board and recommended the following for RFP 2012-002 Telecommunications Services (E-Rate 15). The recommendation is for three year contracts Section I: High Speed Special Circuits / POTS Lines to NetSpan Corporation, Section II: which is an Internet Instructional ISP Account to Smartcom Telecommunications, and Section III: Cellular Phone Services to Sprint Communications Company.

Motion: So move

Moved by: Pat Campos

Seconded by: Juan Molina

Discussion: None

In Favor: Unanimous

B. First and Final Reading of Policy DEC (LOCAL) – Compensation and Benefits: Leaves and Absences

Mr. David Garcia addressed the board and explained that the administration is making some proposed revisions to policy DEC (LOCAL) which is the Leaves and Absences policy. Mr. Garcia explained how the policy is written at this time and the order that the leave is used now is local and then state sick leave accumulated before 1995 and 1996. What the administration is recommending now is that the state sick leave be used first, state personal and then local leave in this particular revision. He stated that the recommendation is as follows: An employee who retires from a school district under the Texas Teacher Retirement System, or designated beneficiary of an otherwise eligible employee who passes away while employed with the school district, shall be eligible for reimbursement of state local leave under the following conditions and these are the recommended changes: 1. Reimbursement shall be a one-time only benefit for an eligible employee, 2. Reimbursement rate shall be established based on district's approval of the base pay plan, stipends and extra duty pay shall not be included, 3. The employee must have at least 10 years of consecutive years of service with the district to be eligible for the reimbursement.

On the professional leave, the rates of pay are as follows: A professional employee shall be reimbursed for each day of state and local leave to a maximum of 40 days of state leave and 40 days of local leave. They will also be reimbursed under the following pro-rated schedule: 5 days of state sick leave to be paid at 100% of the employee's daily rate, 10 days of state leave at 75% of the employee's daily rate, 25 days of state leave at 50% of the employee's daily rate and 40 days of local leave to be paid at \$100.00 per day for a total of 80 days. Our current policy pays 80 days at \$30.00 per day.

For Paraprofessionals it reads as follows: A paraprofessional or auxiliary employee shall be reimbursed for each day of state and local leave to a maximum of 80 days of leave. If the employee is reemployed with the district, days that the employee received payment for shall not be available for that employee. Leave shall be reimbursed according the following pro-rated scale: First 10 days of leave at 100% of the employee's base pay, 15 days of leave at 75% of the employee's base pay, and 55 days at 50% of the employee's base pay rate. The rate is established by the board and the proposal is that it be effective for the 2011-2012 school year.

Ms. Laida Benavides presented several scenarios showing how this proposal would impact the employees and the district within the next three years. The different examples showed the potential savings during the first, second and third year of implementation of this policy.

Mr. Garcia again addressed the board and explained that based on this revised policy, most employees on the instructional side, would prefer to save their days and that would benefit the children because the teachers would be there on a more consistent level and that's a payoff in the long run.

Mr. Eddie Zuniga addressed the board and explained that another group of employees that we pay substitutes for is the bus drivers. Every time a bus driver is out, we have to hire a substitute and so there may be a savings in that group also.

Ms. Benavides also stated that they would probably be making an entry in the financial statements to recognize the potential liability.

Mr. Santos addressed that board and agreed that this is a win-win situation. Employees would start saving their days with this new policy and, therefore we would see a savings in substitute pay for all levels of employees.

Motion:	So move
Moved by:	Pat Campos
Seconded by:	Juan Molina
Discussion:	None
In Favor:	Unanimous

Mr. Santos again addressed the board and on behalf of the 6,000 employees, thanked them for their support. He agreed that this is a very good benefit to our employees and it's a winning situation for employees, students and taxpayers.

V. Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of March 6, 2012 was adjourned at 6:34 p.m.

Judd Gilpin, President

Ricardo "Rick" Rodriguez, Secretary

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

March 22, 2012

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Judd Gilpin – President - PRESENT
Juan Roberto Ramirez – Vice President - PRESENT
Ricardo "Rick" Rodriguez – Secretary - PRESENT
Ricardo Molina, Sr. – Parliamentarian - PRESENT
Pat Campos – Member - PRESENT
Javier Montemayor – Member - ABSENT
Juan Molina – Member – PRESENT

Roll Call, Establish Quorum. Call to Order

I. Pledge of Allegiance

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

II. A Regular Meeting of the Board of Trustees of United ISD was held Wednesday, January 18, 2012, in the Bill Johnson Student Activity Complex, Fine Arts Building, 5208 Santa Claudia Lane, Laredo TX 78043. President, Judd Gilpin made an announcement calling the meeting of the United Independent School District to order at 6:25 p.m. The record showed that a quorum of Board members was present, that the meeting had been duly called, and that notice of the meeting had been posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551.

Mr. Juan Roberto Ramirez addressed the audience and asked them to stand up for a moment of silence for the students and employees of UISD who recently passed away.

III. Public Comments: Comments are limited to three minutes per speaker. The Board Parliamentarian will be the timekeeper and will inform the speaker when they have one (1) remaining minute. No more than three (3) persons will be allowed to speak on any side of an issue. Should there be more than three (3) people who wish to speak on a particular issue they need to select not more than three (3) representatives to speak for them. Comments must address items listed on the agenda. The presiding officer or designee shall determine whether a person who wishes to address the Board has attempted to solve a matter administratively. If not, the person shall be directed to the appropriate policy, as noted in BED (LOCAL), to seek resolution before bringing the matter to the Board at a subsequent meeting. Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information. When a speaker comes to the podium, please indicate what agenda item you will be addressing. Furthermore, please refrain from mentioning any employee's name and any complaint about any employee's duties or responsibilities should be channeled through the appropriate grievance policy.

Ms. Gracie Peña addressed the board and stated she is an employee of the district in the special education department. She stated she is an 11 year cancer survivor and through the American

Cancer Society, they are requesting permission to do a fundraiser. The fundraiser is a "Wear Down Cancer" by wearing blue jeans for a \$1.00 donation on Friday the 13th.

Ms. Stephanie Gonzalez, Development Chair for American Cancer Society, stated that with the money raised, the American Cancer Society provides wigs, prosthetics, hats, turbans, and gas cards to people in Laredo. Their program is not based on income and is available to anyone who has been diagnosed with cancer. She also stated that if the "dress down" is not approved, then they have other options, for example the moons and stars that people can buy for a \$1.00 donation. Ms. Gonzalez also mentioned maybe having a "pink shirt" day like last year or the survivor color is purple as well. She ended by asking the board for their support.

IV. Recognitions:

The Board recognized the following organizations, students and employees for their outstanding accomplishments:

- A. A.A. Lic. Eduardo A. Garza Robles**
- B. Elwynn Sherman – Border Patrol's REAL Mission Program**
- C. United I.S.D. Instructional Television Department – TSPRA Conference**
- D. United I.S.D. Public Relations Department – TSPRA Conference**
- E. United South High School ROTC**
- F. J.B. Alexander High School – Swimming – Regional Champion/200 Individual Medley – Qualified for State Meet**
- G. J.B. Alexander High School Boys Basketball Team**
- H. J.B. Alexander High School Girls Basketball Team**
- I. Lyndon B. Johnson High School Robotics – TAMIU FTC Qualifier – First Tech Challenge**
- J. Lyndon B. Johnson High School – Graphics and Design Team**
- K. Lyndon B. Johnson High School – Girls Basketball Team**
- L. United High School Cheerleaders – National High School Cheerleading Championship and World School Cheerleading Championship**
- M. United High School Robotics**
- N. United High School Boys Basketball Team**

V. Consent Agenda Items

- A. Approval of Monthly Disbursements**
- B. Renewal of District Paid Life Insurance Program**
- C. Approval of Employment Contracts, Addendums, Letters of Assurance for 2012-2013 School / Work Year**
- D. Approval of District Calendar for the 2012-2013 School Year**

- E. Approval of Board Travel for the Month of March 2012**
- F. Approval of the Instructional Materials Allotment and TEKS Certification for 2012-2013 School Year**
- G. Approval of GMP (Guaranteed Maximum Price) for RFQ 070-2011 Design/Build Services for Construction of Athletic Field Facilities at Various High Schools.**
- H. Approval of Requests from Board Members in re: Use of Board of Trustees Discretionary Funds for Various Projects/Campuses**
- I. Second Reading of Policy FDB (LOCAL) – Admissions: Intradistrict Transfers and Classroom Assignments**
- J. Second Reading of LOCAL Policies in TASB Update 92**

Mr. Juan Moline informed the Board that the Business and Instructional Committee Members had met and were recommending the approval of Items 5-A through 5-J

Motion: So Move

Moved by: Juan A. Molina

Seconded by: Pat Campos

Discussion: None

In Favor: Pat Campos, Judd Gilpin, Juan Molina, Ricardo Rodriguez

Abstain: Mr. Juan Roberto Ramirez and Mr. Ricardo Molina abstained since they were not present at the committee meetings

VI. Items for Individual Consideration

A. Board Minutes for the Month of February 2012

Motion: So Move

Moved by: Juan A. Molina

Seconded by: Pat Campos

Discussion: None

In Favor: Unanimous

B. Donations

Mr. Santos read the donations into the minutes and requested that the Board accept the generous donations to UISD totaling \$10,382.73

Motion: So move

Moved by: Juan A. Molina

Seconded by: Juan Roberto Ramirez

Discussion: None

In Favor: Unanimous

C. Approval of the Official Ballot to Cast Votes for Region One ESC Board of Directors for 2012

Mr. Juan Cruz addressed the Board and stated each board member was given a ballot to vote for their Region One ESC representative and there is no action needed at this time.

D. Approval of Resolution Concerning High Stakes, Standardized Testing of Texas Public School Students

Motion: So move

Moved by: Pat Campos
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Unanimous

VII. Closed Session: Board adjourned into Closed Session at 7:20 p.m. pursuant to the following sections of the Texas Open Meetings Act:

A. 551.071 Consultation with Board's Attorney

**551.072 Discussion on the Purchase, Exchange, Lease or Value of Real Property
Discussion of Proposals for Sale and/or Acquisition of Real Property**

- 1. Report on the status of negotiations of the Acquisition and Development Agreement with EG Ranch, Ltd. pertaining to several tracts totaling approximately 51 acres located off Hwy. 359, south of City of Laredo Landfill. In addition, presentation will be given by representative of E.G. Ranch.**

B. 551.071 Consultation with Board's Attorney

551.074 Discussion of Personnel or to Hear Complaints against Personnel

- 1. Level III Grievance of H. Garza**
- 2. Discussion, including consultation with legal counsel, to propose the non-renewal/termination of continuing contract and term contract classroom teachers**

C. 551.074 Discussion of Personnel or to Hear Complaints Against Personnel

551.076 Considering the deployment, specific occasions for, or implementation of security personnel or devices

- 1. Status of on-going Audits**

VIII. Reconvened from Closed Session at 8:23 p.m. No action was taken in closed session. The Board will take appropriate action on items, if necessary, as discussed in Closed Session.

A. Action in re: Level III Grievance of H. Garza

Mr. Ricardo Rodriguez motioned to approve the grievance of H. Garza.

There was a second motion from Mr. Juan Molina to deny the grievance of H. Garza.

Motion: So move

Moved by: Juan A. Molina
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Ricardo Molina, Judd Gilpin, Juan Molina, Juan Roberto Ramirez
Opposed: Ricardo Rodriguez

B. Action to propose the non-renewal of term contract classroom teacher(s) and authorize Superintendent to send notice of same.

Mr. Santos addressed the board and recommended the non-renewal of term contract for Rosa Elizondo and Enrique Garza for the reasons discussed in closed session and requested authorization for him to send notice of same.

Motion: So move

Moved by: Ricardo Molina
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Unanimous

Mr. Juan Cruz addressed the board and requested authorization from the Board for the appointment of Raul Vasquez to hear the non-renewal hearing of Enrique Garza, if one is requested, and also for Madeline Lopez to be the attorney designated by the board to hear grievance of Rosalba Elizondo, if a hearing is requested. He asked the board to make a motion on this request.

Motion: So move

Moved by: Juan Roberto Ramirez
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

C. Action to propose the continuing contract of classroom teacher(s) and authorize Superintendent to sent notice of same

Mr. Santos addressed the board and recommended for the board to propose the continuing contract of Arturo Perez for the reasons discussed in closed session and requested authorization for him to send notice of same.

Mr. Juan Cruz stated for the record that it is the proposed termination of the continuing contract of Arturo Perez

Motion: So move

Moved by: Pat Campos
Seconded by: Ricardo Rodriguez
Discussion: None
In Favor: Unanimous

D. Discussion and possible action with respect to negotiations with E.G. Ranch, Ltd. and entering into an Acquisition and Development Agreement with EG Ranch, Ltd. pertaining to several tracts totaling approximately 51 acres located off Hwy. 359, south of City of Laredo Landfill

Motion: So move

Moved by: Ricardo Rodriguez
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

IX. Adjournment

There being no further business before the Board, the Regular Meeting of March 22, 2012, was adjourned at 8:27 p.m.

Motion:	So move
Moved by:	Ricardo Rodriguez
Seconded by:	Pat Campos
Discussion:	None
In Favor:	Unanimous

Judd Gilpin – President

Ricardo Rodriguez – Secretary