



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the Months of July 2020 and August 2020

SUBMITTED BY: Alejandra Salinas / Griselda Rodriguez **OF:** Superintendent Secretary

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: December 15, 2020

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees approve the Board Meeting Minutes for:

Special Called Meeting – July 7, 2020
Special Called Meeting – July 14, 2020
Regular Board Meeting – July 21, 2020
Special Called Meeting – July 28, 2020
Special Called Meeting – August 4, 2020
Special Called Meeting – August 11, 2020
Public Hearing – August 18, 2020
Regular Board Meeting – August 18, 2020

RATIONALE:

State law requires the Board to prepare and keep minutes of its open meeting Govt. Code § 551.021. The minutes are public records available for public inspection and copying upon request to the Superintendent or his designee. Govt. Code § 551.022.

BUDGETARY INFORMATION:

No Budget Impact

POLICY REFERENCE & COMPLIANCE:

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

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

July 7, 2020

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - PRESENT

Javier Montemayor, Jr., Vice-President – ABSENT

Ricardo Rodriguez, Secretary – PRESENT (Via Teleconference)

Ricardo Molina Sr., Parliamentarian – PRESENT (Teleconference)

Juan Roberto Ramirez, Member – PRESENT (Via Teleconference)

Aliza Flores- Oliveros, Member – PRESENT (Via Teleconference)

Judd Gilpin, Member – PRESENT

I. Roll Call, Establish Quorum, Call to Order

II. Announcements by the Board President calling this meeting of the United Independent School District to order. Let the record show that a quorum of Board Members is present, that this meeting has been dully called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

Mr. Ramiro Veliz calls roll and establishes a quorum (See Attendance Above) at 12:01 PM.

III. Pledge of Allegiance

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

IV. Public Comments:

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. 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 officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

No Public Comments

V. Items for Individual Consideration

A. Approval of Appraisers for the 2020-2021 School Year

David Garcia: Administration is recommending for the 2020-2021 school year, the list of all certified appraisers that will be in a (inaudible) and instructional settings. They have been approved for re-certification for the upcoming school year. The total is approximately 185 at this time.

Motion:	So Move
Moved By:	Juan Roberto Ramirez
Seconded By:	Ricardo Rodriguez
Any Discussion:	None

All In Favor:	Unanimous
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MOTION PASSES

B. Approval of Teacher Appraisal Calendar for the 2020-2021 School Year

David Garcia: The Administration is recommending for your consideration and approval of the Teacher Appraisal Calendar for the 2020-2021 School Year. What it simply means is an effort to comply with the law and specifically identify the dates and times in which observations can take place and of course restrictions where they cannot.

Mr. David Garcia goes over the 2020-2021 Appraisal Calendar as presented.

Ramiro Veliz: and obviously with the school year starting remote there's gonna be some variations as far as observations?

David Garcia: Yes. The administration is working very closely with the instructional department to of course establish those guidelines to make sure we meet the requirements of this process.

Motion:	So Move
Moved By:	Juan Roberto Ramirez
Seconded By:	Aliza Flores-Oliveros
Any Discussion:	None

All In Favor:	Unanimous
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MOTION PASSES

****For the record: We have Mr. Judd Gilpin, present (Time: 12:04 PM)***

C. Level Three Grievance presentation of Alberta Canela, Edna Olmeda, Irma Zavala and Similarly-Situated UISD educators

Ramiro Veliz; This is a level three appeal grievance of Alberta Canela, Edna Olmeda, Irma Zavala and Similarly-Situated UISD educators regarding their Level Three(3) Grievance, in accordance with Legal Policy DGBA (LOCAL), at Level Three(3). Due to the fact that the grievant/s have a complaint of board actions that took place on May 13, 2020.

My name is **Ramiro Veliz**. May the Board Members who are present please state their names, for the record: **Juan Roberto Ramirez, Judd Gilpin, Ricardo Rodriguez, Aliza Oliveros and Ricardo Molina.**

For the record may the representative and grievants please state their names at this time.

Tony Connors: Yes, I am representing the grievant/s, via PA, that would be Alberta Canela, Edna Olmeda, Irma Zavala and similarly-situated educators.

Ramiro Veliz: Good afternoon Mr. Connors and other individuals. We have other district staff here. Mr. Veliz asks the individuals present to please state their names: **Roberto Santos-Superintendent for United ISD, Lisa Paul - legal counsel, Gloria Rendon -Deputy Superintendent for UISD, David Garcia - Associate Superintendent for Human Resources,** (Inaudible; **David Gonzalez, Associate Superintendent to Curriculum and Instruction** also present).

Mr. Veliz goes on to read the instructions of this presentation: To provide a record of the proceedings and arguments. Further the board and the grievant/s including the representative have provided a 303 page record. This is a journal of the following documents:

- 1) May 2019, Level One Grievance and public information request
- 2) May 20 (inaudible)
- 3) May 2020 (inaudible) letter regarding Level Three(3) Grievance
- 4) Email correspondence between counsels to re-schedule, June 16, 2020 Level Three(3) Grievance
- 5) June 23, 2020 Notice Letter regarding July 7, 2020 Level Three(3) Hearing
- 6) Agenda of May 13, 2020 UISD Board Meeting
- 7) Unapproved Draft Minutes of May 13, 2020 UISD Board Meeting
- 8) 2020-2021 UISD Employment Contract enforced(inaudible)
- 9) UISD On-line learning through Google Classroom (inaudible) and Resources
- 10) UISD's Employment Personal Electronic Use (inaudible) Draft
- 11) Option to work from home on staggered schedule
- 12) Consent to use personal communication device
- 13) UISD Equipment Check Out Form
- 14) Grievant Employment Contract for 2019-2020 and 2020-2021
- 15) Teacher Classroom Job Description for 2019-2020 and 2020-2021
- 16) Board Policy DGBA (LOCAL)
- 17) Board Policy DK (LOCAL)
- 18) Board Policy DG (LEGAL)
- 19) Board Policy DG (LOCAL)
- 20) Board Policy DGA (LOCAL)
- 21) Board Policy DGA (LEGAL)
- 22) Board Policy CQ (LOCAL)
- 23) Board Policy CQ (LEGAL)
- 24) Texas Education Code Section 31.104
- 25) Texas Education Code Section 22.0511 and
- 26) Grievant/s Supplement to the local record

Ramiro Veliz: Level Three Grievance, in accordance with DGBA (LOCAL) the

district's policy governing Employee Complaints. I will now instruct the grievant/s and the district of procedures to follow. The Board will listen to a presentation given by both the grievant and district representative. The grievant shall present first followed by the district representative. Following both presentations the board will consult with counsel and deliberate in closed session pursuant to Section 551.071 of the Texas Government Code. Mr. Veliz goes on to read out the rules for the Level Three Grievance Appeal Presentation to follow.

- 1) Only one person may speak at a time
- 2) The grievant/s must conduct themselves with common courtesy and be respectful of the rights of others
- 3) The grievant and district representative will each be awarded 10 minutes which is a reasonable time limit to make their presentations and however additional time may be afforded to the grievant and at my discretion the district representative may be allotted the equal amount of time.
- 4) The board members may not be questioned
- 5) At the conclusion of both the grievant/s and district representative presentations, questions from the board, the board will consider the grievant/s complaint. The board will give notice of this decision orally or in writing at any time, up to and including the next scheduled regular board meeting. (inaudible)... of the proceeding there is a recording being made. Please avoid speaking while others are speaking so the record may reflect the proceedings accurately.

Ramiro Veliz: At this point are there any questions regarding this presentation?

Tony Connors: Yes, yes there are. First let me make sure, that included in the record, are the documents responsive to the open records request made on May 29th, 2020, and I received from the school attorney's office, Steve Trautmann, on June 16, 2020, 188 pages. I ask that it be part of the record, and I did disclose that intention last week so I want to make sure that's part of the record.

Ramiro Veliz: (After confirming with counsel that the request was indeed included in the record); Yes, alright Mr. Connors that was granted and is part of the record. If there was a misunderstanding; all that information is/shall be included in the record sir.

Tony Connors: Fair enough. The other thing is that this is an unusual level three appeal, because we're going directly to the board. We did not have a level one or level two. This is the original proceeding rather than appeal. It also is a little more complicated. There's not a single reprimand or a single issue. It involves very important timely issues and I know your time is valuable and I

would... I believe we are entitled to a reasonable amount of time. I would ask for twenty (20) minutes and hopefully I can give you some time back, so I don't have to rush through, (inaudible)... I prepared my presentation so I can provide you in a very succinctly brief and hopefully persuasive way, of the concerns that my client similar situated teachers have in this pandemic. So I would ask for indulgence, another 10 minutes.

Ramiro Veliz: We'll start with an additional five (5) minutes Mr. Connors. An actual total of fifteen (15) minutes and I can give you the time at the ten (10) minute mark. We'll start with that and go from there. So, if you want to proceed Mr. Connors and I'll start taking time.

Tony Connors: I'm here on behalf of three (3) experienced teachers Mrs. Canela; two (2) elementary and a middle school teacher and we have some with eighteen (18), twenty seven (27) or thirty (30) years experience and we also have a number of members outside to show their support. Their brave, in the heat and possible exposure to show how important this is. We ask that you recognize them as well. Now we're here in order to address unfair challenges and barriers place on my clients and other teachers for this upcoming 2020 school year. With the likely distance learning for probably the first... or the whole year or longer. Now, the biggest asset that USD has, is the same as all other districts, in delivery of educational services is going to be the teachers, because the teachers are the ones that provide instruction. Yet when major changes were needed because of this momentous pandemic and a number of changes were made for this school year and planning for this coming school year that affected the teachers, no one bothered to get input from teachers. This is the first time that the school board is getting information directly from teachers through their organizations and their representatives and that's a big problem. And that should be fixed because that's why you start having these problems, because we're united as the name says in more ways than one. But there's three major burdens that we're here today about through policy and through contracts for this coming school year, taking of teachers personal devices for use and performance job duties the possibility of through your contracts and other provisions, facing reassignment outside of your professional capacity if distance learning occurs and the supervisor sees it as something they want to do. The third area of concern is forfeiture of pay if the district property has found to be stolen, lost or destroyed. Now let me briefly explain why each of these burdens is illegal, arbitrative, capricious, unreasonable and in violation of the educator code of ethics found in board policy DH EXHIBIT as well as nineteen (19) Texas Administrative Code Section to 247.2 particularly standards 1.7 and 2.4. Let me start with personal devices; under 6.1 of the current term contracts 2020-2021 as well as new conditions that are found under local record pages 44 to 46 and in the job description pg. 59. Teachers are now required to use personal cell phones, computers and internet service while working from home when their providing distance learning. This contract provision was part of a contract that was drafted by the district and presented to teachers on a take it or leave it basis. Teachers were called in, in standard times, to come in and sign their contracts, they were not allowed to make a copy and review and get back with them. They were clearly being given the signal that they could not make any changes. They had to sign the contract or else, they were considered to have rejected, in fact if you look Term Contract division number 11, including the one that Mrs. Canela

signed, it said that if you didn't complete and signed by a date certain you'd be deemed as rejecting the contract. Similarly the district has adopted procedures and guidelines to implement the personal devices and other contract terms that are an issue in this grievance. These personal devices requirements are illegal and unreasonable as well as arbitrary and capricious beyond the legislative expectation of what's appropriate for chapter twenty one (21) term contracts. These provisions violate the Texas Constitution Article One (1) Section seventeen (17). That states that no personal property shall be taken, damaged, destroyed or applied for personal use without adequate compensation. If I had sufficient time more than fifteen minutes, if this was, I could be able to give you a number of examples that this point unlimited to sustain what our concerns are. But a teacher's cell phone or other personal devices are not school property and have not been properly designated (inaudible) for public purposes. Besides being an unconstitutional taking, these provisions raise serious compliance requirements for the district as well as the teachers in the areas of the Family Education Rights Privacy Act on twenty (20) U.S. City Sect. 1239 or 34..(inaudible) part 99. They have requirements of confidentiality and retention of personal student information that would be found and used in these personal devices as a requirement of public employment. The district as far as I can tell does not have any existing policy safeguards to effectively address these new requirements of using personal devices for delivery public education. In the end it's the state's it's the local school district's responsibility it is the local education agency United ISD under the oversight of the state education agency as a condition in funding to meet the requirements of FERPA and you have a policy in practice that does not cover that.

Similarly, concerns about implementation on the Texas Public Information Act found in Chapter 552 of the Texas Government Code as result of last session Senate Bill 944, they created requirements that records including texts emails and other social messaging relating to public or school business that they come in to the record and disclosure requirements of the Texas Public Information Act. Even if their being used on personal or private electronic devices, so basically it's the content and not the type of device so if you're using personal devices their subject to the same requirements that you would have on an official school computer or phone. Again, based on my review, the district has no existing policies or procedures to effectively address these new personal devices requirements vis-a-vi, the Texas Public Information Act requirements of confidentiality, safeguard record retention. Furthermore, under the Texas Public Information Act Sect. 552.024 Sub Section A, as well as in the Education Code under Section 38.027, features like other public employees, they have the right not to release their personal telephone and email information and these personal device requirements are compromising these rights, now it's not that simple to block your number that would make the personal device ineffective, because the purpose of taking call and receiving calls is to know who it's coming from and to respond and if they block call you can't call them back you can't call a block call. Defeats the whole purpose. But in the end my client and similarly situated teachers are having their rights (inaudible) being adversely affected. Now because of these legal compliance problems these personal device requirements place significant and serious burdens to teachers and similarly situated employees. Many teachers don't have personal computers and lap tops, so they'll have to go out and buy some. Many have older and outdated cell phones and computers that will need to be upgraded to support the required applications that are used by the district. If the district goes out and buy applications especially for

social learning, they are not using the old version their using the more recent version, yet their requiring teachers to spend money to acquire and learn through technology. Also, many teachers, teachers by nature are not making big money, they don't make big money, they're not developers their not engineers, they're not lawyers, their on a budget and often they have limited family plans, limited data and cell usage and if their gonna be using their personal devices and their phones, it's gonna eat up, it's gonna exhaust their data usage and increase the cost and it's gonna require a lot more money on the unlimited plans which could be hundreds of dollars a month and some teachers do not have reliable internet at home so they will need to purchase internet in order to perform their required duties. Teachers will also be expected to answer their cell phones not only during a school day when it will cause some disruption but also outside of school hours. Parents will expect to take their call after school or on the weekends. If they don't they will be complaints. Teachers will have greater risk of engaging in inappropriate communications and relations with students if phone and text and email records show communications outside of the normal district hours and activities and this could lead in to possible confiscation or an investigation of the devices that will not only deny usage when the confiscation but also possible risk of loss but also importantly, invasion of personal privacy. Personal devices are by nature are for personal use that typically contain confidential and or sensitive personal information about family and other important relations and associations and sometimes personal opinions and activities are incompatible with public expectations (inaudible) these requirements are risking trampling over the legitimate privacy interest of keeping school business separate from ones personal life.

The 10 minute mark notice was given to Mr. Connors by Mr. Ramiro Veliz.

Teachers should not have less rights or expectations because United ISD doesn't want to pay providing to require distance learning due to covid-19 pandemic. Significant cost savings by having schools and buildings closed, savings in climate control, electric and water more than enough to cover the additional cost to provide technology or teachers to perform the distance learning. Plus, both the federal government through their respective education agencies have provided additional funding to help address some of the cost associated with distance learning. Many districts including in Laredo ISD, they provide technology for their employees to work remotely. Plus, other districts provide stipends. Stipends are not a new concept. Stipends are provided through administrators or other professionals for using their personal vehicles or property. You all are given computers; the board members are given access to computers and internet. Now, this whole idea of having them come to the school to use the school stuff if they don't want to use their personal, it doesn't work. Number one it increases the risk of exposure. Number two, it might not be possible because if the governor; the district may close down the facilities and no supervisor can override that. It's also not practical because they need to communicate with persons with parents and students daily. It's daily unpredictable. It's not practical that they have to run to the classroom to make the calls that they need to take.

The second the very concern is that they (inaudible) a bill to reassign a teacher like Ms. Canela, under Section 4.2 of her 2020-2021 term contract to a different professional capacity if the school

or district is closed. Notwithstanding the cause of the school closing pandemic or otherwise Ms. Canela and similar situated teachers under a term contract who have not received notice of proposed non-renewal last year like Ms. Canela, are entitled to employment to the same professional capacity as last year under Section 21.206b of the Texas Education Code. The courts and the commissioner have consistently ruled that you cannot alter or change the statutory requirements of Chapter 21 of the contract. There is no Covid exemption.

The third and final area of concern is Section 6.1 of the term contract of the 2020-21 school year, that has the employees agree that the district may deduct the value of any loss or damaged school equipment from the employee's final paycheck. Again, these provisions were written into the contract by the district without any input from the teacher or other party and without any exceptions or conditions that temper the forfeiture provisions in Section 6.1. Section 6.1 violates the requirements conditions found in Section 31.104 and Section 22.051 Texas Education Code, providing immunity from financial responsibility if the use of school property is done in good faith and within the scope and course of duties. Plus, this forfeiture constitutes an in dismissible self help provision that's not allowed or favored under the law for contracts.

Mr. Ramiro Veliz, gives notice of the 3 (three) minute mark.

Based on these concerns we're requesting that these contract provisions and related terms be withdrawn and appropriate corrective action be provided. What we can think of is that we can identify the problem and we're open to find solutions. To provide devices for the teachers that don't want to use their personal devices for one reason or another so that they can do the distance learning, including using their cell phones, tablets, laptops, computers. I know a number of teachers do have laptops and a number of teachers have no problem with their cell phones but some do, for many reasons that we discussed. As I said, some administrators, like board members and employees their provided electronic devices to perform their duties and we're gonna be providing devices and internet access to students, now we need to complete the other half which is out teachers. The second possible area of relief is to put together a stipend. We've had districts like Frisco and other places they have provided a stipends for the additional cost associated with working at home, including the internet service electronic devices and other uses. The third thing is to provide some form of uniform district system and processes to communicate and provide instruction to students and others, their parents to lessen or eliminate the use of personal devices so that we can better control uniformity, compliance, and supervision. It's a technology problem. We don't need to call on cell phones, we can use "Zoom", there's different ways we can communicate without having to use personal devices, without having to worry about the forfeiture provisions. Allow teachers to give input on the front end, not afterwards. Because we recognize that we don't have a monopoly on solution and wisdom if there's something else we very much like to resolve this. See if er can find some solutions.

Mr. Connors asks his clients if they feel that he accurately stated the grievance.

Mr. Veliz allows the district representative to give their presentation.

Lisa Paul: Essentially the grievant/s argue that the district abused it's power when the board approved the 2020-2021 contracts. Specifically they have problems with two of the contract terms; Section 4.2 this provision allows for the illegal reassignment of educators outside of their professional capacity and then they complained about Section 6.1, here the grievant/s allege that this provision provides that they will be personally liable for district property in the event that the such property is lost, stolen or damaged. And then finally, they also complained of provision 6.1 and they allege that this particular provision provides for the illegal taking of an educators personal property, particularly their personal device during a pandemic or other similar time when the district is closed. The grievant alleges that these provision violate the Texas Constitution, the U.S. Constitution, the Family Educational Rights Act or FERPA, the Texas Public Information Act and Texas Education Code and the Texas Educators Code of Ethics, first let me start off by saying this is wrong, these do not constitute a violation of these provisions. Secondly, I'd like to raise that two of the grievant/s Ms. Olmeda and Ms. Zavala, have continuing contracts and therefore their contracts have not been modified. Additionally I'd like to add that when the pandemic began at least here in the United States, the Governor ordered a temporary closure of school districts for face to face action, this board took swift action to ensure that all personal were paid while they were remaining at home. Some had duties to perform like instruction and others had fewer duties to perform, but all employees were taken care of by this district. I'd also like to add that this pandemic has presented special challenges, there have been a big economic impact to the local community, to the state, national economy and even world-wide and it has required all businesses to take actions to ensure the health and safety of it's stakeholders as well as continuing to provide work operations. Let's look at the changes that were made to the Contract. Let's look at 4.2, the changes made to this particular provision states very clear that when the employees are working from home that they still will be performing their essential duties. Secondly, it does provide that the district can reassign personal to a position outside of their professional capacity and only due to a triggering event such as a pandemic, epidemic, weather conditions, some type of event that would require the district to close. Additionally, it makes it clear that this is temporary. That this reassignment would be during a triggering event and when the district resumed it's operations, that the educator would be restored to their previous capacity. And to point out this is an alternative to a furlough. We know that we're expecting budget cuts, the state has made that very clear. There's home foreclosures, unemployment, there's all kind of economic fall outs as a result of the pandemic. So the district is preparing for budget shortfalls. So, what the grievant/s would have us do, is that those employees that don't have many duties or very few duties is to be idle. What the district is trying to do is to ensure that all employees that they continue to be paid, but if they're not performing any duties or that don't have many duties, that they assist the district in performing duties that are necessary to the efficient operations of the school district. There will be no change in pay. These employees will suffer no change in pay. Again, this is an alternative to a furlough because without this, we would have to furlough those employees that are idle. And I would say that the taxpayers of this school district would expect the district to make good use of the funds that are made available to the district and that would be to ensure that employees don't remain idle and continue performing duties on behalf of the district.

Regarding the changes to 6.1, this particular provision provides that employees can use their personal equipment when working from home due to a district closure, this is not an impermissible (inaudible). When the district closed in the Spring, employees were given an option to return to the classroom to perform their duties. You can refer to page 45 of the materials. There you can see the options that were provided to employees. I would disagree with Mr. Connors that, "it's not a good option". The commissioner (referring to Commissioner Mark Morath) specifically asked the Attorney General for the State of Texas about this issue and he made it very clear that providing education to the students of the State of Texas is an essential service and as such they can return to the classroom to perform such duties. So, it is not unreasonable. The district also intended to a staggered work schedule so that personal could remain safe and could exercise social distancing. Additionally I would add, that when that form was distributed (page 45), to the more than 2600 educators of this district, less than half of a percent actually chose to return to the district. The rest of the educators chose to be working from home and use their personal devices.

The other change regarding provision 6.1, the grievant/s argue that this provision provides that they are going to be personally liable in the event that the equipment may be damaged, stolen, or lost. In fact this provision has existed in the contract for several years. And it does say specifically in the contract that it is subject to the limitations Section 31.104e of the Texas Education Code. The Texas Education Code requires that they continue to provide quality education to all the students in the State of Texas. I understand what Mr. Connors is saying regarding privacy control, however, the platform that the district uses it's called Google classroom actually has a piece of that software that is called "google voice" and when the educator accesses google voice through the google classroom, it actually provides for a different phone number it does not use the educators personal number. Also, "67" if they chose to do that. Additionally, the employees that are working from home, their supervisor may need to reach out to talk to them. There may be a concern that someone from the district, their principal or assistant principal actually needs to discuss a concern with them. Using personal devices has become a necessary. We all use them to perform a wide variety of tasks throughout the day. We ask our students to use their cell phones. These are unprecedented times. So everyone has had to adapt. I also would like to take a moment to respond to issues raised by Mr. Connors, specifically that no one reached out to the educators about this. In fact the district runs these issued through the districts instructional committee and remote instruction was actually one of those issues that was run by this particular committee and with issues related thereto. Additionally, the district publishes a news letter and that news letter provides information about the kinds of actions that the district is considering regarding issues that are going to arise. It is not unreasonable or illegal, none of these terms are unreasonable or illegal, all to ensure the effective and efficient use of their personnel and resources that the district has available.

Mr. Ramiro Veliz, makes Ms. Lisa Paul aware on her 10 minute mark.

Ms. Paul concludes her presentation.

Mr. Veliz addresses all parties, to bring up any questions they have at the time.

Judd Gilpin: I have a few. Just to be clear, you mentioned (addressing Ms. Paul) that the phone number would somehow be protected by the software, I just wanted your take on that.

Lisa Paul: Yes, it's my understanding that this software called "google Classroom" has a component called "Google Voice", and when the educator accesses Google Classroom to access the telephone, there is an anonymous or a different phone number that is generated. So, when it (the call) comes through on the other side, the other device, it does not reveal the educators personal phone number.

Judd Gilpin: Does our staff have the belief that our policy there's nothing we can think of that involves divulging their phone number? Is that the way they think it's going to work? So I just want to get clarification of that, especially if that's possible. The other question I have is for Mr. Connors, you mentioned that you would be interested in a stipend for the use of their personal devices, but I'm thinking that, that would not address the security and privacy concerns Mr. Connors brought up. Is there something Mr. Connors had in mind for privacy as you were suggesting a stipend could be used? How would the privacy be addressed Mr. Connors.

Mr. Connors: The concern is the expectation to use your cell phone. There is that technology available but it's going to be the expectation to use your cell phone and if you use the cell phone, and if you block the number it really defeats the purpose of having accessibility, because they can't call you back and they don't know who you are. Now Mrs. Olmeda had a quick comment on that.

Mrs. Olmeda: I'd like to address the voicemail, we were told that several teachers tried it by using our work email address, however it doesn't allow you. You have to go back and use your personal email. There again it goes back to we have to do everything through our personal use. To me that's like opening up pandoras box. Your opening up a whole set of evils. What if I were to lose my phone? People would have access to my class DOJO (a software used to communicate with parents). Maybe even some of my students information. Now that is something that would affect my livelihood. I also know that she (referring to Ms. Lisa Paul) addressed that I am in a continuing contract...

Mr. Gilpin interjects referring to his question addressed to Mr. Connors regarding the stipend.

Judd Gilpin: To make sure Mr. Connors what you were suggesting in form of a stipend. Did you believe that there was some way that a stipend could be used these personal devices could be used without privacy issue, or was the stipend just to address part of the problem?

Mr. Connors: I don't think there's one simple solution there is a number of ways to address different problems. A stipend would be helpful for addressing the cost that the educators have to incur by doing distance learning, but also having a district issued computer or device could not only help control the cost but also have uniformity, accountability and meeting the record keeping requirements under federal and state law if you conduct school business on devices whether it be

personal or school. There's no longer a distinction under the State law as well as the Federal law. If you have student records on your personal device, it's the same requirement that you would have at your school. So, I'm thinking stipend, I'm also thinking of those situation where you can come up with providing technology and devices. Also, the third option we were talking about was getting software that was more efficient so we can bypass the usage of personal devices. Personal device whether it be private or school issue. Those are the areas of concern and possible resolutions. Districts are using different approaches. Mostly combination approaches.

Judd Gilpin: So for our staff members, the way I understand that our emails work for all of our staff, not device specific. In other words you can access your same email account from your home computer the same way you can access your work computer. You don't have to use personal email?

Gloria Rendon: You would have to go through "google" sir. Through google you can access through any device, any location.

Judd Gilpin: The last question I have for staff is this is not mandated to use their personal device, it's just an option that they have; Correct?

Roberto Santos: Correct. The option is of course that, they can come to the campus, we have all the equipment keep in mind that they must keep the distance and all these other items. Yes.

Aliza Flores-Oilveros: So, for clarification. The teachers do have access to Google Voice? They maybe just need some instruction on how to access it, is that correct?

Gloria Rendon: I am being told that it's not a reading component for the education (inaudible). It would have to be accessed through a personal account. I just received clarification on that.

Ramiro Veliz: So there would have to be an additional cost incurred in order to be able to use in the platform that we (district) are using. I would ask the district if we could get information on that so we can present on the next meeting.

Roberto J. Santos: Sure

Ramiro Veliz: That would be something we can look at and see if we could activate to the accounts and hopefully this could alleviate some of the, like Mrs. Olmeda was mentioning that had to go back to using her personal device she has to use the service that blocks the number.

Juan Roberto Ramirez: To administration; let's study this. It's a very sensitive issue of communication on the iphones and computers. Because people can really hack into those instruments and could ruin teachers lives, and administration (inaudible) listen. So we have to look and see what is the best way to be able to work with the teachers.

Because really, their using their personal (inaudible) and their not getting sufficient money to cover all the expenses. I don't know that Mr. Connors is (inaudible) looking at stipends. In order to be able to be able to accommodate themselves and be able to use their own personal devices, like phones and computers and so forth.

Ramiro Veliz: Thank you Mr. Ramirez. I want you all to know that, as a district we understand the concerns of all the staff and what is being presented to us, and believe us when we mention that all the information that we have presented the changes have been done with input from a lot of individuals and after closer consideration, I will point out that there is no one solution to address remote learning and instruction. I know that (inaudible) putting that language, again it does not mandate the employee or teacher to use it's personal device. We'll be having campuses open that their safe and that it's allowed by the governor. However, I think that the use of personal device is that a device is wide use for everyone, but we will note it is not mandated and in no way is it our intention to take possession of devices or go through the devices of our employees. The use is just to alleviate the issues with connectivity with parents and supervisors. So, with that said, we will move to go into Closed Session and deliberate and then we will come back and I will ask everybody here present to please step out of the room at this time.

VI. 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 12:55 PM.

A. TGC 551.071 Consultation with Board's Attorney, Closed Session

- 1. Superintendent's Duties and Responsibilities**
- 2. Consultation with Legal Counsel in regards to Interlocal Agreement Between UISD and LISD Concerning the 23 Acre tract Land Acquired by LISD in UISD Boundaries**
- 3. Discussion regarding Level Three Grievance presentation of Alberta Canela, Edna Olmeda, Irma Zavala and Similarly-Situated UISD educators, and matters incident thereto**

VII. Reconvened from Closed Session, the Board will take appropriate action on items, If necessary as discussed in Closed Session

*The meeting is reconvened from closed session at **1: 32 PM.***

**A. Action Regarding the Interlocal Agreement Between UISD and LISD
Concerning the 23 Acre Tract of Land Acquired by LISD in UISD Boundaries**

The recommendation is to approve the Interlocal Agreement Between UISD and LISD Concerning the 23 Acre Tract of Land Acquired by LISD in UISD Boundaries as recommended by attorney Kenny Valls

Motion:	So Move
Moved By:	Ricardo Molina
Seconded By:	Juan Roberto Ramirez
Any Discussion:	None

All In Favor: Unanimous

MOTION PASSES

B. Action regarding Level Three Grievance presentation of Alberta Canela, Edna Olmeda, Irma Zavala and Similarly-Situated UISD educators, and matters incident thereto

The recommendation is to grant the requested remedy of ensuring that the teachers not use their personal cell phones to conduct parent and student phone calls. District employees will use their district issued emails and google communication platforms to conduct their day to day business, and cell phones will only be used as a last resort to communicate with campus supervisory staff. The board will also mandate that all provisions of DH LOCAL remain in effect and classroom teacher's cell phones shall not be subject to confiscation or searched. District staff will be able to come to their campus classroom to contact students and parents and district administration will come back to the board with a plan and presentation at the next board meeting in regards to google voice features and related costs.

Further, the following remedies of the grievance be granted giving assurance that they will not be subject to retaliation for bringing and maintaining the grievance. Written assurance that the issues raised in the grievance will be effectively addressed. And last in regards to the contract provisions pertaining to temporary employment reassignment outside of the professional

capacity during mandated school closure, this remedy is mute due to the fact that no reassignments under this contract provision has taken place. However classroom teachers shall not be reassigned outside their classroom teaching duties for the next school year, all of the requested remedies are hereby denied.

Motion: So Move
Moved By: Ricardo Molina
Seconded By: Judd Gilpin
Any Discussion: None

All In Favor: Unanimous

MOTION PASSES

VIII. Adjournment

Motion: So Move
Moved By: Judd Gilpin
Seconded By: Ricardo Rodriguez
Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

There being no further business of the UISD Board of Trustees, this Special Called Meeting of July 7, 2020 is adjourned at 1:35 PM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Griselda Rodriguez, secretary.

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

July 14, 2020

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - PRESENT

Javier Montemayor, Jr., Vice-President – PRESENT (Via Videoconference)

Ricardo Rodriguez, Secretary – LATE IN (Via Videoconference)

Ricardo Molina Sr., Parliamentarian – LATE IN (Via Videoconference)

Juan Roberto Ramirez, Member – ABSENT

Aliza Flores- Oliveros, Member – PRESENT (Via Videoconference)

Judd Gilpin., Member – PRESENT

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

Mr. Ramiro Veliz calls roll and establishes a quorum (See Attendance Above) at **12:03 PM**.

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, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. 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 officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS

IV. Closed Session

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

This meeting goes into Closed Session at 12:04 PM.

- 1. Discussion, Including Consultation with Legal Counsel, Regarding Impacto Media, Inc., v. United ISD, Cause No. 2019CVH001030D3, Currently Pending in the 341st District Court of Webb County, Texas Including Authorizing Legal Counsel to Appeal Order Denying United ISD's Plea to the Jurisdiction, and Matters Incident Thereto**

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

- 1. Discussion Regarding Superintendent Duties and Responsibilities**

2. Consultation with Legal Counsel Regarding Legal Issues Associated with Opening / Closing Schools

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

The meeting is reconvened from closed session at 12:54 PM.

A. Discussion and Possible Action to Authorize Legal Counsel to Appeal Order Denying United ISD's Plea to the Jurisdiction in the Case of Impacto Media, Inc. v. United ISD, Cause No. 2019CVH001030D3, Currently Pending in the 341st District Court of Webb County, Texas as Discussed

The recommendation is to Authorize Legal Counsel to Appeal Order Denying United ISD's Plea to the Jurisdiction in the Case of Impacto Media, Inc. v. United ISD, Cause No. 2019CVH001030D3, Currently Pending in the 341st District Court of Webb County, Texas as Discussed

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Ricardo "Rick" Rodriguez
Any Discussion:	None

All In Favor:	Unanimous
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MOTION PASSES

B. Discussion / Action Regarding School Calendar for 2020-2021 School Year

Roberto J. Santos: Members of the Board and Audience, at this time we really don't have a recommendation of revised calendar but, just to share with you; based on the order from the City, the earliest we can open up would be September 7th, for face to face and of course virtual / remote. We have written a letter to the commissioner. We have to be able to interpret what it is that we can legally do. So we really don't have a calendar yet. We're working on possibilities. I know the commissioner will be speaking today and Thursday and I know that several district throughout the state have written to the commissioner to allow us to have that flexibility, but unfortunately at this point in time we do not have a recommendation

VI. Adjournment

Motion: So Move
Moved By: Judd Gilpin
Seconded By: Ricardo Molina
Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

There being no further business of the UISD Board of Trustees, this Special Called meeting of July 14th, 2020 is adjourned at 12:56 PM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Griselda Rodriguez, and submitted for approval by the UISD Board of Trustees at the December 2020 Regular Board Meeting.

**A Regular Board Meeting
Of United ISD
The State of Texas
County of Webb**

July 21, 2020

In Attendance:

Roberto J. Santos, Superintendent

Board of Trustees:

Ramiro Veliz, III, President - PRESENT

Javier Montemayor, Jr. - Vice President – PRESENT (Via Videoconference)

Ricardo “Rick” Rodriguez, Secretary – PRESENT (Via Videoconference)

Ricardo Molina, Sr., Parliamentarian – PRESENT (Via Videoconference)

Judd Gilpin, Member – PRESENT (Via Videoconference)

Juan Roberto Ramirez, Member – PRESENT (Via Videoconference)

Aliza Flores-Oliveros, Member – PRESENT (Via Videoconference)

A Regular Board Meeting of the Board of Trustees of United ISD will be held Tuesday, July 21, 2020, beginning at 12:00 PM in the UISD Boardroom, 201 Lindenwood Drive, Laredo, Texas 78045.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted one at one time.

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

Mr. Ramiro Veliz calls this meeting to order at 12:03 PM. Quorum is established.

- 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, student recognitions, or charitable causes. 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 Comments 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 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.

NO PUBLIC COMMENTS

IV. Informational Items

A. Finance Division Monthly Financial Report

Laida Benavides: This is just to let the board know, our investment balance at the end of June (2020) was \$210M and you will see a breakdown of the different funds. We still have some construction monies, the "General Fund" at \$84.2M. Our portfolio demand accounts were at 1.01 view, and current (inaudible) rate is at 0.46% and the administrative cost ratio we're at 8.63%, this is allowed by TEA, their max is 11.05 for a district of our size. Our revenues have us at \$346M. We're at 85%, on our budgeted amount, we're a little ahead of last year we were at 83% and our expenditures we're at \$365.4M and we are kind in line with last years expenses today. Our current collection rate is 98.87. \$223.3M have been collected. Our delinquent collection rate is at 69.22, \$3.3M have been collected and you can see the comparison from last year. The report also included Bids and proposals awarded last month.

B. Report Regarding 2020-2021 Public Meeting in Regards to Annual Budget Information and Proposed Tax

Mr. Veliz announces the Annual Budget Meeting for August 18th or 19th, 2020.

Mr. Veliz invites the public to take part in this budget meeting, to discuss the school district budget and the proposed tax rate. A public notice will be posted in the Laredo Morning Time on Saturday, August 8th, 2020.

C. Board Discussion of Property Values to comply with First indicator 20

Laida Benavides: Yes, this is in order to comply with First indicator 20, we have to provide the following information to our board, just to make them aware. Prior to HB (House Bill) 3, the state aid was based on prior year values and there was a funding lag. With current values, there is no longer funding lag. If you all recall the funding lag did affect us in 2016 with the oil values that went down (Mr. Ramiro Veliz agrees). But now TEA has changed that. Just to let the board know.

D. 2019 Taxes Turned Over to the Delinquent Tax Attorney for Collection

Laida Benavides: Our current year Taxes Outstanding are \$3,915,264.23, and our Prior Years Outstanding Taxes were at \$3,059,718.36, for a total of \$6,974,982.59. As you can see we also have a comparison to prior years, s we're pretty much in line.

E. School Health Advisory Council (SHAC) Annual Progress Report

David Gonzalez: (After greeting the board and audience) When we look at the meetings, we started back in October (2019), both with Coach Briones and Irene Rosales on the Physical Health and Opioid Addiction Then in December 11th we had Ricardo Rangel working on the Safety Survey and Melissa Ramirez on the Mental Health. In February 20th, Melissa Ramirez on Trauma Informed/Care – Human Trafficking. At that time is when we had the Covid Closure. These meetings have been documented, and because of the closure, the state has waived the other meetings. I know we only needed four (4).

Mr. Gonzalez goes on to provide the data gathered on the first few meetings and informs the audience on the Fitness Gram, given to the systemic closure of schools resulting from the spread of the Covid-19 virus, the governor has used the authority under Texas Government Code, 418.016 to suspend the physical fitness assessment and all scheduled meetings will be virtual.

V. Consent Agenda Items

- A. Approval of Monthly Disbursements**
- B. Approval of Budget Amendments**
- C. Approval for Award of Property & Casualty Insurance Renewal**
- D. Approval of Property Tax Refunds for the month of June 2020**
- E. Approval of Submission of Certified Estimated 2020 Debt Collections**
- F. Approval of Contract with Webb County Elections Administrator to Conduct November 3, 2020 Election**
- G. Approval of the Order of Election for Districts One(1), Two(2), Four(4) and Seven(7),**
- H. Approval of the 2020-2021 Behavioral Threat Assessment (BTA) Plan**
- I. Approval of Revisions to United ISD's Appraisal Calendar for the 2020-2021 School Year**
- J. Approval of United ISD's Asynchronous Instructional Plan**
- K. Approval of First and Final Reading of FDA (LOCAL) Admissions Interdistrict Transfers**
- L. Approval for District's current membership with National IPA & U.S. Communities cooperative name changes to OMNIA Partners**
- M. Approval of an Order Authorizing the Issuance of United Independent School District Public Property Finance Contractual Obligations, Series 2020; Entering into a Purchase and Investment Letter; and Other matters related thereto**

N. Discussion and possible action to designate the Superintendent of Schools as the authority to negotiate, approve and enter into a Contract with the Electrical Provider who is offering the best electricity rates to, the School District, based on the Responses the School District receives from Electrical Providers, who submit responses to the School District's issued Request for Proposals for said services

O. Approval of Awarding Bids, Proposals and Qualification

Mr. Veliz makes a motion to approve all Consent Agenda Items except H, J, and M, which will be considered under individual.

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Juan Roberto Ramirez, Aliza Flores-Oliveros
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

VI. Items for Individual Consideration

(V.-H.) Approval of the 2020-2021 Behavioral Threat Assessment (BTA) Plan

Gloria S. Rendon: Members of the Board and all the audience, we bring before you

The Behavioral Threat Assessment (BTA) Plan, this is just a summary of the slides that you will see. This is the SSP Module which is about 45 pages. It also addresses the components that you all have to submit of naming of individuals at each Campus level and district level.

If you go to page 60; "provides an evidence-based approach toward identifying students or the individuals who pose a threat, intervening with the appropriate resources, whether it be intervention, counseling, or in the house or out of the school.

On Page 61, you'll see that this is required by Senate Bill 11 back in 2019, to address Threat Assessment in Public Schools. You are required to establish a threat assessment

team to serve at each campus of the district (which we have done), and we must adopt policies and procedures for the teams that are consistent with the model policies and procedures developed by the Texas School Safety Center (TxSSC), which you all did back in November 2019 as well. Requiring that each team complete training (the majority of our teams completed this summer), with a full day virtual training that they completed. So the majority of our threat assessment teams have complete these legal requirements, and if you see on page 62.

The Superintendent must meet requirements as well. He must ensure that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, and so on. We do have a cross leveling of individuals who represent each campus and district levels.

If you turn to page 64 this is the systemic process where you identify the individual and it's not necessarily an inquiry of criminal or disciplinary investigative procedures, you're asking background, household, friends, and then you assess and then you manage. You can use the navigate system to keep a running record of the individuals that are kind of in the radar. So say they move to another school, the administrator at the campus will have access to this particular student threat assessment. Also, if they move from the elementary to middle that can be tracked as well.

The threat assessment modules on page 69. As I told you before, we can use navigate, our trainings come from the Texas School Safety Center and the majority of our members have been already trained on the behavioral assessments.

Ramiro Veliz: So, I would assume that we would have already started this program that (inaudible), pretty much everything in place. I know right now we're gonna have a different start to the year.

Gloria Rendon: Yes sir. It could be an online comment that someone would make, we would have to investigate and we would have to reach out to that particular individual. The processes are going to be the same for face-to-face or out of school and virtual remote. So we're approving a plan with the members of these committees which I believe I sent that to you all as well and this will be submitted to the Texas School Safety Center.

Motion:	So Move
Moved By:	Juan Roberto Ramirez
Seconded By:	Aliza Flores-Oliveros
Any Discussion:	NONE
All In Favor:	Juan Ramirez, Javier Montemayor, Ramiro Veliz, Ricardo Molina
Oppose:	Judd Gilpin

MOTION PASSES

(V.- J.) Approval of United ISD's Asynchronous Instructional Plan

David Gonzalez: Good afternoon members of the board and audience. Today we before you with a recommendation to approve the submission of our districts Asynchronous Instructional Plan or (AIP) for the 2020-2021 school year. This AIP will guide all teachers at different grade levels and content areas in providing a consistent quality instruction via face-to-face (when allowed and safe) or remote with teacher support through Google Classroom or pre-recorded lessons. What we will present this afternoon is really an outline of the plan which Ms E. Leza present to you but we will be back next month. There's still a lot of work to be done, so we are working closely with our principals and putting it all together to present to you next month. At this time I'll pass it over to Ms. Emma Leza to conclude the presentation.

Emma Leza: Good afternoon Mr. Veliz and board members. As Mr. Gonzalez said our AIP plan what we've done is outlined the plan exactly the way the state expects, and we're also writing the plan based on the rubric that the state is going to grade us on. Because we want to make sure that when we submit, everything is approved. We're starting with brief introduction of UISD, letting them know of our demographics, about our successes in our district and profile, and then also what the overview is for the plan.

This Asynchronous Plan is written so that we can have face-to-face in class learning, or we can have Synchronous, kind of like what we're doing right now. Or we can have pre-recorded lessons which follow the Asynchronous model. There's several attestations that need to be submitted as part of this model and we will not check them off until we have every campus, principal, every teacher understands what is expected of them for the instructional plan. We're also making sure that the materials are readily available at the campuses for the students and then we need to make sure that we have a system to check for student progress, especially since we're gonna be going virtual or remote learning and then the implementation of the plan.

Under the "Open Responses", we're submitting the schedules which you've already seen for elementary, middle and high. Though we were detailing the information more because the state wants clearly to be able to see for our parents and students, when we're suppose to log on, at what time their suppose to have the classes, very specific on the schedules for the campuses. And then again when we look at instructional materials for remote learning, we have to make sure that our teachers have access to the Scope and Sequence instructional materials and that our students know how to access the information. We must also provide in the plan the support for Special Education and for the English learners in the Bilingual Program. And then there are some courses especially at the high schools where we might need to require the students to come in. For example if that is a "welding class", that may not necessarily be able to be taught virtually so they may need to come in for certain parts of the course.

All of that will be detailed in our plan. Then the Student Tracking for Engagement and Progress in Learning. Here we're suppose to track the students that are remote or on-campus, but also progress or keep tabs on their learning, we have to make sure that their learning the "TEKS" base material. For that we're going to have a learning management system which we're working on. The expectations as to how we're going to be tracking

daily the attendance for engagement and then also how the student is gonna be able to get feedback from the teacher and then also provide information to the teacher.

Instructional support we're gonna detail our technology plan, which is a very robust plan, to make sure that all the students have the technology that they need and that the campuses have the ability to provide the lessons.

Under "professional development" this is going to be key. We must have very detailed professional development sessions for teachers. On accessing "google classroom" using and all of the bells and whistles that google classroom has, so that the lessons can be very interactive and the students needs.

On the "Remote Instruction" on our grading (inaudible), how we're going to be tracking engagement. Number 5, also the data analysis that we need in order to check for student progress. We must have a clear communication plan also for parents and for students. Working together with Federal Programs we're going to put that on our website so that parents can always access and know exactly what the students are learning. A part of that is also going to be the protocols that need to be in place at home for remote learning.

Finally, there is an execution on how we're going to implement the plan and final the attestation to the UISD board together with Mr. Santos, making sure that the state understands that we will be implementing this year. We're also looking into a teacher attestation, making sure that every teacher is following the plan as written. That the campus administrators are monitoring that the plan is being implemented as written and then for Curriculum and Instruction the attestation as part of the instructional support that all of our campuses will make.

Even though this is just the outline, you can see that this plan is going to be very in-depth, it's going to have a lot of parts to it. Here is the "Introduction" it talks about, who UISD is, who we educate, what's our philosophy. How are curriculum and scope and sequence have been providing the instructional progress that we've had throughout the years. You'll see that on the next slide, that is our historical profile from 1996 to now. (Ms. Leza goes on to read down the data presented on the graph.) The next slide is just our overview. Talks about what I have just presented to you. Next slide is the rubric, that we need to make sure that our plan covers. That is how we're writing our plan. Everything must be clear. The areas that the state is requiring, this one is for the instructional schedule. The next one is for the materials design, followed by student progress and finally implementation. So that's the score card that we're going to be using to write this plan. So we do not want it returned, we need to make sure that Tea receives this plan, that we receive all the points that we need.

Ramiro Veliz: So TEA has to review it and then give their approval that...

Roberto J. Santos: Yeah, we have all the way to October

Emma Leza: We have until October the 1st, to turn it in for final approval

Roberto J. Santos: We need to come back and re-tweak it.

Ramiro Veliz: Obviously it's a developing plan. It seems that you all have done a lot of work. I applaud your efforts Mr. Gonzalez, Ms. Leza.

David Gonzalez: All of the departments are coming together sir and we still have a lot more work to do and this rubric we need a minimum of 12 points but we are aiming for the whole 16 points.

Emma Leza: We need 12 out of 16 but we're aiming it at 16. We want to get our plan approved the first time we submit it.

Roberto Santos: We're not approving it today.

Ramiro Veliz: Thank you very much. I know that the asynchronous plan is really the one that provides more options for our parents and our students. At the same, it gives us more flexibility as far as face-to-face, or remote instruction. Thank you for all your efforts so far.

Roberto Santos: Most likely this will be ready for next month, to present to the board.

Mr. Montemayor inquires about a paper copy of the plan.

Mr. Santos agrees to send the plan by the end of the day or in "Friday Packet".

No Action Needed at this Time

Juan Cruz: *For the record we lost connection to Mr. Judd Gilpin (he's trying to reconnect).*

(V.-M.) Approval of an Order Authorizing the Issuance of United Independent School District Public Property Finance Contractual Obligations, Series 2020; Entering into a Purchase and Investment Letter; and Other matters related thereto

Laida Benavides: We had presented something back on July 1st and we got the ok to pursue this first as a lease. This is a Public Property Financial Obligation and what we've done with our FA's (checking to see if Mr. Tijerina is on; otherwise we do have his information. So this morning we received this, on borrowing \$6M for all the devices that we're buying, I think we attached, if you go on to show the awarded bid. We're the issuer and our Bond Counsel was involved in the paperwork on this. It's a very lengthy order. However the winning bid is with Purchaser Truist at a 1.24% rate. We made sure that if we can pay off the loan early, we're not penalized and it's a five (5) year loan and the proceeds are going to be used for the equipment and technology that we're buying for our students to get ready for remote learning. Mr. Benavides goes on to show provide

additional information on the 3 other bids provided. So we just need the approval to award this bid and then we need to update all the order with this information.

Robert Tijerina: Just that Laida just summed it up very well. Great Job! And Congratulations to the board members and staff, if you approve. Reat financing for the school district.

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

MOTION PASSES

A. Approval of Donations

Mr. Roberto J. Santos: Board members, we bring a couple of donations and they will be added in to the minutes

- A donation of \$2,000.00, was received from Leyendecker Construction to be used towards the 2020 UISD Graduation expenses.

We had several donation of under \$1,000.00. Making our **Gran Total: \$3,129.00**
I want to thank the businesses for helping our schools and we graciously accept.

Motion:	So Move
Moved By:	Aliza Flores-Oliveros
Seconded By:	Judd Gilpin
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

B. Approval of Board Minutes for the Month of March, April and May 2020

Motion:	So Move
Moved By:	Ricardo Molina
Seconded By:	Juan Roberto Ramirez

Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

C. Revisions to Policies EIE (LOCAL) and IEF (LOCAL)

David Gonzalez: This is the revision prior to Covid. If you look at the first page on "promotions", we're looking at grades 1st – 5th promotions to next grade level will be based on a final grade 70, on a scale of 100, based on course level, grade level standards (essential knowledge and skills) in four of the following areas: language arts, reading, mathematics, science and social studies with a 70 or above for promotion. (Inaudible) Summer School. Next page, a student 6-8 shall be permitted to take summer school for remediation in no more that three of the following areas: language arts, reading, mathematics, science, and social studies.

Course requirement. To graduate the student must complete the courses requested by the District, in addition to those mandated by the state. At this time the state is mandating the student complete 22 credits for graduation. The District require completion of 4 credits in addition to the numbers mandated by the state for graduation under the foundation program with an endorsement. The District require completion of 4 credits in addition to the numbers mandated by the state for graduation under the foundation program with the distinguished level of achievement.

So again, these revisions we're proposing is the policies going back to prior to the covid-19 changes.

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

MOTION PASSES

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

A motion is made to approve the requests as presented.

Motion: So Move

Moved By: Javier Montemayor
Seconded By: Juan Roberto Ramirez
Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

VII. Closed Session: Board will Adjourn into Closed Session pursuant to the following sections of the Texas Open Meeting Act

Mr. Ramiro Veliz; calls the time going into closed session at 12:36 pm.

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

1. Discussion Re: Superintendent's Duties and Responsibilities

**B. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.072 Deliberating Regarding Real Property; Closed Meeting**

1. Report on request by Laredo BLJ Land LLC, developer of Las Fincas Subdivision, to remove the perimeter fence of Lot 1, Block 1, Phase 1 of the UISD East Transportation Facility and construct a gravity sanitary sewer line within the utility easement on such property

2. Report on intention of Laredo BLJ Land LLC to connect the sanitary sewer line to the sanitary sewer lift station located within the sanitary sewer lift station easement on Lot 1, Block 1, Phase 1, of the UISD East Transportation Facility

**C. TGC 551.071 Consultation with Attorney; Closed Meeting
TGC 551.074 Personnel Matter; Closed Meeting**

1. Discussion, Including Consultation with Legal Counsel, regarding Rescission of the Proposed Nonrenewal of Classroom Teacher's Term Contract, Renewal of Classroom Teacher's Term Contract for the 2020-2021 School Year and Matters Incident Thereto

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

TGC 551.076 Deliberating Regarding Security Devices or Security Audits; Closed Meeting

- 1. Student Activity Funds Audits: Elementary Schools – Col. Santos Benavides Elementary, STEP Academy and Trautmann Middle School 6th Grade Campus**
- 2. Sick Leave Bank and Catastrophic Leave**
- 3. Delinquent Tax Attorney Contract**
- 4. Contracted Services – Purchasing and Comptroller's Office**
- 5. Contracted Services – Police Dept.**
- 6. Student Discipline Procedures**
- 7. Status of Ongoing Audits**

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

Mr. Ramiro Veliz: Reconvenes from closed session at 1:41 pm.

A. Action regarding School Calendar for 2020-2021 School Year

Roberto Santos: My recommendation is that we approve the calendar. The starting date for our students is **August 24th**, and at least for the first four weeks we will go virtual. Then we will revisit and look at the health situation and of course our concern is always the safety of our students, parents and our staff.

Motion:	So Move
Moved By:	Javier Montemayor and Juan R. Ramirez
Seconded By:	Ricardo Molina
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

- B. Possible Action on the request by Laredo BLJ Land LLC, developer of Las Fincas Subdivision, to remove the perimeter fence of Lot 1, Block 1, Phase 1 of the UISD East Transportation Facility and to construct a gravity sanitary sewer line within the utility easement on such property**

Juan Cruz: The recommendation is to authorize administration and legal counsel to negotiate or grant the counsel to negotiate or to amend the utility easement with the City of Laredo, private developer in regards to Laredo BLJ Land LLC, developer of Las Fincas Subdivision as presented and discussed in closed session

Motion:	So Move
Moved By:	Ricardo Molina
Seconded By:	Juan Roberto Ramirez
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

- C. Possible action regarding intention of Laredo BLJ Land LLC to connect the sanitary sewer line to the sanitary sewer lift station located within the sanitary sewer lift station easement on Lot 1, Block 1, Phase 1, of the UISD East Transportation Facility**

Juan Cruz: No action needed at this time.

- D. Discussion and Possible action regarding Rescission of the Proposed Nonrenewal of Classroom Teacher's Term Contract and Renewal of Classroom Teacher's Term Contract for the 2020-2021 School Year**

Juan Cruz: The recommendation is to approve the Rescission of the Proposed Nonrenewal of Classroom Teacher's Timothy Cantu's Term Contract and Renewal of Classroom Teacher's Term Contract for the 2020-2021 School Year and acceptance of resignation related to the same

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Aliza Flores-Oliveros, Ricardo Molina

Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

IX. Adjournment

Motion: So Move
Moved By: Ricardo Molina
Seconded By: Juan Roberto Ramirez
Any Discussion: NONE
All In Favor: Unanimous

MOTION PASSES

There being no further business before the United ISD Board of Trustees, this Regular Board Meeting of July 21, 2020 was Adjourned at 1:43 PM.

Ramiro Veliz, III, Board President

Ricardo "Rick" Rodriguez, Board Secretary

*Minutes completed by Griselda Rodriguez, Secretary.
Submitted for Approval on the December 2020, Regular Board Meeting.*

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

July 28, 2020

In Attendance

Roberto J. Santos, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - PRESENT

Javier Montemayor, Jr., Vice-President – PRESENT (Via Videoconference)

Ricardo Rodriguez, Secretary – PRESENT (Via Videoconference)

Ricardo Molina Sr., Parliamentarian – PRESENT (Via Videoconference)

Juan Roberto Ramirez, Member – PRESENT (Via Videoconference)

Aliza Flores- Oliveros, Member – PRESENT (Via Videoconference)

Judd Gilpin., Member – PRESENT (Via Videoconference)

I. Roll Call, Establish Quorum, Call to Order

II. Announcements by the Board President calling this meeting of the United Independent School District to order. Let the record show that a quorum of Board Members is present, that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

*Mr. Ramiro Veliz calls roll and establishes a quorum (See Attendance Above) at **12:03 PM**.*

III. Pledge of Allegiance

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

IV. Public Comments

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. 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 officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS

V. Informational Items:

A. Discussion/Information: 2020-2021 Budget Workshop

Laida Benavides: We bring to you, a draft budget. We will be sending you a copy of the draft budget. The Budget has to be prepared by August 2020 and adopted by August 31st. There are three (3) funds that we have to present to the board for approval. General Operating, Debt Service and Food Service and then we adopt at the fund and function level; and then we also bring the Board a Tax Rate proposal as well.

In our General Fund which is the biggest; we did receive our certified values from the Webb County Appraisal District: they were over \$16,774,997,029. Overall our net property values have decreased by over 11% and most of this is coming from the decl..(inaudible) category (inaudible) or 39% of that category; and everybody knows that the industry is suffering right now with lower oil prices and lower production and gas prices decreased as well.

To reduce our M & O tax rate; because it is going to be required by House Bill 3 (HB 3), to reduce our tax rate, to what they're calling this the states compressed rate. At this point that rate is at \$.91664 cents. We were also given the opportunity to recommend, find what they called "golden penny" to bring that rate to \$.9664. But overall the M & O tax rate will go from \$.97 to \$.96. Then later on I will show you how the overall tax rate is going to remain the same. The State revenue, we've been waiting to see how TEA is going to fund our student attendance in a remote learning environment. What they've established is a (inaudible). Meaning that if our first two (2) six weeks of attendance is lower than the three (3) year average from 2017-18 through 2019-20; That's the "floor", they won't let have attendance lower than that. And then they have a "ceiling" because they recognize that it might be easier for (no audio). I know that Mrs. Rendon and Mr. Gonzalez will be presenting the remote environment that we're gonna be in. So as far as we now right now we know what our "ceiling" is and we know what our "floor" is, so this budget will be based on kind of like an average of the two. And we'll be verifying with our PEIMS record on how close we are to getting to our proposed budget attendance rate. So, in total our Budget expenditures are going to be at \$401,671,375. Last year we adopted a budget that was at \$406,464,112 which is a decrease in budget of almost \$5M (\$4,792,737). Just to explain, we did cut some of the campus and department budgets by 10%. We just gave the campuses allocations based on enrollment. (inaudible) and then we asked them (inaudible) you all submitted to us a 10% reduction in their budget. And then our payroll, one of the things that we are holding on to are vacancies; and I know Mr. Santos had been talking about holding on to positions that we may not need right now in a remote learning environment. So we kind of incorporated maybe \$3M of vacancies into this budget. But we do plan to bring you a proposed budget balance for the General Fund for 2020-2021.

Our Debt Service Fund is where we pay our debt and I think you all would recall our 2013 bond election where the voters approved \$408M. We told the voters back then that we thought the tax rate would increase by almost .13 cents. You all know that all the bonds have already been issued last summer and that we've been doing some refinancing also because of the rates have been low. So, then we're still .07 cents under what we originally told the community back then when we said our taxes would go up by \$.13 cents in reality it would have gone up .07 cents. Based on the final certified values, proposing a slight increase of \$0.0036 cents for an I & S tax rate of \$0.23244. But combined with the M&O tax rate you'll see that it's a total tax rate that's going to be the same as last year. And our Debt payment is now \$41,794,793.

We are proposing also to reduce our Fund Balance, we actually have about \$7M and we want to save taxpayers about \$2M by taking it from our Fund Balance and we'll still comply with our Fund Balance policy. So we're going to present the final budget to you, we'll present those final numbers to you.

Now the other Fund we also have to adopt is the Food Service Fund, and we're projecting a revenue of \$28.6M, and I want to let the board know that we are going to continue our community eligibility provision program where all students, eat free. We will be distributing breakfast and lunch and we're in the process right now of establishing sites. Whether we're going to have them at every campus, are we going to deliver meals through bus routes... I

know that you are aware that this summer we had about 9 routes going out to the "Colonias", delivering meals for the summer school programs. We're going to be working with staff to establish food distribution for our students during the school year; and then again we will bring a proposed budget for your review and approval.

In August we will publish the notice of Public hearing on tax rate and budget in the Laredo Morning Times on August 8th. We're going to propose the same tax rate of \$1.1988. Based on our calculations we are Voter Approval "Rollback" tax rate. We plan to hold a Public Hearing on August 18th before the Board Meeting, it will be held here on 201 Lindenwood (boardroom), and then we will present the proposed budget for adoption & proposed tax rate during the Regular Board Meeting on August 18th.

Mr. Veliz appreciates Mrs. Laida and her staff for all the hard work.

B. Federal and State Programs Grant Updates

Rebecca Morales: We are bringing forth an informational item to advise you of some grant updates to TEA that we had/ or are in the process of submitting. We did submit an Instructional continuity plan for Clark Middle School which they used to provide internet connectivity to their students over the summer and towards the end of the school year during our school closures. We also submitted to TEA our ESSA Consolidated Grant; which consist of our Title I, our Title I – Part C, Title I – B2, Title II, Title III and Title IV Grants, those have already been submitted and we are in the process of submitting the ESSER Grant (part of CARES Act).

Ramiro Veliz: Do they give us an amount?

Rebecca Morales: They do give us an amount, but we have to consider what the expenses will be and how are we planning on using the allocations for. However we have to take into consideration that the allocated monies that for example ESSER, the state did cut about 95% of the state aid.

Javier Montemayor: Mrs. Morales what does ESSER stand for?

Rebecca Morales: It's the same as ESS (Elementary Secondary Schools), but the ER stands for Emergency Relief

C. Return to School Protocols for Remote and In-School Instruction Platforms

Gloria S. Rendon: We bring before you a draft of "Return to School Protocols" guide. It is a very lengthy guide, We started this a month ago (it was about 20 pages) and now we're up to 63 pages. I am not going to go over it in detail but I will send you the link so that you can review. Basically what this says is that, the board of trustees may request to TEA, a four week transition window. And this manual would have to be approved by the local health authority which is the City of Laredo's health authority and Dr. Treviño, as part of the order that was issued previously. They will review and approve the plan when we come back to school on campus, for that particular instruction.

Ramiro Veliz: This should satisfy the requirements?

Gloria Rendon: It should sir. It's lengthy but just to let you all know we have put both the remote processes here. The remote and the face to face instruction as well.

Juan Cruz: This is much more than I have seen at other districts. Much more detailed, lengthier, it puts us over and beyond compared to what I have seen from other school districts it's a great job by Gloria and Mr. Santos on this.

Ramiro Veliz: I took a look at the information and it pretty much covers many scenarios presented to us at one point or another.

Will this be a document that we will be adaptable, modifying as we go?

Gloria Rendon: Yes, modifying as we go; absolutely. But I would like to point out some areas for your review.

The table of contents basically covers our health protocols, our day to day operations, our instructional protocols and then it talks a bit about the response. How do we respond to Covid cases? Forming your teams at your campus levels and then your resources, and then we have lots of information in the appendix as well. Now we also established an FAQ. But I would like to take you to page five (5) so that you can see the resources timeline so that you can be aware. I know some committee members, parents and teachers are asking about our timeline. So, when you look at this, you look at the elementary, middle or high school and Mr. Gonzalez is here to interject. We look at August the 5th; we're starting the instructional packets because as mentioned to you previously, not all our devices will arrive on time. So some of the asynchronous instruction will be provided through the instructional packet component. Elementary is already working on it, they're doing for six (6) weeks, but we may look at eight (8) weeks, August 13, 14th, they will deliver everything and then the 18th-21st, they will start delivering those instructional packets and mobile devices. We are starting from the high schools, we're actually starting backwards. We start with the high schools, then middle schools and elementary level. We have already determined that attendance regardless if it's online or in-person is always going to be at 10:00 a.m. which is in second block which hasn't really changed. Then the direct teach or the i-teach will be Monday-Friday in each content area (and there is a schedule), and then the direct teach is live instruction Monday-Friday all teachers and

the first 35 minutes of each class will provide a direct teach. They can stay on line for any questions and at the high school level we're looking at the first 45 minutes of each class. Middle schools have seven (7) classes, high schools have five (5), and then you have the walkthroughs that the administrators will be able to assign to particular teachers or content areas and they will be able to do 8 to 10 virtual walkthroughs per day at each campus. That ensures that teachers are on task, the students are on task and that there is direct teach to our students with the asynchronous plan that we have.

The second component has all the health protocols which deals with, how we screen our employees, how we screen our students, daily screening, temperature checks, face masks required for all individuals who walk into our schools, whether it be students, visitors, anybody who comes in. We define what type of face masks are allowed.

The next slide we look at actual daily operations to return to school setting. How we transition from class to class, visitors to campuses, everything will be done by appointment. There is no food deliveries for anybody whether it be students or employees. It doesn't say that the employee cannot go out and get their food but no individual delivering can come in. We address the counseling components, and if you look at the library services this is where the librarians will have lessons with the students but the library itself will be closed. Should they open for student books for check out then we will leave those (inaudible) for a while until (inaudible) have passed.

Then you look at the instructional protocols on page 20. This is the information that we most want to share with you, is a daily schedule for our students. When you look at page 30. We had posted the grading guidelines here so that our parents and our teachers know what it is expected of them.

Mrs. Gloria Rendon continues to review the guide covering elementary level schedules for asynchronous instruction. Pre-K, Kindergarten and so on. Schedules vary by grade level and tutorials are included in this guide.

Page 32 for Middle School; the day starts at 8:15 a.m. and they go on till 3:30, and as I mentioned previously the first 35 minutes of each class the teacher is going live with the students. So, you'll see the 7th block for 7th grade and 8th grade as well. And the teachers schedule begins at 7:45 a.m. through 4:00 p.m. and then your extended day tutorials. The last schedule that you see is the 9th grade campus and the high school bell schedules. First block, all students at the high school start at 8:30 a.m. and they end their day at 4:05 p.m. at the end of 5th block. As mentioned in page 5, the first 40 minutes of each class, the teachers will be live providing direct teaching to our students. Then we have our regular high school 10th, 11th, and 12th grades. This schedule is a little bit different about 10 minute differences from our 9th grade schedule.

The following part of the manual talk about how to handle covid cases and this is where we were calling Juan Cruz's office for guidance as to, when we have a positive confirmed (inaudible), we've gotten a very good handle of the situation that we have had and we're notifying the employees that have had direct contact with prolonged contact with the

individuals. So, we have a lot of information on here, we have our calendar. At the very end you have an FAQ's that has anything from the transportation, to food service to attendance taking, and all the expectations are set forth for not only our employees but also the our parents.

Javier Montemayor: So, at each individual campus and facility will you be advising the public and the employees what the requirements are when they enter, when their in their classroom to protect themselves and others from getting covid?

When your addressing the symptoms... are you or is everybody going to be uniform in addressing the symptoms, is there a hotline that anybody can call, either a parent, an employee or an administrator can call to address the situation?

For example a bus driver who maybe takes the temperature check and can he exclude that child from getting on the bus if the child comes over the limit? It's 6:30 AM, coming from a rural area... Is that already established?

Gloria Rendon: The manual does address that Mr. Montemayor, we have been communicating with our employees. 1) Tomorrow we meet with our principals, we are reviewing exerts of the guide so that everybody can be uniform. We'd like to see a consistency of what we put in place and that everybody is following the protocols that we have consistently across the district. 2) It does address student walker, drivers, student bus drivers, students who use their own vehicle as o when we would do the temperature check. As per bus drivers, we're looking in meeting this is the best scenario that we have; that the parent who would make use of the transportation service, as of now they would have to wait until the student has been checked for temperature, otherwise they will not be allowed on the bus if they are experiencing any type of symptoms.

Right now I would like to share with you, we are at 62% of our survey. It has not varied even as we're making phone calls, to check with the parents on whether they want face to face, or on campus instruction. So right now we are at 3300 students who's parents are saying that they want face to face instruction.

Javier Montemayor: How many is that? What's the number?

Gloria Rendon: It's 3,300 out of 26 thousand. I know that at the high school you're looking at 350 students at United high school which is the largest.

Javier Montemayor: I think you have a good sample. You already have a good percentage of the student body, I don't think it's going to vary. It's kind of like early voting. This is what you got, it's pretty much going to be the same thing. Another words I don't think you're going to get a huge swing of kids who want to go back to school.

The only thing I want to add Mrs. Rendon, is that on your schedules, I did talk to Mr. Gonzalez and Mrs. Rodriguez called me but I was unable to talk to her but, I think those schedules are pretty ambitious, I think their aggressive, I don't have an issue when 80% of the students want virtual. My only thing is how are we going to address the attendance which I

think is going to be key to be able to qualify for funding? And as you know that's how we pay our salaries, and our expenses at the district and without that we'd be looking at reductions in force and terminations and so forth. So, how we're going to address the attendance is key if some kids log on at 7:15 (am) and then they don't log on until the next day, are they going to be counted absence and things like that?

Gloria Rendon: We have support staff at the campus levels. We have anywhere from teacher assistants to counselors, to library assistants to secretaries to clerical staff, so what we're asking this will be shared with our principals tomorrow. We will assign one individual I will be working with up to 5, 6, or 7 teachers and they will be looking for who is logged in and follow up, by having access to the classes. But the state allows you that anytime that a student comes on and views the lesson and submits something through the asynchronous model, up until midnight then, they can still count as present. So as long as they did some type of work. And that is where our paraprofessional staff is going to be crucial. Even our attendance officers ensuring that our students are doing something, engaged in instruction for that particular day. So that is our plan to ensure that our students are meeting the attendance requirements and get funding for them as well.

Javier Montemayor: The time where the most optimal amount/presence of students is there. My last question is, if a teacher, say elementary, middle, or high school, they decide that they want to work from their classroom, even though it's empty, I want to be there and that's where I want to teach from. Are they allowed to do that?

Gloria Rendon: They are allowed to do that, anyone who wants to work out of their classroom, whether to be able to use the equipment, to use the lab setting, or to use the telephone. The campus will be open, classrooms will be open, administrators will be on campus. Our paraprofessional staff will be on campus, of course all while practicing social distancing, but they will be on campus to facilitate anybody.

Ricardo Molina: Mrs. Rendon; are you also going to have the teams at the schools like the high school? The groups or teams...are you going to put them in the schools?

Gloria Rendon: Yes, sir. We will be sending the coordinators we are looking at possibly making changes. They may not be doing the same job that they were accustomed to. But they will be doing other jobs to assist the instructional staff.

Ricardo Molina: This is going to be a team concept; we want to be able to utilize everybody to the fullest.

Gloria Rendon: Absolutely sir!

D. GT Assessment Adjustments SY 2020-2021

Mr. David Gonzalez reiterates the importance of and assures the board that all coordinators and staff will assist all teachers to deliver quality instruction to students. "The support will be there", he said.

David Gonzalez: The United ISD GT Department is preparing for student Gifted and Talented referrals and assessments this school year. We want to provide our students for assessment in a distance learning environment by proposing the following adjustments. The GT department is proposing to suspend the pre-screening Goodenough Harris Drawing Test for kindergarten students, to suspend the Naglieri Non-verbal Ability Test (NNAT), and to add the component achievement based on grades. The Kinder students will retain however, the opportunity to referral and testing. The campus counselors will administer the Cognitive Abilities Test (CogAT) in an online format rather than paper/pencil format to students referred for testing. These adjustments require changes to participate delineated in our Local Plan for GT and our eligibility matrix. These adjustments do not require changes to EHBB Legal/Local policies. These adjustments also do not impede compliance within the Texas State Plan for the Education of Gifted and Talented Students.

Mr. David Gonzalez continues to elaborate on the assessment adjustments for the 2020-2021 SY.

Ricardo Molina: Yes, Mr. Gonzalez I heard from a lot of parents of the elementary campuses, that the teaching that went on in the summer was not very effective you know like very simple stuff. I was wondering if you can change that because it wasn't working.

David Gonzalez: Yes sir; as you know, we get feedback from our parents as well and our steak holders. This year was different from past years. This summer school was all online. So we did make adjustments and like any project. Is it perfect? Absolutely not but we must for see what objectives we need to adjust and make modifications. I do need to remind the board and audience that the state will continue to hold us accountable for STAAR and Telpas and so on. I know that the governor announced that requirement of Reading and Math for 5th and 8th grade is not required for promotion but the accountability part of it continues.

I can assure you with walkthroughs as administrative staff at the campus levels we will assist our teachers with the educational part in any way we can and to ensure that our instruction has that rigor component and it meets the needs of our state requirements.

Javier Montemayor: Sir, on that suspension. Is it 5th and 8th or 5th through 8th?

David Gonzalez: 5th and 8th Math and Reading. They'll still need to take the test but it will not be needed for promotion.

E. 2019-2020 TELPAS and TELPAS Alternative Results

David Gonzalez: At this time, we bring you very good results on Telpas Assessments. Although this year the state did suspend STAAR Testing results and Telpas, we do have the data here. We broke it down by feeder pattern. The first feeder pattern is United high school, if you look at the growth from one year to the next on the far right. We have United plus 1%, but if you look at Trautmann Middle, 16% growth. Finley 11% growth, Borchers 27% growth, the thing here is that they were not done testing and they were still within the Telpas window for testing, but they did phenomenal growth with 27%.

When we look United South high school, as you can see they had a 14% growth, United South middle, 13%, Antonio Gonzalez and Raul Perales middle school both had significant growth with 26% and 32% growth. We have campuses in the red; Do we have pocket for opportunities for growth? Absolutely! And we will look at how much more we can adjust and assist those campuses.

The next slide we have Alexander high school, I would like to point out that when we look at the history of our data with Telpas, where the growth was more at the lower levels, but now the growth is more at the secondary levels. If we look at Alexander, the growth was at 23% growth in one year in Telpas. My hats off to Mr. Sandoval, making sure that students view the value of this test. United middle school 13% and Clark middle, 12% growth.

Now Lyndon B. Johnson high school, we have LBJ with a 12%, Roosevelt with 11% growth, Juarez-Lincoln 20%. If we look at Lamar Bruni 26% growth, Los Obispos 14%, but I don't think I've ever seen this, and Mr. Molina this is one of your campuses, Salvador Garcia a 41% growth in one year. Truly phenomenal growth.

Ricardo Molina: Great!

David Gonzalez: Finally the next slide, we look at over all comparison to the State and the Region. When we look at growth the State is at 12% growth, and the Region is at 20%, we've grown 24% in the beginners, intermediate and advanced; and I'd like to commend first and for most our teachers here at UISD, and obviously our administrators and departments as well, specifically the department under Ms. Arambula Ruiz. These are the results that show phenomenal growth by our campuses.

Ramiro Veliz: We have the same sentiment that we appreciate the hard work of the teachers and that of the staff. Even though it does not count, it does show proof that their putting in the effort. Absolutely excellent results.

VI. Items for Individual Consideration:

A. Approval of First and Final Reading of Policy BE (LOCAL) Board Meetings

Juan Cruz: Yes, here it's basically to change the meetings to what we're doing right now. The Tuesdays at noon time and until we get out of this pandemic and things change I think and we may change it back. This has become the new norm for us.

The recommendation is to approve the BE Local, as presented.

Motion:	So Move
Moved By:	Judd Gilpin, Ricardo Molina
Seconded By:	Juan R. Ramirez, Ricardo Rodriguez
Any Discussion:	NONE
 All In Favor:	 Unanimous

MOTION PASSES

VII. Closed Session

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

This meeting goes into Closed Session at 12:43 PM.

- 1. Discussion Regarding Superintendent Duties and Responsibilities**
- 2. Discussion, including consultation with legal counsel, regarding the Families First Coronavirus Response Act and matters incident thereto**

VIII. Reconvened from Closed Session, the Board will take appropriate action on items, If necessary as discussed in Closed Session

The meeting is reconvened from closed session at 1:24 PM.

A. Approval of Resolution of the Board of Trustees of the United Independent School District Regarding Remote Only Instruction Provided During the Start-Of-The-School Transition Period

The recommendation is to approve the resolution of UISD regarding remote Only Instruction Provided During the Start-Of-The-School Transition Period

Gloria S. Rendon: The board is considering the health and safety of all of our committee members, in line with that we are asking for the eight (8) week transition period into face to face instruction and that would take us into October 16th with the first day of school courses actually at the campus on October 19th

Motion: So Move
Moved By: Javier Montemayor
Seconded By: Ricardo Rodriguez
Any Discussion: NONE

All In Favor: Unanimous

MOTION PASSES

B. Discussion and possible action regarding approval of resolution adopting 14-day Quarantine period for employees having close contact with COVID-19 positive individual in accordance with the Families First Coronavirus Response Act

Recommendation is to approve the resolution adopting 14-day quarantine period for employees having close contact with COVID-19 positive individual in accordance with the Families First Coronavirus Response Act

Motion: So Move
Moved By: Ricardo Molina
Seconded By: Ricardo “Rick” Rodriguez
Any Discussion: NONE

All In Favor: Unanimous

MOTION PASSES

I. Adjournment

Motion: So Move
Moved By: Javier Montemayor
Seconded By: Juan Roberto Ramirez
Any Discussion: NONE

All In Favor: Unanimous

MOTION PASSES

There being no further business of the UISD Board of Trustees, this Special Called meeting of July 28th, 2020 is adjourned at 1:26 PM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Griselda Rodriguez, and submitted for approval by the UISD Board of Trustees at the December 2020 Regular Board Meeting.

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

August 4, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

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

A Special Called Meeting of the Board of Trustees of United ISD was held on Tuesday, August 4, 2020, in the United ISD - Boardroom, 201 Lindenwood Dr., Laredo, Texas 78045.

Two-way communication to the Board meeting can be accessed by clicking on the following zoom link:
<https://zoom.us/j/98274009441?pwd=Ynp1S2cvSzF6eEVjUVN3M3RxRVRuUT09>

Meeting ID: 982 7400 9441
Passcode: 001557

If you would like to view a live-stream of the meeting, please click on the following Youtube link:
<https://youtu.be/A2Rrm4QJEo4>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Roll Call, Establish Quorum, Call to Order

- II. An announcement was made by the Board President calling this meeting of the United Independent School District to order at 12:01 p.m. The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings 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. Public Comments:

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. 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 comments 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, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS

V. Items for Individual Consideration:

- A. PUBLIC HEARING: Request to Extend the Start of the 2020-2021 School Year Transition Beyond the Four-Week Limit

Mr. Ricardo Rodriguez made a motion to open the Public Hearing.

Mr. Javier Montemayor requested to move up Item VI-A Closed Session

Mr. Javier Montemayor made a motion to move up Item VI-A Closed Session

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

Ms. Sonya Garcia addressed the board and stated Item VI-A-2 will be postponed so both parties can have more time to prepare.

Mr. Ramiro Veliz asked if a motion was needed to reschedule.

Mr. Jaime Garcia stated it did not have to be rescheduled. It will just be no action taken for this item because there was no grievance hearing held.

Mr. Jaime Garcia clarified that they took care of Item VI-A-2 but will still convene as appropriate for Item VI-A-1 when the time comes.

Mr. Ramiro Veliz again requested a motion to open the Public Hearing.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

Mr. Ramiro Veliz stated the time was 12:06 p.m.

Ms. Gloria Rendon – stated that last week the board approved a Resolution to extend the start of the 2020-2021 School Year Transition to October 19th and just want to hear from the public regarding this extension.

Javier Montemayor – asked Ms. Rendon to explain exactly where we are with the Laredo Health Authority, the governor and TEA.

Gloria Rendon – stated that we had initially started communication with the public, administrators and the board as far as what the Texas Education Agency would allow us for the start of the 2020-2021 school year. She explained that prior to our board meeting, the attorney general, Ken Paxton submitted an opinion stating that the local authorities do not have the legal authority (inaudible) our schools and as a result what the state has done is they have retracted (inaudible) that we do not have to offer face to face instruction for the first eight weeks. Ms. Rendon stated they have since retracted that and what they are saying is that in the state guidelines it states that we would only have to provide instruction for students who do not have a device or internet connectivity for those particular eight weeks of school. She stated we will begin classes on August 24th, and the first four weeks we are looking at providing instruction for our students and bringing in those individuals who do not have a device or internet connectivity and weeks 5, 6, 7 and 8 brings us to October 16th which is when we will start a transition plan to bring our students gradually and any parent who would want their child to have that instruction face to face. She explained they would bring in for example the fifth grade group and then week seven we would bring in maybe fourth and third graders and so for the until we build up so that we can tweak our return to school protocols. Ms. Rendon said we are extending our four week time frame to an eight week time frame so that we can offer face to face instruction for those who want to come in October.

Javier Montemayor - (inaudible)

Roberto J. Santos – commented it allowed us to extend it for four additional weeks. He stated initially, based on the commissioners, they allowed the first four weeks of school but in order for any district to extend it, there has to be a board vote, a resolution and a public hearing. He added that last week, the board approved going the additional four weeks as far as the remote.

Gloria Rendon – added that they want a waiver. She said the state is asking for the waiver as part of an agenda item.

Jaime Garcia – stated that the waiver is the additional requirement.

Javier Montemayor – asked if the city health authority (inaudible)...has that been resolved?

Roberto J. Santos – stated Ms. Gloria Rendon met with the mayor and several other people and in the afternoon he and Ms. Rendon met with Dr. Treviño, Mr. Chamberlain and LISD and other school districts. He stated that the city and the health department understand, based on the parameters, the opinion of the attorney general and also a letter from the governor. Mr. Santos stated that our response is that we need to continue to look at the safety of the students and employees. He added we do have some restrictions and said TEA has made a lot of changes as far as what we are required to do. Mr. Santos explained that when there are two positives at a campus or department, the health department could order us to close only that particular campus or department and there is a restriction on the number of days we can close based on what TEA is telling us.

Javier Montemayor – stated that extending it beyond the four week limit is a good thing and added that this past week it has been five or six consecutive days of 200 plus positive individuals, we have baby deaths going on the world news and the U.S. news do not paint any nicer picture of what is going to happen. Mr. Montemayor added that he had a discussion with numerous people regarding the ability of children to be super spreaders of this virus and that they're not or that they are and there is not sufficient data to say that they are or that they won't carry it home and they won't spread it to a teacher or anything like that. He said he thinks we have done everything we can to assure that our faculty and staff and our students would be as safe as possible but without any deaths in the numbers it's very risky to continue with the pictures we have now and stated he thinks that it's probably best that we start planning on (inaudible)

Roberto J. Santos – responded that one of the things that makes it difficult for us and the public knows is that it is not only funding, but when we look at the academic area, and we close our schools without TEA's approval all our accreditation is out and we have high school students that would graduate from a high school that is not accredited, and they have major issues. He added that safety is the number one issue for everybody and stated he thinks TEA is restricting us what we can do and we don't agree but at the same time we have to follow the guidelines.

Javier Montemayor – stated he read an article about the northside superintendent who basically told us we're going to watch for the safety of our teachers and staff and students and not going to hold classes and if you don't want to fund us we'll see you in court, pretty much was his plan.

Gloria Rendon – asked if anyone from the public had any questions regarding the transition plan.

Juan Roberto Ramirez – asked if the district has a Plan B in case something happens.

Gloria Rendon – stated that the manual she shared with them has a contingency plan regarding a covid positive case, a covid exposure case, isolation areas, temperature checks, symptoms and runs through the

whole gamut on student safety and employee safety as well. She added that Plan B if needed is we go virtual and provide virtual instruction for all our students at a particular site, when and if, that situation arises. Ms. Rendon stated we are ready and having our distribution schedule for chrome books and devices. She also said technology department is working on the connectivity components, they have 40 super powered buses and those are being scheduled to go to different areas of our district. She added that they are testing the connectivity and have gotten with the city and the county to look at wi-fi connectivity areas and they have schedules for those students who want to come in. In addition she said we have 36 campuses that have been wired for parking areas so that the students can actually go in to that particular area and receive connectivity services.

Jaime Garcia – stated that it is important for the public to understand that the eight-week transition period with the waiver is for the district to have more time to get the devices ready, it's for students to have more time and their families to have internet connectivity ready if they don't have one. He added that on-campus instruction is really only limited for those without devices or internet connectivity so it's not August 24th schools starting with people on

campus. After the eight-week transition period, the transition is at that point, unless it's extended by TEA which the district has to abide with. He explained that it's still the parent's option whether or not to send their children for on-campus in-person instruction and even after the eight-week period is over does not mean that all students are

returning to campus. He said there's a distinction between the transition period for connectivity and the eight-week parent option at that point whether or not to continue with remote learning or to begin with on-campus instruction.

Ramiro Veliz, III – asked if we will continue to receive the results from our surveys

Gloria Rendon – responded yes and added that the numbers increase as the responders increase and the percentage is still 13-14% that would like that face-to-face instruction.

Roberto J. Santos – added that as of yesterday, about 32,000 parents have responded and it is closer to 87-88% who want remote and 13-14% who want face-to-face.

Javier Montemayor – asked if these are household or parents who (inaudible)

Gloria Rendon – responded yes, they're matching their responses by the number of students, so it's by numbers.

Ramiro Veliz, III – stated that it's safe to say that the majority of the public understands that we have a real grave issue and understand that remote instruction is probably going to be the best way to proceed.

Roberto J. Santos – stated they have also been talking to parents of special needs students to provide the services.

David Gonzalez – commented that out of the 1,094 students we have in units, there are only 150 that are attending face to face.

Ricardo Molina – asked if TEA is mandating us to the first day, the 24th if parents decide to send their kids to school.

Roberto J. Santos – replied no and commented that the only students that will be allowed on the 24th to do face to face are the students whose parents do not have either access to a remote device or do not have the connectivity. He added that if students have the connectivity and a chrome book or laptop then we don't have to offer it at this time.

Ramiro Veliz, III – commented that it is safe to say that our recommendation is to offer our students distance learning and asked how we are going to proceed as far as verifying with the parents of students that want to attend face to face. Will there be any back up checks or verification with the parents?

Roberto J. Santos – stated that we moved up the distribution of the chrome books and that will allow us to find out if there is a need or not and at the same time Mr. Garza's staff will be able to provide a map of the whole city with connectivity information so students can access and that will give us an idea of who's coming and who is not going to come.

Mr. Ramiro Veliz, III requested a motion to close the Public Hearing.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

Public Hearing closed at 12:20 p.m.

B. Approval of Waiver to Request for Start-of-School Transition Extension – Covid-19 Related

Gloria Rendon stated this is the waiver that was discussed in the Public Hearing to extend beyond the initial four week period all the way to October 16th.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

C. Discussion and Possible Action Regarding Adoption of a Resolution Authorizing the Board to Waive the Superintendent's Evaluation for the 2019-2020 School Year due to the COVID-19 Pandemic

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

D. Discussion/Action to Approve Resolution in Regards to TEA and Attorney General's Guidance on Local Health Authority-Ordered School Closures

Mr. Jaime Garcia explained that this is a resolution urging the governor and urging the TEA to extend the transition period to allow more local control in conjunction with the local health authority to provide for possibly pre-merited closures.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

E. Approval of Board Minutes July 1, 2020

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

F. Approval to Designate Elizabeth Garza to Calculate the 2020 Tax Rate

Ms. Laida Benavides stated they are recommending that Ms. Elizabeth Garza, the Tax Manager, be designated by the governing board to calculate the 2020 Tax Rate per section 26.04 of the Texas Property Tax Code. She added that Ms. Garza is a registered Tax Assessor Collector with the Texas Department of Licensing & Regulation.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

G. Approval of Amended Order of Election for Districts One (1), Two (2), Four (4), and Seven (7)
Enmienda a la Aprobación de la Orden de Elección para los Distritos Uno (1), Dos (2), Cuatro (4), y Siete (7)

Ms. Laida Benavides explained the additional days that have been added for the early voting and stated the document needs to be signed by all board members including the Spanish version and it will be posted on our sites.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

H. Approval of Amended Contract with the Webb County Elections Administrator to Conduct November 3, 2020 Election

Ms. Laida Benavides explained that this item is in relation to the previous one and stated the additional days have been highlighted in the contract.

Motion: So Move

Moved by: Aliza F. Oliveros

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

I. Approval of Operation Connectivity Interlocal Acquisition Agreement Entered Between Region 4 Education Service Center ("Region 4") and United Independent School District ("UISD") Pursuant to Texas Government Code, Chapter 791

Mr. Roberto J. Santos explained that TEA, in a very short window, notified all districts to fill out a form and identify needs of the district as far as technology. He added that one of the needs we included was the need for mi-fi for which they have a really good rate which is a one year rate at half price. He stated we are adding about 3,000 mi-fi devices for students as we proceed through the year. Mr. Santos added that at the end of the year we'll see where we stand and if needed, we'll renew for the same price or begin to bid out to get a better price.

Motion: So Move

Moved by: Aliza F. Oliveros

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

VI. Closed Session:

The Board adjourned into Closed Session at 12:29 p.m.

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

1. Superintendent's Duties and Responsibilities

2. Discussion regarding Level Three Grievance Presentation of Juan Escalera and Matters Incident Thereto

VII. Reconvened from Closed Session:

The Board reconvened from Closed Session at 12:47 p.m.

Mr. Jaime Garcia stated there was no action for this item

A. Action regarding Level Three Grievance Presentation of Juan Escalera and Matters Incident Thereto

VIII. Adjournment

Mr. Ramiro Veliz, III adjourned the meeting at 12:47 p.m.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion: None

In Favor: Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Special Called Meeting of August 4, 2020 was adjourned at 12:47 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary

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

August 11, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

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

A Special Called Meeting of the Board of Trustees of United ISD was held on Tuesday, August 11, 2020, in the United ISD - Boardroom, 201 Lindenwood Dr., Laredo, Texas 78045.

Two-way communication to the Board meeting can be accessed by clicking on the following zoom link:
<https://zoom.us/j/94487546998?pwd=YTN2UIJsTEh0cDFDVVhrZkcvYy9YZz09>

Meeting ID: 944 8754 6998
Passcode: 938479

If you would like to view a live-stream of the meeting, please click on the following Youtube link:
<https://youtu.be/mphaXgLPm0>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Roll Call, Establish Quorum, Call to Order

- II. An announcement was made by the Board President calling this meeting of the United Independent School District to order at 12:02 p.m. The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of the meeting was posted in accordance with the Texas Open Meetings 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. Public Comments:

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. 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 comments 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, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS

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 12:04 p.m.

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

- 1. Superintendent's Duties and Responsibilities

VI. Reconvened from Closed Session:

The Board reconvened from Closed Session at 12:26 p.m.

Mr. Ramiro Veliz, III stated there was no action required for this item.

VII. Items for Individual Consideration:

- A. Approval of the 2020-2021 United ISD Asynchronous Instructional Plan

David Gonzalez – stated Administration is recommending to approve the 2020-21 UISD Asynchronous Instructional Plan for submission to the Texas Education Agency. He said the rationale behind this is that the model will deliver the requirements for remote instruction for all campuses and teachers and added that the Texas Education Agency will evaluate this plan and provide recommendations or approve it as it is if it meets the state requirements and as far as implementation of the model, all the learning devices, Mi-Fi's and access points have been diversely addressed. Mr. Gonzalez stated they can go over the 32 page plan if they want but clarified that what they are looking at is an asynchronous instructional plan and it's open ended responses have been filled out and in part three everything has been prepared and all that is pending is the UISD approval.

Ramiro Veliz, III – stated it wasn't necessary to go over the entire plan. He said that every board member had received the information in detail and thanked Mr. Gonzalez and his staff for the amount of effort that was dedicated to

this and added that this is something completely new for us and a brand new direction but it is needed at the moment and this will be the correct path for us in keeping us at the level that we maintained in the past.

Ricardo Molina – stated he has seen how it works; everything is going to be new so (inaudible)

Javier Montemayor – stated he has seen the plan and thinks it's pretty rigorous and knows it has to be a flexible plan as we go through the year because things continue to change. He added his concern was always the teachers and knowing what their work load is going to be and how our children are going to be reacting to this. He added this is probably the most thorough plan; the elementary is pretty rigorous and hopes it pans out. He said if it does then our kids are probably going to be very well prepared and added he's always optimistic.

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

David Gonzalez – stated he appreciated their support and added for the record on August 11, 2020, the UISD Board of Trustees approved the AIP Instructional Plan and will be submitted to TEA for approval.

VIII. Informational Items:

A. United ISD Instructional School Model Plan 2020-2021

David Gonzalez – stated this was a united effort and stated that with this instructional school models, all campus principals have been working with campus Executive Directors on instructional learning plans to meet UISD students' needs and staff. He added that through intensive planning, data evaluation, modifications and continuous guidance from the Texas Education Agency, campus models are presented for further evaluation and input from our board members. He stated the presentation is divided into three sections which are Grouping Methods, Designs and Explanation. Ms. Cynthia Rodriguez presented the information for the Elementary School On Campus (Face to Face) Instructional Transition Plan. Mr. Canales presented for the Middle School and Ms. Dolores Barrera presented the High School information. (Presentation is available upon request)

Roberto J. Santos – stated he thinks we have a very good plan and once we start school if we need to tweak it then we'll tweak it at that point in time. He added that Mr. Gonzalez and the Executives and Campus Principals have spent a lot of time trying to figure what is the best way to deliver instruction to our students and it's not the same as last spring; this is more intensive since we have to meet all the requirements from the state agency. He added that they met with principals and they will be sending a list of students who will be going face to face. Also, they will get staff to make adjustments to make sure all areas are covered. He stated they have some special needs students who will be showing up and regular students as well.

Javier Montemayor – (inaudible) middle and high school students are a little bit more tech savvy and a little more mature to be able to do things. He said his key questions is how are you going to take attendance when it comes to those kids who may log on and at some point the mother leaves and they're not around the rest of the day; how do we calculate that?

Roberto J. Santos – stated they need to get staff at the campuses to identify who's logged in and who is not logged in and at that point staff needs to start calling parents to inform them. He added that the students have to be present 90% of the day and this will be very different. Mr. Santos said we have never done this and if we need to make adjustments, we will make them as we go along.

Javier Montemayor – asked if we have a couple of positives at a campus and have to shut down, does the state recognize waivers for those kinds of issues?

Roberto J. Santos – he stated he thinks they will but Ms. Rendon will have to submit those. He added that we would need to provide chrome books for those students to be able to take home immediately and log on remotely.

Gloria Rendon – stated that if there is a forced shut down, they have to transition immediately; from one day to the next you have to be on campus and the following day they have to be doing instruction remotely. (Inaudible)

Roberto J. Santos - added that we would have to shut down for five days if there are two positives at a campus or a department but more at a campus and that is why we need to have the chrome books available for all students.

Javier Montemayor – asked if that plan was already in place.

Roberto J. Santos – replied that it is in place but the hardest part is we are waiting for additional chrome books and we will probably be remote all year but students who want to go face to face will be offered face to face unless the governor shuts us down.

Dolores Barrera – stated that the four high school principals will be working extra from 5 to 6 to distribute chrome books so students can be ready for August 24th.

Ramiro Veliz, III – stated he appreciated everyone's efforts and added that it's been a very busy summer for our district employees in preparation for the start this year which will be something new for everybody.

B. Adopting Schoology (TEA Recommendation) as UISD's new Learning Management System

Emma Leza – presented information regarding UISD's adoption of Schoology based on TEA's recommendation and this will be the new Learning Management System. She added that with this system we can track students who are logging in and stated that they submitted the letter of intent to TEA for us to use Schoology for the 2020-21 and 2021-22 school years and in addition the system will be free for two years which is a savings of about \$125,000 per year. She continued her presentation on Schoology (available upon request)

Javier Montemayor – asked if the system was really free

Roberto J. Santos – explained that it is free for two years and that the district went with the training module to be able to get us going and the following year it would be \$1500. He added that the system provides reports and assistance with TEA, which a lot of school districts will be able to get in the system to retrieve data and get information needed.

David Gonzalez – stated he understood everything is difficult, but at this time they feel that this is the best way for the district to go. He added that this is something that Commissioner Morath has been communicating with school districts across the state, and looking at the system in place, the district feels that this is the right, and practical choice with our instructional plan.

Javier Montemayor – stated to Mr. Gonzalez that he appreciates that and added that the commissioner or perhaps, the state has issues, and they contract whoever they want to bring in, or perhaps the commissioner has a personal interest

in contracting these companies. Mr. Montemayor added that his concern is the teachers because we are two weeks away and they have not trained anybody, and not sure if anybody there has used the program. Mr. Montemayor added that his concern is getting the teachers ready. He asked if they were even surveyed and when they say “we feel”, are we making decisions for this board and at the administrative level, without considering the teacher. He continued by stating that as long as we keep in mind who is going to be using this program and are they going to be ready to go in two or three weeks or a month from now? He asked when they are going to be able to it's already in play now.

David Gonzalez – responded yes, it is going to be a transition;

Javier Montemayor – stated he asked some teachers to look at it to see how effective it was. He added that a lot of San Antonio Charter schools are using this program and universities so the issue is not the program, the issue is are employees going to be ready; and with the stress we have now and teachers trying to learn all the google to be ready and now we throw in another program for them to learn.

David Gonzalez – stated they will continue to work with the teachers and added that it's not a normal year and normally they go to a committee with user support and we went on the recommendation from the state because they have their own committee as well.

IX. Adjournment:

Mr. Ramiro Veliz, III adjourned the meeting at 1:01 p.m.

Motion:	So Move
Moved by:	Javier Montemayor
Seconded by:	Ricardo Molina
Discussion:	None
In Favor:	Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Special Called Meeting of August 11, 2020 was adjourned at 1:01 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary

Public Hearing
The State of Texas
United Independent School District
The County of Webb

August 18, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

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

Hearing of the Board of Trustees of United ISD was held on Tuesday, August 18, 2020, in the United ISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Two way communication to the Board meeting can be accessed by clicking on the following zoom link:
<https://zoom.us/j/98456281552?pwd=aTZuNVdNSGZJZ0t1bUdxaUxpVFRWUT09>

Meeting ID: 984 5628 1552
Passcode: 385022

If you would like to view a live-stream of the meeting, please click on the following Youtube link:
<https://youtu.be/KEbDOHuKUns>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. Roll Call, Establish Quorum, Call to Order

II. Announcement by the Board Vice-President calling this Public Hearing of the United Independent School District to order at **12:00 p.m.** The record showed that a quorum of Board Members was present, that the meeting was duly called, and that notice of this Public Hearing was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

III. Public Comments regarding 2020-2021 Budget and Proposed 2020 Tax Rate: Comments are limited to three minutes per speaker. The Board Parliamentarian will be the timekeeper and will inform the speaker when they have (1) remaining minute.

NO PUBLIC COMMENTS

Ms. Laida Benavides – stated we had an ad in the Laredo Morning Times on August 8th which was the 10 day notice for this hearing. She added that we published our Proposed Tax Rate and other information on that notice. Ms. Benavides said they will be presenting a Budget and a Tax Rate at the Regular Board Meeting.

Mr. Montemayor asked for a motion to close the Public Hearing.

IV. Adjournment

Motion:	So Move
Moved by:	Ricardo Rodriguez
Seconded by:	Juan Roberto Ramirez
Discussion:	None
In Favor:	Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Public Hearing of August 18, 2020 was adjourned at 12:03 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary

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

August 18, 2020

In Attendance

Roberto J. Santos
Superintendent of Schools

Board of Trustees

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

A Regular Meeting of the Board of Trustees of United ISD was held on Tuesday, August 18, 2020, in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Two way communication to the Board meeting can be accessed by clicking on the following zoom link:

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Meeting ID: 984 5628 1552
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<https://youtu.be/KEbDOHuKUns>

Public Comments may be submitted to: Gloria Rendon at grendon@uisd.net prior to the Board Meeting. Public comments must pertain to agenda items only.

I. An announcement by the Board Vice-President calling this meeting of the United Independent School District to order at 12:05 PM. The record showed that a quorum of Board Members was present, that this meeting was duly called and that notice of this meeting was posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

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, student recognitions, or charitable causes. 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 comments 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, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS

IV. Recognitions

A. United ISD Summer Graduation Class of 2020
United South High School
Lyndon B. Johnson High School

V. Items for Individual Consideration

A. Approval of Monthly Disbursements

Motion: So Move

Moved by: Juan Roberto Ramirez
Seconded by: Judd Gilpin
Discussion: None
In Favor: Unanimous

MOTION PASSES

B. Adopt Official Budget for the 2020-2021 Fiscal Year

Ms. Laida Benavides made a brief presentation of the budget for the 2020-2021 Fiscal Year

Motion: So Move

Moved by: Judd Gilpin
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Unanimous

MOTION PASSES

C. Resolution to Adopt 2020 Tax Rate

Ms. Laida Benavides introduced Ms. Elizabeth Garza and stated she will be doing the job of our Tax Assessor Collector, Ms. Monica Madrigal and will be presenting the next two items on the agenda.

Ms. Elizabeth Garza presented the information on the 2020 Tax Rate and read the resolution.

Motion: So Move

Moved by: Juan Roberto Ramirez
Seconded by: Judd Gilpin
Discussion: None
In Favor: Unanimous

MOTION PASSES

D. Submission of Appraisal Roll to the Governing Body

Ms. Elizabeth Garza presented the information.

Mr. Juan Cruz stated that what she read was not consistent with what was on the screen.

Ms. Elizabeth Garza re-read the 2020 appraisal roll information.

Motion: So Move

Moved by: Ricardo Molina

Seconded by: Judd Gilpin

Discussion: None

In Favor: Unanimous

MOTION PASSES

E. Approval of Awarding Bids, Proposals and Qualifications

Motion: So Move

Moved by: Juan Roberto Ramirez

Seconded by: Ricardo Molina

Discussion: None

In Favor: Unanimous

MOTION PASSES

F. Approval of Additional Appraiser for the 2020-2021 School Year

Mr. David Garcia requested approval for three additional appraisers.

Motion: So Move

Moved by: Ricardo Molina

Seconded by: Ricardo Rodriguez

Discussion: None

In Favor: Unanimous

MOTION PASSES

G. Discussion and Possible Action to Approve a Perfect Attendance Exception Program for District Bus Drivers, Bus Monitors and Specific Food Services Personnel

Mr. David Garcia stated administration is recommending that the board of trustees include another exception to the perfect attendance program for school bus drivers, bus monitors and specific food services personnel. He proceeded to explain the exemption regarding the 10 days that are allowed by federal, state and local quarantine guidelines during the emergency pandemic situation.

Mr. Roberto Santos clarified that in order for an employee to qualify for perfect attendance, they need to have a minimum of 30 days accrued in their sick leave at the start of the school year.

Mr. Juan Cruz clarified that if an employee does have Covid and has to be out for longer than 10 days they will not be eligible for this attendance incentive program unless the board thinks otherwise.

Motion: So Move

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

MOTION PASSES

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

Mr. Roberto Santos stated there are no changes to what is included in the boardbook.

Motion: So Move

Moved by: Ricardo Molina
Seconded by: Judd Gilpin
Discussion: None
In Favor: Unanimous

MOTION PASSES

I. First Reading of Policy Update 115 Affecting Local Policies (See Attached List)

Ms. Gloria Rendon stated this is a first reading and no action is required at this time.

J. Approval of Board Minutes for the Months of April 2020 and June 2020

Motion: So Move

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

MOTION PASSES

K. Approval of Donations

Mr. Roberto Santos read the donations into the minutes for a total of \$10,200.

Motion: So Move

Moved by: Judd Gilpin

Seconded by: Aliza Oliveros

Discussion: None

In Favor: Unanimous

MOTION PASSES

VI. Informational Items:

A. Finance Division Monthly Financial Report

Mr. Sam Flores presented information.

B. Adopted 2020-2021 Budget for Accelerated Instruction under TEC Section 29.081

Ms. Laida Benavides presented information.

C. Review of LEGAL Policies in TASB Update 115

Ms. Gloria Rendon presented some of the items included in TASB Update 115.

D. Laredo College Summer Academy Overview

Mr. David Gonzalez presented an overview of the LC Summer Academy.

VII. Closed Session:

The Board adjourned into closed session at 12:44 p.m. pursuant to the following sections of the Texas Open Meetings Act

- A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Session

- 1. Superintendent's Duties and Responsibilities

VIII. Reconvened from Closed Session:

The Board reconvened from Closed Session at 1:02 p.m.

IX. Adjournment

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion: None

In Favor: Unanimous

MOTION PASSES

There being no further business before the Board of Trustees, the Regular Board Meeting of August 18, 2020 was adjourned at 1:02 p.m.

Ramiro Veliz III, President

Ricardo Rodriguez, Secretary

Minutes submitted by: *Alejandra Salinas*, Superintendent's Secretary