

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **7th day of October, 2025**, the Board of Trustees of the Brownsville Independent School District met in a **Regular Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Daniella Lopez Valdez	President
Frank Ortiz	Vice-President
Minerva Pena	Secretary
Carlos Elizondo	Board Member (arrived at 5:38 p.m.)
Denise Garza	Member
Jessica Gonzalez	Member
Neida Ruth Grantland	Member

ABSENT:

ALSO PRESENT:

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

ALSO ABSENT:

None

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

- I. Meeting called to order by Daniella Lopez Valdez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Jesus H. Chavez, Superintendent.**
- III. Pledge of Allegiance led by Daniella Lopez Valdez, Board President.**
- IV. Roll Call. Daniella Lopez Valdez, Board Member** announced that all Trustees were present for the exception of Carlos Elizondo. (Mr. Elizondo arrived at 5:38 p.m.)
- V. Recommend approving the agenda of the Regular Board Meeting of Tuesday, October 7, 2025, with any corrections/deletions.**

Handout 1 of 4 added to official minutes

Amendment: General Function IX. A. 5 Page 2 will be replaced with Page 2a

Handout 2 of 4 added to official minutes (Personnel)

Level III Grievance XI. A. 3 will be deleted from agenda/backup (at the Grievant's request)

Level III Grievance XI. A. 4 will be deleted from agenda/backup (at the Grievant's request)

Personnel Matters: XI. C. 4 Page 10 will be replaced with Page 10a

XI. C. 5 Page 21 will be replaced with Page 21a

Motion made by Daniella Lopez Valdez, seconded by Jessica Gonzalez, and unanimously carried to recommend approving the agenda of the Regular Board Meeting of Tuesday, October 7, 2025 with the corrections/deletions as stated by administration. (6-0-0)

VI. Superintendent's Report: * SB1566

A. Conference Presentations:

1. Recognition of Board President by TASB for her Advocate of the Year Award.
Dr. Jesus H. Chavez, Superintendent stated, Madam President, members of the board, we have some special guests and we're going to begin with their presentation. Ms. Daniela Lopez Valdez is being honored tonight, as you know, by TASB Regional Directors Allison Savage and Silvia Sanchez-Garza. So, we'll begin with that and as soon as they're finished, I know that there'll be some further comments that I want to make and I'm sure there'll be some other comments that other people want to make as well, which we're very happy about. So come on forward. Ms. Silvia Sanchez-Garza stated, good evening, Madam President, School Board Members, Dr. Chavez, administration, and community members. I'm so excited to be here today, along with my fellow TASB Director for Region I, Allison Savage, to recognize you, Madam President, as the Texas Association of School Boards 2025 Advocate of the Year. Yay! So, now, Daniela, I have known you and your family for almost 20 years now. And I have had the privilege of serving alongside not only your dad, but your mom. Great friends, amazing leaders, and advocates for all of our kids. And I love watching you, these years, become such an amazing School Board Member and advocate for all the students, not only in Brownsville, but across our Region 1 Districts and across our amazing state of Texas, which includes 5.5 million public school students. And that's what we are honoring today, Daniela's advocacy for all of those kids. So thank you for doing that. Now, to give you a little bit of a background, Daniela has been an advocate for years, but in June of 2024, she was elected by TASB's Legislative Advisory Council to serve as a Representative to TASB's Legislative Committee. And this came with some travel, but Daniela went above and beyond, like she always does and did not hesitate to make that trip to the Capitol and to Austin on behalf of all of our kids. So, she gave her time, commitment, her love, and passion to a cause that is dear to all of our hearts. So we thank you for all that, for all that you do every single day. And I'm going to go ahead and turn it over to my friend Allison. Ms. Allison Savage, TASB Director for Region I stated, there's not a whole lot more that I can add to that, Daniela, other than to make sure that your Board also knows how appreciative Sylvia and I, as fellow Board Members, are for the work that you do, not just for Brownsville ISD, but for all of our students. And so you have put 5.5 million Texas public school kids first. You have been an amazing advocate and helped make amazing change in Austin. And we are so grateful for you and so appreciative of

all you do. And we just want to tell you thank you. We are so proud of you, and we're so honored to be here with you tonight. So thank you all for loaning us Daniella. **Dr. Chavez stated, let me say a few words, and then I'd invite other Board Members to do the same if you'd like. I actually worked in another position where I was over at the Capitol during some legislative sessions. And I mention that because I know the difference it makes to have a Board Member come forward and not only make the office visits to Representatives from Texas and from Senators from Texas, but in addition to that then to take the step forward and speak in front of committees.**

Carlos Elizondo arrived at 5:38 p.m.

And that's what she did. And she did that with, you know, such great passion, not only for Brownsville and the Valley, but really for the entire state. And here, as we think about what we're about, we're about our children, right? We're about our students. And so she represented our children, our students extremely well. And so I just wanted to compliment her and thank her, one, for the great job that she did. and then also recognize her for the state recognition that is being given to her. Not only here, I know that a few weeks ago we had the state conference where, again, she was honored and recognized as well, but we wanted to be sure that we recognized her right here in Brownsville ISD as well. So, thank you so much for your service and your dedication. I really admire that, and I know it's made a big difference, not only for Brownsville, but for the entire state of Texas. Thank you so very much. Ms. Neida Ruth Grantland, Board Member stated, I haven't known Daniela all her life, but I've known her parents most of my life and theirs. And I can tell you that she comes from very good stock. I am Neida Ruth Grantland, and I have been with this district as an administrator. I started as a paraprofessional and went on to administration, for 31 years, I was with this district, and I can spot talent within one second of meeting them. And when I interviewed for this, to fill this vacancy, I could tell that she was quite a talented young woman. And then when I found out more about her, I saw that I wasn't wrong. And I'm just really, really proud of her and I'm really proud of her parents who raised her. Ms. Jessica Gonzalez, Board Member stated, I would just like to say I have been with Daniela a few years back in Austin, you know, advocating, fighting the good fight. And one thing that I've always admired is obviously when you go to Austin, you automatically tend to go to friendly territory where they're not going to fight you back. And one thing that I learned from her, it's like, no, we're going to go to those offices where they're going to just flat out say, this is what we support, and you're not going to change our mind. And we've had comments like, I don't want to hear that in this office. And they still heard it. And then I'll go back a little bit. I remember when we were asked, we have to have somebody at the state level to be advocating for us. And Daniela was the easiest decision. and I'm so glad that she hasn't let us down. She hasn't let the children down and just so many here in Region One, there's so much more to do. There's so much more to fight for and I'm glad to have her on our team. Thank you. Ms. Denise Garza, Board Member stated, well first of all I want to say thank you to Daniela's family. because I know she has spent a lot of time away from you all. This advocacy, I know, has not been easy. As Ms. Jessica stated, when we went up to Austin, we were rejected several times, but Daniela stood there, and it was funny, because here we were, walking behind Daniela, because she's like, no, we're going to go in there, and we're going to speak our mind, and we're going to tell them what the kids from South Texas deserve. It's been a great pleasure being here with you because our students truly have an advocate here along with the rest of the South Texas students and I'm very proud of you and I'm so happy that you're on this Board because you're a great asset to BISD and

we will continue standing by you and fighting that good fight with the state of Texas. So thank you so much for everything you do for our students. Mr. Frank Ortiz, Board Vice President stated, Ms. Valdez, congratulations and thank you so much for everything that you do. Congratulations to the Lopez family as well. Being an advocate is not an easy job, okay? It takes a lot of courage and a lot of strength to get up there in front of those committee members. And it's something that I'm very proud that you've done. And I'm very, very proud of you being an advocate, not only for the students of BISD, not only for the students of South Texas, but for the students of Texas overall. So thank you so much, and congratulations. Ms. Minerva Pena, Board Secretary stated, thank you so much for the service that you render for our children, because that's the most important job in our world. Because remember, for children, we fight for. Adults, we fight with. So thank you that you never forget that and you fight for them no matter who they are, where they come from. And I appreciate everything you've done. And I thank your family for allowing you to devote your time because I've been doing this for years, so I know exactly you just started. So let me tell your family, please have a seat. It's going to be a long ride, but she's going to do well. Thank you. God bless you. Ms. Daniella Lopez Valdez, Board President stated, thank you all so much. Receiving this award is so bittersweet because we've gone through a lot this year. But I want to thank my family, first of all, for supporting me in this journey and inspiring me to be an advocate for everything that you all have done for children and for students, and especially my mom for everything that she has done, which has inspired me to continue to advocate. And I want to thank my amazing colleagues, Allison and Sylvia, they're both Trustees and they're amazing regional advocates and Brianna and Mauro who are here, thank you for being here from TASB. It means so much to me that you all are here and to all my family who are here and friends who've supported me along this journey, I want to thank my fellow trustees who were up there with me knocking on doors and being, making sure that the stories of our children were being heard and making sure that the stories of our educators up here and our teachers that I see in the crowd and that they were heard. And Dr. Chavez, thank you for being such a leader on making sure that advocacy was part of our agenda. I also want to take a moment to thank our very amazing representative, Aaron Gamez, who's here in the back. Thanks for always answering my calls and putting up with me when I was telling you about whether a bill was good or not. I appreciate you and thank you and your office for putting me in front of the right people. I also want to give a shout out to Representative Gina Hinojosa. I know she's here in the room as well. These ladies have really helped keep up the good fight and made sure that our children's voices were heard. And we still have a lot of work to do. So I hope that everyone can join me on this advocacy journey to make sure that our students and our teachers and our administrators and our counselors and our nurses and our special ed teachers and our behavioral specialists and every single other person who have heard your story and I've shared myself with every single person that I could talk to at the Capitol because your stories matter and what you do matters and education is the greatest path to prosperity and the greatest equalizer and every single child deserves a free quality education regardless of who they are or where they come from. So thank you all so much. I know we've got some flowers for her. **Dr. Chavez stated, so I'm going to invite the family to come forward. And that way, not only with the flowers, but also that way we can take a picture with you. So if everyone will please come up and we can do them all together. Family, come on forward. We'll take a picture right here.**

- 2. Recognition of the 2025 College Board AP Scholars with Honor.**
AP Scholars are high school students recognized by the College Board for exceptional academic achievement on Advanced Placement (AP) exams. These awards recognize students who demonstrate college-level performance while still in high school. There are several levels of AP Scholar distinctions. One recognition is the AP Scholar with Honor award, given to students who earn scores of 3 or higher on four or more of these exams and receive an average score of at least 3.25 on all AP Exams taken. This year, Brownsville ISD proudly recognizes 40 AP Scholars with Honor, marking a 15% increase compared to the 2024 AP exam results.
- 3. Recognition of the 2025 College Board AP Scholars with Distinction.**
AP Scholars are high school students recognized by the College Board for exceptional academic achievement on Advanced Placement (AP) exams. These awards recognize students who demonstrate college-level performance while still in high school. There are several levels of AP Scholar distinctions. One top recognition is the AP Scholar with Distinction award, given to students who earn scores of 3 or higher on five or more of these exams and receive an average score of at least 3.5 on all AP Exams. This year, Brownsville ISO proudly recognizes 42 AP Scholars with Distinction, marking a 27% increase compared to the 2024 AP exam results.
- 4. Recognition of the 2025 College Board AP International Diploma.**
In 2024, the College Board introduced a new level of distinction to honor students who go above and beyond in their Advanced Placement (AP) exam performance. The highest of these recognitions is the AP International Diploma (APID) a globally respected certificate awarded to students who demonstrate outstanding achievement across multiple subject areas. This prestigious award signals academic excellence to colleges and universities around the world. Tanya Trevino, a current senior at Veterans Memorial Early College High School, has met all the rigorous requirements for the AP International Diploma. Over the course of her high school career, she has taken and passed eight AP exams, achieving an impressive average score of 4.6. In recognition of her academic excellence, the College Board has honored her with two prestigious awards:

 - AP Scholar with Distinction
 - AP International Diploma

Tanya is only the second student in Brownsville ISD to earn the AP International Diploma and the only recipient from the district for the 2025 AP Exams. Her achievement reflects not only her exceptional academic ability but also her commitment, discipline, and readiness for success at the global level.
- 5. Brownsville Independent School District Financial Report for the period ended September 30, 2025.**
Mary Garza, Interim Chief Financial Officer stated, good evening Board Members, Madam Chair, congratulations on your award. Dr. Chavez and Members of the Board and audience. Our Financial Report for the period ended September 30th, for our General Fund Revenues, which are the 100 funds, we have \$67.2 million and expenditures of \$105.4 million. For our Special Revenue Funds, these are all our Federal 200 through 499. We're on a reimbursement basis. We have generated \$4.8

million in revenue, and we have expenditures of 13.7. As the year progresses, we will be requesting the reimbursements, and by the end of the year, these revenues will match expenditures. Our Debt Service, which is to pay our voter-approved bonds. We've generated revenues of \$444,000. The August payment was \$4.3 million. And then our Self-funded Insurance fund, employee and employer contributions, \$13.1 million. Claims paid and expenses is \$13.5. This concludes the Financial Report. And one notation under the 100 Funds, I forgot to mention, our Special Investment account for the sale of the properties of the \$17 million has generated a total of \$490,000 from July to September, which is included in the report, is \$203,377. Any questions? Mr. Frank Ortiz, Board Member stated, yes, Ms. Garza. figures that you just gave right now, is that specifically on the sale of Cummings? **Ms. Garza replied, it is the sale of Cummings and Longoria, both of them together.** Mr. Ortiz stated, okay, are those funds that we're getting because of interest, are they going back into that General Fund? **Ms. Garza stated, yes, we have set aside a Special Fund to track all of the funds and the construction of the CTE Center.** Mr. Ortiz stated, thank you, ma'am. Ms. Minerva Pena, Board Secretary stated, would you repeat the total sales of Cummings and Longoria? What they were each sold for? sold for? **Ms. Garza stated, the total proceeds of the sale were \$17 million.** Ms. Pena stated, please let me know how much each of them were sold for. **Ms. Garza replied, that exact number I don't have with me, but I know that the Cummings building sold for \$16 million, and the Longoria property sold for over one million dollars. So, combined, it's \$17 million. It's like \$17,000,001.** Ms. M. Pena stated, okay, thank you.

VII. PUBLIC COMMENT:

Veronica Borrego Good evening Board President, Mrs. Lopez Valdez, esteemed Board Members, Superintendent Dr. Chavez and all community members watching this evening here in the boardroom and at home. My name is Veronica Borrego and I have been with BISD for 20 years. I currently serve the district as an Educational Diagnostician, and I am also the proud president of AOBEB, the Association of Brownsville Educators, the largest and longest serving association in BISD. I'm here tonight to address concerns with the agenda item XA6, EBC recommendation. I will be reading a letter from a member. Dear Ms. Borrego, I'm writing to express serious concern about the proposed changes to plan A, option A, particularly the steep and uneven premium increases across coverage tiers. As one of the 5,396 employees currently enrolled in this plan, I'm alarmed by how disproportionately this increase affect employees with dependents, especially those on the employee and family tier. While I understand the need to adjust costs periodically, the proposed changes appear to target certain groups more heavily despite their smaller representation. Although only 5.2% of employees are enrolled in the employee and family tier, they are expected to contribute over 30% of the total projected revenue from premium increases. This means a small group of employees, many of whom are supporting multiple dependents, are being asked to shoulder a vastly unequal share of the financial burden. In contrast, the employee -only tier includes 77% of all enrolled employees, yet its proposed increase of just \$2.25 per month contributes only 20.6 % of the total revenue. This stark imbalance suggests that the financial strategy behind these increases may be misaligned with principles of fairness and shared responsibility. Frankly, it feels as though employees in the smaller tiers, particularly those with families, are being targeted because we comprise a minority group and represent the least voting power. This raises serious concerns about equity and representation in decision-making processes that directly affect our livelihoods. I respectfully urge our union to advocate for a more equitable distribution of premium adjustments and to seek

transparency around the rationale for these increases. If actuarial data or usage trends are driving these decisions, members deserve a clear explanation and the opportunity to explore alternatives that don't unfairly penalize those with dependents. Thank you for your continued advocacy. I hope this issue will be addressed in upcoming negotiations, and I'm happy to provide further input if needed. Sincerely, a highly dedicated but very concerned and distressed union member. employees that has family and also being one of the employees myself who does not qualify for TIA or the \$5,000 raise from the state. The proposed increases along with the 2% raise that I got, I would lose almost half of my raise back to the district, essentially leaving me with very little. And there's a large group of us in that Fall in that category, so if you can just take that into consideration as you as you look at this item. Thank you

Mr. Lazaro Cardenas, XA8. Good evening, President Lopez Valdez, Superintendent Dr. Chavez, and Members of the Board and audience. My name is Lazaro Cardenas, Vice President of AOB. I'm speaking today on behalf of AOB. As educators, we are committed to providing the best possible learning environment for our students. However, we cannot do this effectively if our own workplaces are not supportive and inclusive. That's why we're advocating for a district-wide climate survey that includes feedback from teachers and staff on campuses and on administrative staff. If revised, this survey will provide a platform for us to share our experiences, concerns, and ideas on how to create a more equitable and respectful work environment. The goal of this survey is not to criticize or target any individual or group, Rather, it's to identify areas where we can improve and work together to build a culture of trust, respect, and collaboration. We believe that every staff member deserves to feel safe, valued, and supported in the workplace. Unfortunately, we know that toxic work environments do exist and have a devastating impact on teacher morale, retention, and student achievement. By gathering feedback from staff, we can identify the root causes of these issues and work towards solutions that benefit everyone. The survey will allow us to understand the current climate and culture on our campuses. Identify areas of strength and weaknesses, develop targeted strategies to improve working conditions and reduce stress, foster a culture of transparency, accountability, and trust. By approving this modified survey, you'll be taking a crucial step towards creating a more positive and productive work environment for all staff members. We urge you to support this initiative and work with us to build a district where every employee feels valued, respected, and supported. Let's work together to create a workplace where everyone can thrive. Thank you.

Beatriz Maldonado

(Handout 3 of 4 added to official Minutes)

Good evening Board President, Ms. Lopez -Valdez, Dr. Chavez, Members of the Board, people looking to us on YouTube. I am Bea Maldonado, the Vice President of Brownsville Educators Stand Together, BEST, Union Local Number 3877, a union of professionals. I'm also a History Teacher or Social Studies Teacher at Homer Hanna High School. I'm speaking on agenda items X. A. 3. BEST AFT abhors and condones political violence. I will be reading a letter to the Board and administration for Manuel Quinto Pozos, the General Counsel for the Texas American Federation of Teachers on teacher disciplinary action, contract action, and TEA reporting in response to the First Amendment activity. The letter reads, dear administrator, it has come to the attention of the Texas Administration Federation of Teachers, Texas AFT, a labor organization representing teachers and other school district employees throughout the state that certain school districts in Texas have been placing teachers and other employees on leave

pending investigation and making reports to the Texas Education Agency in retaliation for making posts on social media outside their official school district duties and commenting on matters of public concern. Namely, these educators and employees have been expressing public sentiments widely shared by the American and international public regarding the recent assassination of a public figure. Such comments fall squarely within the protections of the First Amendment. And the First Amendment prohibits governmental entities, such as public school districts in Texas, from taking any disciplinary and employment actions against their employees in retaliation for those free speech activities. See cases *Pickering vs. Board of Education*, 391 U.S. 563 (1968). *Connick vs. Myers*, 461 U.S. 138 (1983). *Garcetti vs. Ceballos*, 547 U.S. 410 (2006). And *Rankin vs. McPherson*, 107 U.S. Supreme Court 2891-(1987). To the extent that school districts believe that they are required to report to social media post to the Texas Education Agency, such belief is mistaken, despite the Commissioner of Education recent pronouncements suggesting the contrary. Such reports, in addition to violating the First Amendment, are not required by state law. Senate Bill 571, which was signed into law and on September 1, 2021, I'm sorry, 2025 went into effect does not require school administrators to report teachers or employees to TEA as a result of non-threatening posts on social media. The list of conduct that requires reports to TEA is contained in section 22A.051(a)(1) through 051(a)(5). The list does not include anything remotely resembling teacher or employee social media posts. Texas AFT respectfully requests that you proceed with caution and that you not succumb to public and political pressure and paranoia. Texas AFT will vigorously defend the rights of its members against unwarranted and opportunistic political attacks by overzealous influencers, politicians, and public-school officials. With that being said, as a teacher and part of the community, everybody has a right to express their opinion. But there are two questions that I want to bring forward. One of them is, with so many issues that our district is facing, why put this item on the agenda? It has no basis. And the second one is, if members are worried about attacking teachers, we all should be worried about how we can improve this district and how we can be able to pass this bond. And with that, I thank you and I hope that you have a best evening.

Celia Saiz-Broussard, X.A. 6. Good evening, Chairwoman Lopez-Valdez, Dr. Chavez, and members of the Board. My name is Celia Saiz-Broussard, and I am the president of Best AFT Local 3877, a pre-kinder teacher at Skinner Elementary, and I'm also my campus representative on the EBC. I'm speaking also on X.A. C. A. 6. Best wants to thank board members Neida Ruth Soto Grantland and Daniela Lopez Valdez for requesting that the Board approve EBC recommendations to make changes in the employee contributions to our self-insured plan. As a member of the EBC, I can tell you that we did our due diligence in reviewing the information and making the recommendations that we made. Health insurance increases 12% more on an annual basis, and the fact that it hasn't increased since 2018 is commendable both to the administration and the EBC. As reported at the BISD Health Insurance meeting, we were pleased that the administration chose not to increase the deductible or the maximum out-of-pocket fees. If you, the Board, approves the EBC recommendations, then you will be making a physically sound decision in reducing the insurance deficit by an estimated \$5 million. If the Board chooses not to approve the recommendations, then you are failing in your most significant responsibility, which is our budget. BEST asks that you follow the recommendations of the employees who were not led astray or guided in a certain way. Please remember that we are educators and we are educated. Any suggestions otherwise insult our professionalism. Please do what is right and what is best for the employees and the district and approve the EBC recommendations. We wish you the best of evenings.

Nancy Beltran. Good evening, Madam President, Daniela Lopez Valdez, Members of the Board, Superintendent Dr. Chavez, coworkers, and colleagues, my name is Nancy Beltran, president of TVEA, and as a proud kinder teacher at Pena Elementary. First of all, I would like to congratulate our amazing Board President, Daniela Lopez Valdez, to her commitment to our students, our BISD teachers, and staff. Well-deserved honors, congratulations. Second of all, I would like to speak on the recommendation that's being approved tonight of adding November the 4, 2025 as a student holiday due to being an election day and the consideration of the safety of our BISD students. This is a great idea. Since we are on the topic of voting, I am asking for all of BISD employees to stand together and go out and vote on November the 4th. We need to take a stand and show teachers and BISD employees do vote. I have personally gone to Austin and I've heard officials say in comments that teachers do not vote, so they have no reason to hear or listen to teacher issues. This was very powerful to me, so I am asking for all teachers to go vote. We could make so many changes in our community if we all would take the time just to first educate ourselves on the issues, and second, go out and vote. Take a friend, take a colleague, take your mom, take your dad. *Mr. Eden Ramirez, Board Attorney interjected, so, we do have on the agenda the item just for the instructional day, not for the actual bond itself. So we can't talk about that.* Ms. Beltran stated, no, I'm not speaking on the bond. I'm just saying to go out and vote. *Mr. Ramirez stated, you're talking about the voting generally. That's not on the agenda. We only have the specific calendar change day. That's it.* Ms. Beltran continued, okay thank you. All I'm asking is for you all to take this election seriously. Thank you for letting me speak tonight. And please go ahead and do what we always say, get to know us before you need us, and have an amazing evening. Thank you.

Ms. Cynthia Perez. Good evening, President Daniela Lopez Valdez, Trustees, Dr. Jesus Chavez, and Members of the Board. community. My name is Cynthia Perez, Vice President of the Texas Valley Educators Association and proud Pre-K -3 teacher at Perez Elementary. Thank you for being here tonight. I want to take a moment to spotlight an organization that quietly but powerfully shapes the foundation of our public schools, TASB, the Texas Association of School Boards. TASB is more than just a resource for school boards. It's a partner ensuring that our public education system remains equitable, transparent, and aligned with the best practices across the state. Their work touches every corner in our district, from policy to paychecks, from governance to growth. Trustees, our partnership with TASB is a commitment to responsible leadership to our community, TASB is one of the reasons why our schools are guided by thoughtful policy, fair compensation, and a vision for continuous improvement. Let's continue to support and engage with TASB, not just as a service provider, but as a strategic ally in our mission to deliver high quality public education. On behalf of TVEA family, we acknowledge the time and passion and dedication for the students, employees of Brownsville ISD and Region

Mr. Patrick Hammes, VI. A. 7. Good evening, Board President Lopez-Valdez, Dr. Chavez, members of the Board. Patrick Hammes is speaking as the President of the Rio Grande Valley Central Labor Council. Before I start my comments, we would like also to extend our congratulations from BEST AFT and from the RGV CLC on her advocacy for not just the children of Brownsville, but for the children of Texas. Speaking truth to power as union members, we can identify with and we appreciate everything that you do for your community and your state. Thank you, Ms. Lopez -Valdez. I also want to speak real quick on Representative Gina Hinojosa, who is also a Brownsville product, went to Oliveira Middle School, I believe she went to Hanna High School, and now is a state representative in Austin. And so, again, BISD showing off another Alumni and another esteemed member. And so tonight we would like to thank Board Members Denise Garza and Daniella Lopez-Valdez for submitting agenda item X.A .7 discussion

consideration and possible action in adopting a resolution to support the Texas AFL-CIO repeal of the state approved voucher bill. As we all know, or should know, public education is under attack from the state leadership. The voucher bill that passed will take money away from public education, which is already underfunded by the state legislature and gives \$10,000 to families who want to send their families to private schools without any accountability of how that money is spent. The RGV CLC delegation to the state conference, Celia Saiz-Broussard, President of the BEST AFT, Celia Tanguma, president of McAllen AFT, Andres Bocanegra, Secretary - Treasurer of La Joya AFT, and myself as the President of the RGVC Central Labor Council, submitted the resolution that you have at the State Conference in June. It was passed unanimously on the floor. The Texas American Federation of Labor CIO and its 250,000 members in Texas, representing over 60 unions with members in education, arts, entertainment, and media, sports player associations, public safety, health care, agriculture, construction and skilled jobs, aviation and transportation, public and government services, coastal communications and manufacturing, industrial and food processing, working men and women who know the importance of their children, our children, in receiving a quality public education is a foundation for their success. And they will be out to repeal this awful legislation. As school board trustees, whose job it is to look out for the children of BISD and Brownsville, you will vote to support this repeal of this bill and the increase in funding in public education. Our community is counting on your support. Do what's best for our children and approve this resolution to repeal the voucher bill. And thank you for listening. Have the best of evenings

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

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

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

Motion was made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda.

The following vote was recorded

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

Motion Carried: 6-1-0

IX. A. General Function	1, 2, 3, 4
B. Payments	1
C. Budget Amendments	1
D. Contracts/Agreements	1, 2, 5, 6, 7, 8

(All presentations limited to five (5) minutes)

IX. Consent Agenda:

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

1. Recommend approval of Change Order #001 to amend the Owner/Contractor agreement with Quatum Mechanical Contractors, LLC for the CSP #23-164 HVAC Improvements-Villa Nueva Elementary. The amount represents unused funds in the Contingency Allowance. Fund 197 (Credit Back to the District) **(Consent Agenda)**
2. Recommend approval adding November 4, 2025 as a student holiday and Teacher Preparation Day to the 2025-2026 Instructional Calendar due to November 4, 2025, being an election day and in consideration of the safety of BISD students. ***(Consent Agenda)**
3. Recommend approval of the proposed list of library materials for purchase, as submitted, in accordance with Senate Bill 13 and BISD Policy EFB(Local). **(Consent Agenda)**
4. Recommend approval for Patricia Valenzuela – Human Development, of Brownsville, to provide consulting services for BISD Migrant families for the 2025-2026 school year. Categorical Funding: Title I-C 212 for \$1,000.00 for 2 one-hour sessions. ***(Consent Agenda)**
5. Recommend approval to upgrade the BISD Athletic subscriptions to Gold to increase cloud storage space for all athletic sports at the six high schools. Included is the Hudl Focus Camera to allow live-streaming for practice and games at each main gym. The BISD Athletic Department has budgeted for the purchase. (Sole Source) at a cost of \$93,500.00.

Amendment: **General Function IX. A. 5 Page 2 will be replaced with Page 2a**

Ms. Daniella Lopez Valdez, Board President stated Motion to approve. Ms. Jessica Gonzalez stated second. Ms. Denise Garza stated second. Ms. Minerva Pena, Board Secretary stated yes, I have a question. Because on the correction that Dr. Chavez gave us, where in the General Functions item 5, page 2 will be replaced by page 2A. If you notice on page 2 that's on the agenda, it clearly got stamped and it says approved and do not exceed \$50,000. But on the one that Dr. Chavez handed to us that was corrected, they took out that do not exceed because it is now \$93,000. So, I want to know exactly how long have we been using this particular way of doing things and what did it replace? Because that is almost \$100,000 and I am very, very, very cautious of how we are spending our money because we are constantly letting the public know that we are short on funds. So I would like to know why it went from \$50,000 to \$93,000 and, and also, Dr. Chavez, how long have we been using this particular item and the reason for it? And as far as it says, live streaming games, like I said, I'll go back to we had that before with BISD at no cost to the district or very minimal cost to the district. So how did this get to this price and what's going on with this particular contract and this agency? **Dr. Jesus Chavez, Superintendent stated, yes, ma'am.** Ms. Pena stated, they're from, hold on, let me, I'm not finished. They're from what, Nebraska? Lincoln, Nebraska. So I'm sorry, Daniela, did you say something? Ms. Lopez Valdez replied, I was trying to just see who, we're trying to get to answer your question, Ms. Pena. Ms. Rosie Pena? **Dr. Chavez stated, we also have Mr. Gilbert Leal, and both of them will work together on this. Mr. Gilbert Leal, Director of Athletics stated, good evening, Madam President, President Chavez, members of the board. So HUDL is the only UIL approved site provider for all the high schools that are allowed to use in the state of Texas. So we've been using it here in Brownsville**

since I've been the Athletic Director for the last eight years. I've personally, as a coach before I came to Brownsville, used it for another eight years. So the company has been around in the state of Texas in the UIL, the only required platform that all the high schools are required to use for over 15 years. How has the price increased? This is an annual bid that we bring to the board. I'm not sure where that statement was erased on there, but this is something that we have to bring to the board the last two or three years due to the price of it being over \$50,000. Technology is getting more and more expensive as far as for the live streaming. Yes, we've been providing free live streaming for all our games over the last eight years. When it got to the point of COVID in 2020, the world of live streaming blew up. And so what we've done as a school district, we've been moving with the times and we've actually in the last five years been installing huddle performance camera systems in all six of our high school gyms. We had that camera system set up at Sam's Stadium, and we also had that camera set up at Veterans Stadium. The proposal is a little bit more expensive this year due to the web storage. It's costing a little bit more. We're adding more sports on an annual basis to our athletic department. We've added wrestling. We've added unified sports, so every single sport that has access to our live streaming platform, those games all have to be recorded onto the cloud. And so the cloud space costs more money. So as we increase the number of sports, we're increasing the amount of storage that we're having to buy. We also, this year, are also increasing the capacity for us to be able to record our games from the end zone at Sam Stadium and also at Veterans, so that way it reduces the amount of personnel that it takes to actually record football games and also now the soccer games that are going to be happening at Sam Stadium. Ms. Minerva Pena, Board Member stated, ay I address Mr. Leal? Ms. Lopez Valdez stated yes Ms. Pena. Ms. Pena stated, no I am looking at Dr. Chavez, not you. He has to give me the authority. That is his employee not ours. May I address Dr. Chavez, Mr. Leal? **Dr. Jesus Chavez, Superintendent replies yes.** Ms. Pena continued, thank you. Question sir, I noticed that you made a statement that says required to use. So there's a mandate in the state of Texas that we have to use this kind of service? **Mr. Leal replied, yes, so right now on a weekly basis, our schools are required to share game videos of their games to their opponent. They're going to have, depending on the school district, the rule could be anywhere from all the games that they've played so far this year to the three previous games. So that's actual platform. There's a password that each of our head coaches have. And so each of the coaches will either request the last three games or they will request any games that they have played during the season that reflect the philosophies of the teams they're going to play. And then those are required to be shared immediately after the game on Friday or Saturday morning. So this is the only platform that all our UIL schools use in order to share that video without it being sent to another opponent that you're not going to play yet. So yes, ma'am.** Ms. Pena stated, my question is, you said it was here when you got here. **Mr. Leal replied, yes, ma'am.** Ms. Pena stated, how long before you got here were you using this company? **Mr. Leal replied, so I got here eight years ago, and so I know we're using Hudl then. I, as a coach, it's the only platform that, you know, UIL has been using that I, to my knowledge, probably for the last 15 years, probably. Before that, it was a little bit more competitive, where there was three or four or five different companies that had the ability to do this. But within the last 10 years or 12 years, the UIL made it mandated that we follow Hudl only. The same thing with us using some other platforms in order to share our UIL documents.** Ms. Pena stated, so

UIL mandates who we purchase it from? That's what you're telling me? **Mr. Leal replied, yes, ma'am.** Ms. Pena stated, so we need to look at them because they're forcing us to go through this company and not look for something less expensive, that is what you are saying. **Mr. Leal stated, well, I guess the answer to that would be we're a pretty good-sized school district.** Ms. Pena stated, no, that wasn't the question. The question is you're saying UIL is mandating that we go through this company. **Mr. Leal replied, yes.** Ms. Pena stated, it has nothing to do with you. It's UIL making that mandate. So we need to go through that. Ms. Lopez Valdez interjected, let's remember to be respectful. Ms. Pena continued, no, no, no. I'm asking just I want to know that question. They're the ones that are mandated because you made a comment that you could look for something more affordable but under you I owe rules you have to go with this because that's who they are mandating that we use am I correcting that. **Mr. Leal replied that's correct 15 years ago, it was more competitive now today they're the only ones we're required to go with only that's not it's not open. It's that's why it's a sole source also so they have they have a basically a monopoly yes ma'am.** Ms. Pena stated okay because how much was it last year do you remember. **Mr. Leal stated it was a little I think we're in the was it in the 80,000 some like that we added a couple more cameras and we added wrestling so there's a more some more bandwidth that we're having to rent this year.** Ms. Pena stated, okay, and the reason I ask is we're short on funds and so many things and it's very heartbreaking to hear that you know that because you're you know your budget and what you deal with and that's a lot and it's very heartbreaking and now they know that they can make mandates and they know associated with the right companies and here they are tying your hands but it's nothing to do with you it's what the UIL is mandating not you yourself or us picking it they're forcing I mean they're mandating that we do this am I correct? **Mr. Leal replied, that's correct we this does this item does come from our athletic budget that we that we budget for but yes that's correct.** Ms. Pena stated, yes and I know that your budget is really tight am I correct in saying that? **Mr. Leal replied, all budgets are.** Ms. Pena stated, yes, but yeah, and to do this, it's really heartbreaking because the budgets are real tight, and the budgets have to do with our students, and that's why it's so hard for me to see that, but thank you. Ms. Lopez Valdez stated Mr. Ortiz? Mr. Frank Ortiz, Board Member stated, Coach, a couple of questions. I, too, have a concern with the price tag, but as you mentioned, a mandate is a mandate, so I probably don't have too much choice on that. **Mr. Leal stated, we have 14 sports, six high schools, we're adding sports, we're adding divisions, we have unified. We're a big school district, so if we're going to provide the same coverage and the same response, so basically just in a nutshell, a team, regardless of the level, would be able to record the game, live stream it. The system would basically, like with AI, would be able to break down the entire game by quarter, players, things like that. And they get access for that, for the coaches to be able to break down their game, film, in order to prepare for the following opponent. So because our number of sports are growing and we have so many schools, we're providing that service for all of our sports regardless. It used to be just football and it's grown to basketball. Now it's gone to soccer. Now all our sports have that ability.** Mr. Ortiz stated, thank you for that. Let me finish up with my question here. My question was, it says that the Focus camera will allow us to live stream practices and also the games and the main gym. Why would we want a live stream practice? **Mr. Leal replied, it's the only way to improve our coaching. So when you break down the film and your kids, either boys or girls, are making mistakes by scheme, then you record your practices. And then you show the kids that direct practice right after the game. The program**

allows you to communicate with one individual athlete, or allows you to communicate to your coaching group, let's say offensive linemen, receivers, your goalie in soccer. And you're able to instantly ask them questions on, hey, in this play right here, on this, your effort was low here. Look at this, look at the way you were here in practice. So it's just a way to be able to evaluate them both on the court, whether it's practice or on the game. Mr. Ortiz stated, and what sports are we live streaming from the gym? **Mr. Leal replied, Volleyball, basketball, from the gym.** Mr. Ortiz stated, what is the viewer percentage? Do we know what the viewer percentage is? **Mr. Leal replied, it probably varies by campus, but we do have the numbers of the number of views for our live streams. This platform is more for the coaches to be able to do their coaching from.** Mr. Ortiz stated, so yeah, my question still stands. If it's for the coaches, what is the percentage of usage that they utilize this Hudle? **Mr. Leal replied, we have the data is there to be able to utilize. We're able to view how many hours our coaches use this. We're able to view how many hours our athletes use this. It just goes by school. and by sport, but that information is able to be looked at.** Mr. Ortiz stated, Dr. Chavez, can that information be made available to us? **Dr. Chavez replied, yes.** Mr. Ortiz stated, thank you. Ms. Daniella Lopez Valdez, Board President stated, we can put it in the Friday letter. Ms. Grantland. Ms. Neida Ruth Grantland, Board Member stated, Coach, thank you so much for prioritizing in your budget. I'm sure that this is pretty high priority. Might we surmise that UIL requires this so that the network is connected throughout the school districts so that then you can access each other's games more readily than if everyone was using different type of platforms? **Mr. Leal replied, exactly, yes, ma 'am.** Ms. Grantland stated, okay. The other thing that is pretty clear to me is the fact that this is more for the coaching and for your competition as well to look at what your kids' talents are. And so I'm supposing that this is a pretty high priority item for you all? **Mr. Leal replied, it is very necessary. Yes, ma 'am.** Ms. M. Pena stated, a follow up question? Ms. Lopez Valdez stated, I have Ms. Gonzalez. Ms. Jessica Gonzalez, Board Member stated, thank you. Coach, I just wanted to thank you for just this is another way where it shows that you're helping your coaches improve their game. So thank you for also thinking of them. And obviously, our families that do come in and watch. But I know as my boys played athletics, I know I remember back when it would be like, I'm recording tonight. And they weren't really so happy, to be honest. But again, I'm glad that this helps. coaches, and unfortunately, fortunately, it could be a little bit of both, that others can also watch how they play. So thank you for this. **Mr. Leal replied, yes, ma 'am.** Ms. Lopez Valdez stated, Ms. Pena. Ms. M. Pena stated, yes, sir, you said they record the practices. Am I correct? **Mr. Leal replied, yes, ma 'am.** Ms. Pena continued, and who has access to that? Can your opposing teams watch your practices? **Mr. Leal replied, no, ma 'am.** Ms. Pena stated, so who has access? Just the team that's actually practicing? **Mr. Leal replied, only the head coaches. of the team that's practicing, yes ma 'am.** Ms. Pena stated, so then nobody else? I mean, does it have a password or something? **Mr. Leal stated, that's correct, so if the coach chooses to share that practice with his athletes, he may, or his coaching staff, he may. If he wants to share it to an opposing school, he may, but he has 100 % control of his own account.** Ms. Pena stated, and to me, it's scary. He or she shouldn't share their practices because that gives the upper hand to the opposing team. So that kind of statement is very scary to me. So no, I'm very comfortable with that. I just have a problem that they're tying our hands to just go with one company because our budgets are going down when it comes to our students and our employees. But all the other people are in line, tapping into our piggy bank and taking the funds. So please understand, for

everything you do, I believe in this. Don't agree at all with them tying our hands that you have to do this company. This country is becoming something I never expected it to be. But that's not on you or me. But thank you. You do an excellent job. I appreciate that. **Mr. Leal stated, thank you.** Ms. Lopez Valdez stated, thank you-Carlos. Mr. Carlos Elizondo, Board Member stated, thank you. Just real quick, you said they're going to stream, right? There's a potential for the audience or the public to see it? **Mr. Leal stated, no. So this is not for the public to see. This is a platform that's used by our coaches and our coaching staff in order to break down.** Mr. Elizondo stated, so it's only internal. **Mr. Leal stated, Internal only.** Mr. Elizondo stated, thank you. Ms. Lopez Valdez stated, thank you. We have a first and a second.

Motion made by Daniella Lopez Valdez, seconded by Jessica Gonzalez, to recommend approval to upgrade the BISD Athletic subscriptions to Gold to increase cloud storage space for all athletic sports at the six high schools. Included is the Hudl Focus Camera to allow live-streaming for practice and games at each main gym. The BISD Athletic Department has budgeted for the purchase. (Sole Source) at a cost of \$93,500.00.

The following vote was recorded

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

Motion Carried: 6-0-1

I'm going to abstain at this time because I just think there's too many questions unanswered and it's too much money for something. Our kids deserve more. Motion passes, 6 yes, 1 abstention.

6. Discussion, consideration, and possible action regarding the Brownsville Independent School District Resolution No. 020/2025-2026 regarding the requirement of District documents for properties owned by the District and the Appointment of the Superintendent of Schools as the managing member.

Ms. Jessica Gonzalez, Board Member stated, Motion to approve. Ms. Daniella Lopez Valdez, Board President stated Second – Ms. Pena. Ms. Minerva Pena, Board Member stated, yes, hold on, my computer's frozen. Welcome to 2025. Hold on. Yes, I was looking at the way that it's written, and I was discussing it earlier with the attorney. And I just wanted to see if we can maybe add something to it or change the way it's written. It's a little bit too vague. And I was wondering, could you discuss what we discussed? Is that? *Mr. Eden Ramirez, Board Attorney replied, yes, ma'am. So Trustee Pena had asked me a little more questions about the specific item, what it meant, what it authorized the Superintendent to do or not do, and what were the implications of that, and whether we could have a limiting sentence written in there to just more accurately describe what we're doing here. So this resolution is not unusual in public schools across the state of Texas. As you know, the trustees of a school board hold in trust the district property and district funds. As part of your duty, you delegate some authorities to the superintendent. In this*

*case, it's the authority to manage the properties of the district. Sometimes when you are applying for maybe a building permit from the city, or a permit from the county, or a permit from the state, or perhaps you are going to allow someone to enter a property, or exit a property, or maybe sell a property, or purchase a property, you are designating him as the individual managing the properties for the district, right? This allows us not to bring forward to you every individual permit, every individual access, every individual matter that comes with the Board for two reasons. Number one, it is not governance that is in line with the state. Part of his duties and responsibilities are to manage the day to day operations of the district and so this resolution gives life to that process of managing your properties as a superintendent. Trustee Pena's question to me was does that mean he can sell properties and do any of those things? And my answer was no. The resolution does not supersede the Board's authority for the disposition of properties, the acquisition of properties, or the sale of properties. That still remains. Just because he can sign off on those documents does not give him the authority to actually dispose of those properties. And so Trustee Pena's recommendation was just that we can have a sentence included in there that basically just says that it's still subject to Board approval and to other Board policies. I told her that was not an issue. It can just be in there. But for purposes of clarification, it does not supersede any other policy in place. It just designates him as a signing off individual. Ms. Gonzalez stated, I can amend my motion to satisfy Ms. Pena's needs. Ms. Pena stated, I appreciate that. Mr. Ramirez stated, so if we do that, let's just withdraw the second, so Ms. Jessica can reread the motion to include the limiting language that it does not supersede other policies or laws of the state with respect to the disposition of properties. Ms. Pena stated, remember the first way that you said it the first time you forgot right. Mr. Ramirez stated yes, so we can make a motion to approve item XA6 adding a limiting clause that outlines that it does not supersede the policies or laws of the state regarding the disposition of properties. Ms. Pena stated, and the Board Member part. Mr. Ramirez stated, I am sorry. Ms. Pena stated, that we know about it remember that you said that the Board Member.... Mr. Ramirez stated, oh yes and I just added that we wouldn't supersede the policies, but it's still subject to board approval. Ms. Pena stated, okay, say it again correctly. Mr. Ramirez stated, so a motion to approve item XA6, authorizing the resolution adding the limiting language that it does not supersede the state laws or the policies of this district and is still subject to final board approval for any property disposition. Ms. Gonzalez stated, Motion to approve. Ms. Pena stated Second. Ms. Lopez Valdez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, yes, who brought this to the Board? Mr. Ramirez replied, I'm not sure who brought it. I think it's administration, but it's a resolution that should be brought annually in theory, Mr. Salinas brought it. **Mr. Miguel Salinas, Staff Attorney stated, yes, this is something I brought, Mr. Elizondo, members of the board. Verizon has a cellular tower on property they leased from the district on Morrison Road. They were trying to get a permit from the city to do some renovations. The city is requiring this document, or a document similar to this, that designates who the representative of the owner is. This was a form that the city said they will accept, so basically it just designates Dr. Chavez, the Superintendent, to answer any questions the city may have with regards to permits, ownership, lease agreements regarding property. And this is why we brought this. We have never done this before. The city's never required it before. But obviously this is why it's done. But***

it's not to supersede the Board's authority in any way. It's simply to have a representative that will pick up the phone and answer the city's question instead of going through facilities and maintenance in the various departments to get their questions answered. And this is a form the city recommended. Ms. Pena stated, question. Ms. Lopez Valdez stated M. Pena, Mr. Elizondo. Mr. Elizondo stated, thank you. Just a little winded there Just real quick. So it's going to be just the Superintendent's going to answer those questions or he's going to delegate someone to do it. **Mr. Salinas replied, they want a point of contact obviously the Superintendent may not have all the answers with regards to properties facilities and maintenance, but he will be the point of contact for the city.** Mr. Elizondo stated and it's specifically for that T-Mobile tower, is that the reason why this was brought to us? **Mr. Salinas replied, yes.** Mr. Elizondo stated, I know that a few years ago maybe more than eight this was brought, but there was no issue about dealing with the city, now there is. **Mr. Salinas stated, now there is, yes, sir.** Mr. Elizondo stated, okay, thank you. *Mr. Ramirez stated, if I may also just illustrate a little more, Trustee Elizondo, because we are a public entity, right, and there's no actual, I own this property, right, and I am the person in charge, so this is a routine for a lot of districts, and we see them all over. When entities like the city, in this case, is asking for who is Legally right in charge for that and so that's what this does but the way it's written, it's not limited to Verizon so it's limited just for general city purposes if the city needs anything, right? It's right now, it's open for just general matters of the properties.* Mr. Elizondo (inaudible). *Mr. Ramirez stated, I don't recommend it just because you're going to have it already there and this is not out of routine I mean in his job description, it says that he manages a district property already. This is just to be able to show the paper to the entities who want to work with us. And the limiting language suggested by Trustee Pena takes care of a lot of that for you.* Ms. Pena stated, Mr. Salinas, why is the city all of a sudden after all of these years because the towers have gone up, you know the one at the stadium, why is the sitting putting their fingers into this now, putting their hand into it. **Mr. Salinas replied, I'm not sure, ma 'am, I can't answer that. Verizon is the one that brought it to our attention and obviously they were concerned.** Ms. Pena stated, but the city and Verizon are two different entities. **Mr. Salinas stated, well, when Verizon was applying for the for the permits to do the construction the city required this. I'm not sure why the city is requiring it now.** Ms. Pena stated, can you please find out what's the objective of that? And I know when we do that, you know, we don't have to approve for Verizon to come and put a tower on any of our properties. That's a choice you could make because I know what they're saying, but if you know about the properties and what they put and how many airspace feet you have to give them and can't build anything around them, they tie up a lot of your property. And that's something that people don't research when these towers come in. We're talking about hundreds of feet, because they need that, to be completely clear. And they pay you pennies on the dollar, and they pretty much own that property as long as that contract is signed, because I've done my research, because I own properties, and they try to do that, and I said, no, you can't do that, because you have to get rid of the houses, get rid of people. They won't allow you to be within so many hundreds of feet. That's something to me that is very crucial that we look at in the future because if you want to build something in the future and you have this contract, it's going to be a year-to-year contract, Mr. Salinas? **Mr. Salinas stated, what's that?** Ms. Pena stated the one with Verizon. **Mr. Salinas stated, no,**

it's a multi-year contract. It came to the board not too long ago. This was property that we were not utilizing and weren't going to utilize in the future, I think. Ms. Pena interjected, when you say multi-years, how many years, more or less? ***Mr. Salinas replied, I think it's 25. I can look at that for sure.*** Ms. Pena stated, and that's what I have a problem with, because in the future, we want to do something, you just tied our hands for 25 years. And then we say, you know why we want to do this with this property? Hit the brakes. Verizon owns it. So we need to be very careful with it. I want to make this public. So when it does happen, it's something that we knew about it. And we went ahead and took a chance on it. And we need to be very careful with it, because I have dealt with these companies, several of them, because the airspace takes up a lot of your property and it ties you. And is it mandatory that they give it to you for 25 years. *Mr. Ramirez stated, so we don't have that contract on the agenda for discussion tonight. We only have the resolution. But we can add it to the agenda.* Ms. Pena stated, once you put the resolution, it doesn't matter what the discussion is, you are putting the horse before, I see what you are saying. *Mr. Ramirez interjected, yes the resolution right now is just for assigning him as a managing member of the property.* Ms. Pena stated, and the reason is for that, because of the Verizon thing. So it is tied into that. It's tied into the Verizon. It's automatically tied into that. *Mr. Ramirez stated, but not the contract of the Verizon right now for discussion. We can add it to for discussion for you all.* Ms. Pena stated, and let me ask you this, in the future we add it, could we go back and change the use of the contract? *Mr. Ramirez stated, it's a matter of the Board wanting to.* Ms. Pena stated, like does this approve the contract or any way, this is just for the city, right? *Mr. Ramirez stated, right, this has no bearing on whatever existing contracts you have with Verizon.* Ms. Pena stated, okay. Ms. Lopez Valdez stated, what if we, with Ms. Pena's questions on Verizon, and we bring it, we get those questions answered in the Friday letter, but this, for the purpose of the resolution, we have a first and we have a second. Ms. Grantland, do you have a question? Ms. Neida Ruth Grantland, Board Member stated, yeah, I wanted to know if there's a time limitation on this issue. *Mr. Ramirez replied, not the way it's written right now.* Ms. Grantland stated, okay, so we don't have a deadline we have to meet? *Mr. Ramirez stated, oh, that date, I'm sorry, I thought the effect of the resolution.* Ms. Grantland stated, No, no, no, I mean a deadline that we might have to meet. ***Mr. Salinas stated, it was very important for Verizon. They want to obviously do the renovations on their projects. So it was important to them.*** Ms. Grantland stated, so a tower exists there right now? ***Mr. Salinas replied, on our property, they lease our property and it was brought to the board and I think the presentation was that it was property that was not being utilized and would never be utilized because of the dimensions and that's why the board approved it if memory serves.*** Mr. Elizondo stated, I think it was like \$750.00 (inaudible). Ms. Pena stated, and for 25 years we can't sell or do anything with that property because it pretty much belongs to them. ***Mr. Salinas stated, ma 'am, I hate doing anything from memory. I will answer those questions for the Friday.*** Ms. Pena stated, well, I've been working with them in the past, so I know exactly what that answer is. Ms. Lopez Valdez stated, we have a first and a second. ***Ms. Patricia Perez, Executive Assistant stated, please vote.*** Ms. Pena stated, and right now, we're just voting for Dr. Chavez to be the one that they contact. Thank you. Ms. Lopez Valdez stated, it's written the way you want it to be written.

Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval of the Brownsville Independent School District Resolution No. 020/2025-2026. The resolution addressed the requirement of District documents for properties owned by the District and appoints of the Superintendent of Schools as the managing member. The recommendation includes the resolution adding the limiting language that it does not supersede the state laws or the policies of this district and is still subject to final Board approval for any property disposition. (7-0-0)

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

1. Recommend approval of payments for construction services and/or engineering services throughout the District in the total amount of \$588,046.21. **(Consent Agenda)**

C. Recommend approval of Budget Amendment(s):

1. Recommend approval of Budget Amendment #013 in the amount of \$239,515.00 for Local Funds. (Reallocation of \$84,138.00 and Fund Balance of \$155,377.00) **(Consent Agenda)**

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

1. Recommend approval to accept the agreement submitted by Green, Rubiano & Associates, for the Sams Memorial Stadium Structural Repairs. **(Consent Agenda)**
2. Recommend approval to accept the proposal from Texas Gas and provide the required right away as specified at Resaca Technology Center, 901 E. Filmore Street, Brownsville, Texas 78521 at no cost to the District. **(Consent Agenda)**
3. Recommend approval of the Memorandum of Understanding between Brownsville Independent School District and the City of New Braunfels Police Department for the purchase of twelve (12) used police vehicles. Total approximate cost of \$76,000.00 from local funds.

Ms. Denise Garza, Board Member stated motion to approve. Ms. Jessica Gonzalez, Board Member stated, Second. Ms. Daniella Lopez Valdez stated Mr. Ortiz. Mr. Carlos Elizondo, Board Member stated, Chief. Mr. Ortiz stated, yes Chief. Mr. Elizondo stated sorry (inaudible). Ms. Lopez Valdez, stated, I have Mr. Ortiz. Mr. Elizondo stated age before beauty. Ms. Minerva Pena, Board Member stated that is a good one. Mr. Ortiz stated, in that case, go ahead, go first. Ms. Pena stated, its okay (inaudible) microphone. Mr. Ortiz stated, Chief, a couple of questions, thank you for going out and looking for vehicles. I know that I did take a look at some of the vehicles that were parked at an event that I was at, and my question was, geez, we need an upgrade here. But let me ask you, I do have a couple of questions. I know that we're looking at seven police cruisers of the year 2018. We're looking at one cruiser with the make of 2011. And we're looking at four, the three cruisers, 20, 12 with one pickup that we're looking at. Do we know the mileage and the condition of those vehicles, Chief? And then if we do, what is the lifespan of these vehicles here with us once we purchase them? **Chief Anna Gaucin replied, okay so for context in our inventory our highest mileage is 227,000 right the vehicles that we're looking at purchasing and of course this is contingent based on the inspection we're going to go inspect the vehicles before we commit to the purchase. The lowest mileage on one**

of those is 65,000 and the highest mileage is 113,000. They come from the City of New Braunfels. If anybody's familiar with City of New Braunfels, it's a small community and it's a wealthy community, so they have a schedule in which they rotate their vehicles out. And that's where we're taking advantage of the fact that these overall they look like to seem to be in good condition. They come fully equipped. So a new one to us would cost us in upwards close to \$65,000 if we were to purchase a brand new one. Looking at these, they're not the newest, nonetheless, they seem reliable. And they wouldn't be selling us a product that they didn't feel was reliable enough for our area. But before we commit on the purchase, we're going to go ahead and inspect them with some mechanics that Mr. Ornelas from Transportation has agreed to help us with. Mr. Ortiz stated, Chief, how long would you say that these cars and this pickup would be able to be in service with the BISD police? **Chief Gaucin replied, well, we do our best to take care of our units. Like I said, the oldest one we have right now is from 2005. So that just speaks to how long we try to make our units last. And I can't give you an approximate right because anything can go wrong. But we should be able to make them last at least 5, 10 years, give or take. And with the proper maintenance, I think we'll get our money's worth.** Mr. Ortiz stated, thank you, one last question. Have we ever thought of leasing so that we can have new cars in and switch them out every five years and so forth? I know the Transportation Department does that with some buses, okay? So have we ever thought about that or is this the best possible way? go at this time? **Chief Gaucin replied, we're studying that option. However, I'm going to sound like a used car salesman. The reason we're moving on this one quickly is because they won't last long. So we want to take advantage of these and also look at those leasing options and see what all else is available to us in order to maximize our resources.** Mr. Ortiz stated, thank you, Chief. Mr. Carlos Elizondo, Board Member stated, great questions, Ms. Ortiz. Just real quick, just because they're old. **Chief Gaucin stated, yes, I understand.** Mr. Elizondo stated, you don't know the amount of abuse that these vehicles have taken, regardless of where they're coming from. Anything above \$50,000, especially in a public industry, especially with police or fire or EMS, anything above \$50,000 is already ancient, just so that you know. And then the amount of money that you're going to put into a 2018 or even a 2012 might just offset the cost of going out there and buying a new one with a warranty. Because these come with no warranty, am I correct? **Chief Gaucin replied, correct, and like I said, prior to the purchase, we have worked a deal with Mr. Ornelas. He's going to lend us his mechanics to give us a (inaudible). If it's not worth the purchase, we're not going to go there.** Mr. Elizondo stated, I guess. But maybe we look into buying new vehicles. **Chief Gaucin stated, that's in the works as well.** Mr. Elizondo stated, well, instead of buying used, what I'm trying to say is if you buy used, you're going to have to have them for another six years. I know that some of the vehicles that you have probably won't make it out of the parking lot because they're used. You know, and I want to make sure that the officers and your staff are riding in vehicles that are going to be able to respond to an emergency when it arises without having to worry about if the wheel's going to fall off. **Chief Gaucin stated, no, no, absolutely, and like I said, we wouldn't commit to something that wouldn't be reliable or safe enough for our students and staff.** Mr. Ortiz stated, and that's why, I'm a big proponent of making sure that you have, and I told the previous Chief the same thing when he gave me his challenge coin. The first challenge I gave him, making sure that your staff has the proper equipment do the right job. And this is what I'm going to ask you the same thing. Make sure that you go out there. Don't be forced to make a purchase if it's not good for your staff

and for this community. That's all I'm asking. I'm in full support of your staff and the decisions if you can come back with a better decision, making sure that people that are servicing our kids have the best equipment for them. **Chief Gaucin stated, absolutely, thank you.** Ms. Lopez Valdez stated, I have Ms. Gonzalez. Ms. Jessica Gonzalez, Board Member stated, thank you, Chief. First and foremost, I just want to say thank you for keeping the ball rolling over there at the department. It's just been a smooth transition, so thank you for that. I don't know how you found this. I can only imagine how you guys do it, and I don't need to know. I just wanted to say thank you for finding a great deal, because you're getting 12 vehicles for \$76,000 if it eventually does go through. So, thank you for being out there and just finding the best deals for your department. Ms. Denise Garza, Board Member stated thank you Chief, for bringing this and taking the initiative. We wouldn't want our officers, of course, to be in vehicles that, of course, are not safe. And you're also going to go out looking for, you know, possibly leasing. But we do know when it comes to leasing or purchasing new vehicles, it's not like going to a dealership and purchasing a car off the lot. Those cars take time because they got to build them a certain way. They have certain equipment that is in these vehicles. So that may also take time, but know you have our full support. And if these vehicles are in good shape, which, you know, I'm familiar with the area. I would think they are in good shape, so thank you for taking the initiative and just know whatever route you go versus, you know, purchasing these or also looking into new ones, you have our full support because we also need to protect our officers out there as they're responding to emergencies. **Chief Gaucin stated, absolutely, thank you.** Ms. Lopez Valdez stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, yes, and Chief, you said, one of the biggest questions I ask is you are going to take a mechanic with you. **Chief Gaucin replied, yes.** Ms. Pena continued, you're looking at 12 cars for \$76,000? **Chief Gaucin replied, correct.** Ms. Pena stated, that's a total of \$6,333 per car, per unit. You're going to be allowed to test drive these vehicles on the highway before you turn around and try to bring them home? Are you going to be allowed to do that kind of testing, testing to make sure. The last thing I want is you buy it. And once you buy it, you're on your own. And halfway, you don't make it here. So are we going to allow you to do the test driving on those 12 vehicles and have the mechanic in the car? **Chief Gaucin replied, yes.** Ms. Pena continued, so we can hear the funny noises, if there are any. So you're going to do all that before you turn around and take possession of those vehicles? **Chief Gaucin replied, yes, the first step is to go inspect them and then commit. Whichever of the 12 we find are the best, if they're all good, great. And if only five of them meet our standards, then we'll stick with only five. We're not the first police department to purchase from New Braunfels. We're just taking advantage of the resource.** Ms. Pena stated, no, yes, I agree. But just I want to make sure that you test drive. Because everything, and this is different. You can't turn around and say, I want my money back. They say, sorry. When you do that, you have my full support. I can't speak about my other members, but you have my full support. If you do the testing and you get the mechanic to go in and check them, then I fully support that you can go out and get these vehicles. **Chief Gaucin replied thank you. Dr. Jesus Chavez, Superintendent stated, I want to thank our Chief here. If I'm correct, and I may be wrong on this, but this is the first time you've come to the Board and presented since you took the job, right? Chief Gaucin replied, last month you were debating, and this month I'm here. Dr. Chavez continued, so anyway, I just wanted to congratulate you, right, for coming forward and presenting to the Board. Chief Gaucin stated, thank you. Dr. Chavez continued, thank you so much, Chief, appreciate you being here. Chief**

Gaucin stated, thank you, and thank you all for all your help. Mr. Ortiz stated, Chief, I do have a follow-up question. I see that you're going to be looking at one truck. I know the way it rains here a lot and the way our streets get flooded and everything, and sometimes you guys get some calls and y'all need to go out there, but you can't go in because your cars are too low. In the future, are we thinking of maybe purchasing some more trucks? **Chief Gaucin replied, yes, that's what we're looking at, some high-profile vehicles. I know that Maintenance in the past has helped us with the high-profile vehicles when we do have heavy rains.** Mr. Ortiz stated, thank you.

Motion made by Denise Garza, seconded by Jessica Gonzalez, and unanimously carried to recommend approval of the Memorandum of Understanding between Brownsville Independent School District and the City of New Braunfels Police Department for the purchase of twelve (12) used police vehicles. Total approximate cost of \$76,000.00 from local funds. (7-0-0)

4. Recommend approval to renew a Memorandum of Understanding between Brownsville ISD and Mesquite Treatment Center, LLC to provide chemical dependency referral services and educational presentations to BISD students during the school day for the 2025-2026 school year. No cost to the District. *

Ms. Denise Garza, Board Member stated, Motion to approve. Ms. Jessica Gonzalez, Board Member stated, Second. Ms. Garza continued, I circled this item, although it is at no cost to the District. I just wanted a brief presentation because it does mention, you know, referrals. So I'm just curious, how will these referrals be sent to this agency? And just so you can just give the community also a little feedback on this MOU. **Ms. Sara Garza, Director of Guidance & Counseling stated, good evening Dr. Chavez, President Daniela Lopez Valdez, congratulations on your award and members of the Board. So we are asking to renew the Memorandum of Understanding to provide educational services for our counselors to have presenters during Red Ribbon Week and throughout the school year on drug prevention and vaping. In regards to the referral services, they do offer counseling pro bono for students that do not have, parents that do not have resources to pay for that type of counseling. And so, our counselors would provide that information to the parents when they are meeting with the student and the parent, and the parents would contact the entity directly.** Ms. Garza stated, okay, so then the child would then first come to the counselor, speak to our counselor, and then our school counselor would make a referral once they make contact with the parent? **Ms. S. Garza replied, well, the parents would contact the agency themselves. We are providing information to the parents about this agency. And then the parents themselves, we do not give information about our students to entities. The parents, that's their responsibility.** Ms. D. Garza stated, and the reason I was asking, because it says referral, and usually referral comes from the agency referring, which would be BISD referring to this treatment center. So I was just wondering, is there documentation? How do we keep track of who we're sending to them? how their services are working for our district? **Ms. S. Garza replied, well, we get feedback from parents. Usually the student and the parent meet with the counselor and they let them know if they're going to be having counseling services with this entity. And then we get feedback from the parents. So we don't have anything formal in writing or a log, but it's that communication between the parents and the counselor.** Ms. D. Garza stated, thank you

for all to clarify that. I just have a recommendation since we do have a big vaping problem, you know, not just here but it seems to be something going on amongst our youths right throughout our country. Would it be possible to also collaborate with our police department as most times they're the ones getting these referrals or they're being called that oh this child was found with something maybe they can also be that point of contact? **Ms. S. Garza replied, absolutely ma'am.** Ms. D. Garza stated, thank you. Ms. Neida Ruth Grantland, Board Member stated, yes, I have a quick question. If you find that a student that's being counseled and the parent is with them needs inpatient care, do you all provide that or can you refer them further? Because I know when I was a principal, it was very difficult to find beds for students that needed inpatient care. **Ms. S. Garza replied, so that would be worked out between the parent and the agency. We do not do referrals for inpatient treatment. We provide information to parents, and we do have an active MOU with a hospital in Harlingen, so that if the student becomes a patient at that hospital, BISD provides schoolwork for that student so they don't fall behind.** Ms. Grantland stated, and when you say the agency, you're talking about not Mesquite, but someone else? **Ms. S. Garza replied, yes, ma'am. It can be whatever the parent's choice is.** Ms. Grantland stated, thank you so much and thank you for what you do for the students that are in critical need. **Ms. S. Garza stated, thank you.** Mr. Carlos Elizondo, Board Member stated, just real quick. The referral is going to be only to Mesquite? **Ms. S. Garza stated, well, if parents need a resource where they cannot pay, then we will mention that to the parent that this agency provides that. But it's...** Mr. Elizondo interjected, maybe I didn't make myself clear. **Ms. S. Garza stated, okay.** Mr. Elizondo continued, is the referral only going to be, there's only going to be one? **Ms. S. Garza stated, no.** Mr. Elizondo stated, there's only going to be one name, this is Mesquite, here you go parent. **Ms. S. Garza stated, no, no sir.** Mr. Elizondo stated, so then there's going to be Mesquite, there's going to be other behavioral centers, other centers that are going to be available? **Ms. S. Garza replied, well, parents will ask what else is out there, right? And so we don't have a full volume of referral services that exist. So chemical dependency is very unique, right? It's not like a student that has anxiety or depression, it's unique, right?** Mr. Elizondo stated, I understand and the reason, because I'm on that side of the fence. I just want to make sure that we're getting this right. And this is the reason I'm asking. When you, the student comes in with a parent, parent X, Y, Z. Here's the referral source to Mesquite. That's it? **Ms. S. Garza replied, no, no sir, so...** Mr. Elizondo interjected, so my question is there going to be more individuals other than Mesquite on the referral source so the parent can make a decision, is what I'm trying to find out. **Ms. S. Garza replied, so when it is something like chemical dependency we will typically refer them to their pediatrician because this is something a physiological physical that they're consuming and so we readily defer to their pediatrician for those referrals.** Mr. Elizondo stated, so then what is, I'm confused, what is the reason for Mesquite and the referral and what you're bringing to the table today so we can vote on? **Ms. S. Garza stated, educational services for presentations. And then aside from that, they have let us know that they provide counseling for students, for parents who cannot afford to pay for counseling.** Mr. Elizondo stated, okay, and if they can, they're going to bill the insurance? **Ms. S. Garza stated, correct.** Mr. Elizondo stated, is there any other entities that are able to do that within the school system now? **Ms. S. Garza replied, yes well, we have TCHAT, that's free of charge to students and parents. We have another MOU with Tropical Texas, and they also have their resources for drug chemical dependency. Yes, sir. So there are others.** Mr. Elizondo

stated, so that's what I'm saying. It's not just going to be Mesquite. Is what my question is? **Ms. S. Garza stated, yes, sir, that's correct.** Mr. Elizondo stated, okay, thank you. Ms. Pena stated question. Ms. Lopez Valdez stated Ms. Pena, sorry, Ms. Grantland was first. Ms. Neida Ruth Grantland, Board Member stated, I just wanted to know what role do you specifically play in this whole scheme of services? **Ms. S. Garza replied, so we meet with our community members, right, who are offering services and we bring this information to the Board. We also oversee compliance because our counselors during the school year are required to do certain presentations throughout the year and we want to be sure that they have the resources to be able to do that. So we monitor that that's happening at the campuses.** Ms. Grantland stated, so when you call Mesquite Treatment, you're talking about education, and you're talking about looking at other services that they may need that you can aim them in the direction of? **Ms. S. Garza replied, specific, yes.** Ms. Grantland stated, yes and so at that point, you'll say, this is the list of people that can provide the services you need? **Ms. S. Garza replied, yes, ma 'am.** Ms. Grantland stated, and then they choose? **Ms. S. Garza replied, yes, ma 'am, that is correct.** Ms. Grantland stated, okay, that's great, thank you. Ms. Minerva Pena, Board Member stated, and the reason for the MOU, how many others, like what's the objective of the MOU? Because I know they're very detailed. And on the page, I guess page five where it lists including workers' compensation, insurance coverage affordable to employees of BISD. There's a lot of things in here where it says BISD is not responsible to withhold or pay on behalf any sum for income, tax, unemployment. It's very, very detailed. So what is the objective of this MOU, because I'm reading it and there's a lot of words in here that kind of make me wonder what objective is of them putting that in there. Because the only reason that you're bringing it to us so we can do referrals for our students, not our employees, not for the workman's comp, not for any of that. But they're including all that in here. So what is the objective of having to have an MOU if I can address it to the attorney? Dr. Chavez, what is the objective? Why can't we just make a referral without having to have an MOU in our position? Because this isn't tied to anything or in any way, shape, or form, but you go to court and you get these fine little words and fine little print and turn it into what you need. Is it a necessary thing that we enter into an MOU just on the simple fact that we're going to do a referral, because we have nothing to do with it. Once they go to them, am I right, ma 'am? They do everything. BISD does nothing, am I right? **Ms. S. Garza replied, yes, ma 'am, but also, I'm sorry for educational services, because they will be coming onto campuses, if you approve it tonight, and presenting to our students.** Ms. Pena stated, well, I don't have a problem with that. But everything else they threw in there, and you just want them to present. check out all the other stuff they put in black and white, which to me is not necessary. Because if you want to come and make a presentation, more power to you. But they throw all of this stuff in there. And what is the need of that? And that makes me a little leery and uncomfortable, Mr. Attorney. *Mr. Eden Ramirez, Board Attorney stated, sure, so pausing your time. So yes, we recommend you have an MOU to govern the relationship with any organization who is conducting services in the district. Why do we think that's a good idea? Because it allows us to have an understanding of what our relationship is, what you're allowed to do, what you're not allowed to do. And then also from a practical standpoint, it also brings awareness to the Board of what administration is doing and who we're partnering with to provide these kind of educational services to the community. And could the district in, to the students, I'm sorry.* Ms. Pena stated, yes I was going to correct you, I am not here for the community to service that. *Mr. Ramirez continued, could administration on their own*

allow on a campus level basis or a classroom level basis someone to come in and speak to students, absolutely. However, that would be more like on an individual macro level of a classroom level, but if we're going to be welcoming someone district -wide, there should be some framework of how we engage with them. Ms. Pena interjected, and I'm okay with that, it's just that look at everything they threw in there. What you just said is black and white and simple, and we signed it MOU for you to come in and educate our students and our faculty. I'm okay with that. Look at all the detail, people's income tax, people at workman's comp, why do they make it in that manner? Why can't we get something simpler? Black and white for like what she said they're coming in to present to our students. It's a great idea Thank you, by the way, you do a great job on that, why is this contract or this MOU putting all of that in there because that's not what, or has anything to do with what she wants them to come in and do why are they throwing all that in there? *Mr. Ramirez replied, so often, so oftentimes, there's a lot of, like I'm looking at it right now, you know, there's almost two pages of just general legal stuff. When we're talking about, for example, severability, waiver of immunities, governing laws, all those things are clauses that I would keep in there from a legal standpoint just because it benefits us to have that, right? It includes how we can terminate it. It includes how they can't assign it to anybody else, how they are the responsible party, but it also has really good protections for the district. For example, it outlines that they are responsible for conducting background checks on anybody coming into the district. And so those are reasons why some of these clauses are good to be in there. And what eventually makes it so lengthy, I think what I could say about the length is attorneys like to write a lot and make really big contracts. And so I would say that for the very most part, this is benign. If we look at the specific part where we have client rights, it outlines the seven areas of how and what we receive, basically. The rest of the stuff, you know, it's...* Ms. M. Pena interjected, has nothing to do with us. *Mr. Ramirez continued, it's more for the attorneys I would say to protect the district and to ensure that we can hold them accountable to hey, they brought someone on to our campus that person was not background check. We learned something later, we have a basis to say yeah was your responsibility Provide some coverage for us.* Ms. Pena stated, and I'm okay with it. That's not in there a lot of stuff isn't, why is it that we don't get the contracts be written up by our attorneys? And take it to them instead of having their general contract because when I started reading about their income tax. Ms. Lopez Valdez interjected, we are talking about you know specific contracts, maybe we can do, answer Ms. Pena's questions on contracts in general and MOUs offline, so that way she can get an explanation on how we handle MOUs. And I know Ms. Grantland has a question. Ms. Pena stated, let me finish real quick, let me finish real quick. I know and I understand it. I just want to know we can get something in black and white and simple because they're just going to come and do presentations, not throw anything else, and then an employee gets involved and they come after us. I don't want that to happen. Can we have something in black and white? What she wants them for is presentation. So yes, I understand contracts. I just want to know, is that possible, sir, that we could do something like that? *Mr. Ramirez replied, so, I mean, yes, we can go through the contract we have right now and take out what you think is maybe not needed and kind of go line by line. I don't recommend that we do that in the setting. That's not, you know, conducive for that.* Ms. Lopez Valdez interjected, I would not like to do that in the setting, I want to make sure that we conduct the district business. And if, Ms. Pena, you want to answer the, get a actual deep dive into it, then we, you can work with Mr. Ramirez on that offline. And that way, we can continue moving forward. I know Ms. Grantland has a question. Ms. Pena interjected, and I'd like to, I'm here so I can

protect the district and make sure something in the future doesn't come back, and they hold us to this contract, so I know exactly what I'm talking about, but that's what I'm asking. *Mr. Ramirez replied, yes I'm happy to set up a meeting with you this week if you like.* Ms. Pena stated, no, no, I don't need a meeting, you know what I'm asking, and you know what the answer is to that, and that's the only thing I'm saying, because if it comes in the future, it was brought up, that's all I ask. *Mr. Ramirez replied yes ma'am.* Ms. Lopez Valdez stated, Ms. Grantland. Ms. Grantland stated, yes, I have a question. When we handle MOUs all the time, with different entities all the time, when we get an MOU into our district that's proposed to us, does our legal, and this is for you Mr. Salinas, does our legal review it? *Mr. Miguel Salinas, Staff Attorney replied, my office reviews every contract, when we had a contract with Mr. O'Hanlon's office, they also reviewed it. Now it's only me. So every contract, well this is an MOU, but every MOU, every contract, every agreement, as you'll see in the covered letter says that it was reviewed by legal.* Ms. Grantland stated, so my assumption then that you have looked at everything in this MOU is a correct assumption? *Mr. Salinas replied, yes, and I approved it as to legal form and content.* Ms. Grantland stated, okay, I would tend to accept that. Ms. Lopez Valdez stated, thank you, Mr. Elizondo. Mr. Elizondo stated, just real quick, just for clarification, this is a for-profit organization that's being allowed to come into the school district, correct? **Ms. S. Garza replied, yes, yes, sir.** Ms. Pena interjected, the answer is yes. Mr. Elizondo stated, I'm sorry, what was the answer? **Ms. S. Garza replied, yes, sir.** Mr. Elizondo stated, yes, so we're letting a for-profit organization come into the school district to provide services? **Ms. S. Garza stated, they're not charging for the services.** Mr. Elizondo stated, they will if they get a child with insurance. Ms. Lopez Valdez interjected, I believe Ms. Garza said that it's pro bono. **Ms. S. Garza stated, well, for the parents who cannot afford it, ma'am, yes.** Mr. Elizondo stated, I understand that ma'am. If they can't afford it, they will be charged? **Ms. S. Garza replied, yes, sir.** Mr. Elizondo stated, that's what I'm trying to say, so it's a for-profit organization that's being led into the school district to provide services for our kids. The caveat is if they don't have money, they'll pick them up. But more than likely than not, kids are usually on Medicaid or have insurance. **Ms. S. Garza replied, correct.** Mr. Elizondo stated, right, okay thank you. Ms. Lopez Valdez stated thank you so much, Ms. Garza. And thank you for all that you and your department do. Appreciate you very much. We have a first and a second.

Motion made by Denise Garza, seconded by Jessica Gonzalez, to recommend approval to renew a Memorandum of Understanding between Brownsville ISD and Mesquite Treatment Center, LLC to provide chemical dependency referral services and educational presentations to BISD students during the school day for the 2025-2026 school year. No cost to the District. *

The following vote was recorded

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

Motion Carried: 6-1-0

Ms. Pena stated, I agree with the help, I'm just uncomfortable, Mr. Ramirez, with the verbiage on it.

5. Recommend approval of Amendment 003 to the Integrated English Literacy & Civics Education funds in the amount of \$319,938.00 for BISD Fund 220/TWC Fund 243-Integrated English Literacy & Civics Education Fund for the 2025-2026 school year at no cost to the District. * **(Consent Agenda)**
6. Recommend approval to enter into an Agreement with Cameron County Community Service Centers and School Districts to provide Adult Basic Education/Adult Secondary Education, High School Equivalency, English as Second Language and, certification for in-demand occupations classes for the 2025-2026 school year at no cost to the District. ***(Consent Agenda)**
7. Recommend approval to enter into a Memorandum of Understanding between Brownsville Independent School District and BCFS Health and Human Services Human Trafficking Interdiction Division for a 2-year interval. No cost to the District. **(Consent Agenda)**
8. Recommend approval of the Texas Association of School Boards (TASB) pay system maintenance of Brownsville I.S.D. (Cost to the District \$14,000.00) **(Consent Agenda)**

X. Board Member Request(s)

A. Action Item(s)

1. Presentation, discussion and possible action regarding Level III Hearings timelines at BISD. Board Member Request Minerva Pena/Board Support Carlos Elizondo)

Carlos Elizondo stepped out at 7:26 p.m.

Ms. Minerva Pena, Board Member stated, yes, Dr. Chavez, I've had several concerns from employees, parents, and people who've had some kind of hearing or need. And I know that because you're limited in time and how much we can do where they said that some of them were told that it takes a time. Like you and I discussed when you said you're going to do one that couldn't come today. So probably we're not going to be able to do him until after December or January. So my concern was the objective of getting these brought to the Board so we can, you know, take care of the situation as quickly as possible. Why not have the way we've had it in the past where we had a Board Meeting, Special Board Meeting with just grievances? That way, we won't limit ourselves and say, well, we're not going to have a meeting until this and that. Because to me, these are important. So, because the delay and for what I've been told by employees and I've been told by parents especially that they've been told that, no, they don't have time. Sorry, there's no time to put you on there. And I don't know how true that is, but I know that there's a couple of hearings that have been on there for a while. And I know it makes it very difficult. and you can only put so many per meeting because they're very lengthy and you want to do the proper job. Would it be possible to be able to, we've done this in the past, I remember Mr. Salinas, I'm sorry, I can't hear you. Yes, sir. Yes, that we've had a, well, we had a Special Board Meeting just with grievances to cover that. That has been done in the past. Am I correct?

Carlos Elizondo returned at 7:28 p.m.

Mr. Miguel Salinas, Staff Attorney stated, yes, ma 'am. Ms. Pena continued, so I was just wondering would be that something that would maybe help, you know get these Hearings on a timely manner a little quicker or what do you recommend or what do you think sir. That's my question. ***Dr. Jesus Chavez, Superintendent stated, yes, ma 'am, so I'm going to respond to the question, but let me say that if anybody out there has concerns with how we're working with them, please let them call my office, please. I'm happy to work with everyone and certainly listen to how we can become a better district, improve things, and I have not heard of anybody coming to me and giving me the concern that was mentioned. So I wanted to say that. Here with regards to having a separate meeting, a Special Meeting, and for us to quickly address, you know, concerns that people may have or complaints, you know, as far as the formal piece, whether it be a student and or employee or a citizen, I'm happy to do that. Now, here again, it'll be for the Board to decide, right, for you to discuss that and say, you know, yes, we don't mind having a second monthly meeting or a third monthly meeting and, you know, for us to take two hours, three hours for each of those meetings. We're happy to do that. So, Board, you know, you all might want to talk a little bit more about that, and if indeed you want to move in that direction, we're ready to do it. Mr. Salinas stated, Dr. Chavez, may I just offer some follow -up? Dr. Chavez stated, yes, sir, please. Mr. Salinas continued, we have never, at the administration level, not taken a Level III to the Board. We take them chronologically. Anytime a Level III has been delayed, it's because either the grievance request or the attorney's request. We have never asked not to take a Level III to the hearing. Our Board policy said that we had 45 days from the Level II to hear it. And if the agreement or the attorney wasn't available, we had an additional 45 days, that's 90 days. We have never held to that. We have, as you can see, some of these are old, and that's because the attorneys or the grievant have been unavailable. It's not because of administration. I have mentioned, and I know the Board has, I would love to have a meeting Just for Level III's, they take up, as the Board knows, 30 to 40, 50 minutes per. We were scheduled to have four. Starting September 1st, the law changed, and now by law, we have to have them within 60 days. That means if we don't have Special calls for these, we're going to have, like tonight, four, five, six Level III's. Traditionally, we did not have Level III's in December. We're going to have Level III's this year because of the state mandate. So, I recommend we have a Special Called Board meeting. The other option, and I offer this to the Board now, along with that state law that says we have to hear this before three days, the state says we can also have a panel of three board members to hear the grievances. So the Board can designate three individuals on a rotating basis or on a permanent basis and the full Board doesn't have to hear it. So we don't have to have a Special Called and we don't have to take three, four hours at a Board Meeting to hear these Level III's. These are the options the Board has but obviously I work at the pleasure of the Board and I will be here after five or on Saturday whenever the board wants to hear these we can have these done or we will have four or five per meeting that those are our options.*** Ms. Pena stated, and I like that you said that you need a minimum of three to have it, the grievance, am I correct? But the Board, the amount of the Board members who want to show up can show up, not mandated to only three. Because one thing that the people in the public pay attention is to who shows up. So I don't want, you're not saying to tie it down just to a maximum of three, but a minimum of three is all you need. ***Mr. Salinas stated, well, and the Board's always had the option to appoint someone to hear them. The Board has always wanted to hear this. The full Board wanted to hear these. And I appreciate that. It's just an option.***

The Board can designate three board members, that's state law, to hear these. But if the board wants to hear them, we're going to have to do it at a Regular meeting or at a Special meeting. And I recommend, rather than having working till 2 or 3 in the morning, because that's what four or five level threes are going to do to our meetings, have a Special called either, on a weekday or a Saturday, whatever. Ms. Pena stated, no, and I agree with you, but as far as appointing, I don't want the public to think that we're minimizing it. So, you know, you can appoint, but whoever wants to show up should have the ability because we all, as Board Members, have the same authority to hear whatever is going on. And we want to show the public that we're here to support them or to do what is right on the situation. You know, sometimes the BIS is 100 % in the right, and sometimes they're not so much 100 % in the right. So I agree with that. And may I ask the people to call your office directly when they have an issue and a concern that it's been over three months and no one has told them anything. And I've told them this. It's your attorney, from what I understand. And then they'll come and say, no, ma'am. So I say, talk to your attorney. May I ask him to call your office so you can explain whatever situation? Is that allowed? *Mr. Salinas stated, if they're represented by an attorney, I will ask them to have their attorney speak to me. And all of these individuals are either represented by an attorney or by an association. We do have some that represent themselves, but they're very few. And we'll certainly prioritize those.* Ms. Pena stated, and what date did that law, it's a law that went into effect. *Mr. Salinas stated, September 1.* Ms. Pena stated, September 1, so it has to be, so we don't have to worry about this for the future because by law you have to have it within 60 days. *Mr. Salinas replied, that's right.* Ms. Denise Garza, Board Member stated, Mr. Salinas, could you include in the newsletter on Friday how many pending grievances we have that were before the September 1st? And if they've been rescheduled to also include that information, maybe how many times they've been rescheduled? And yes, and the reason, that way we can be aware of how far behind we may be and what's the reason, and that way we can move forward. And I do like that idea of having a Special Called just for grievances. *Mr. Salinas stated, and it's just not Level III, ma'am. They're abated at level one, at level two. It may be 9 or 10 months before we even get to the Level II, so the Board will hear it a year later, but it's not because we waited a year to bring it to the Board.* Ms. Garza stated, and on that request that I'm requesting for us to have, could you also include maybe where the grievance initiated, the timeline on when it started to where it got to Level III and then the rescheduling? *Mr. Salinas stated, yes, ma'am.* Ms. Pena stated, a follow-up, please? Ms. Lopez Valdez stated, I have Ms. Grantland first. Ms. Grantland stated, you mentioned the 60 day time limitation at this point. What happens if it's not on our side? What happens if the grievant comes and says, I can't do this within that time period? Do we have a safe gap? *Mr. Salinas replied, yes, we have a safe gap. We'll be able to accommodate them. As I said, we have never as a district forced someone or had a hearing without the grievant present, which we can do. Because if we set it, and we're up against the timeline, we can set it. And if they show up or not, well, that's on them. We've never done that. So we will accommodate the other side to the extent we can. We can extend the 60 days by agreement.* Ms. Grantland stated, okay, so then we won't be penalized for the extension, thank you. Mr. Frank Ortiz, Board Member stated, yes, Mr. Salinas, I do like the recommendations that have been made about having a Special Called Board meeting for just grievances. I did have a lot of questions, but you've answered them through the course of your presentation. The only thing that we just need to be careful how many Level III's we're going to have as well when we have a Special Called Board Meeting. You wouldn't

want to have six or seven be here until 12 o'clock at night also. So we just need to be careful how many we're going to schedule. The other thing also that I don't feel comfortable with, like you mentioned, and it's allowed, Okay, we can only have three Board members listen to the grievances. But if the Board has to go to a vote, you don't have a majority then. Is that correct? **Mr. Salinas replied, remember, the Board's duty for a Level III is simply to stop, look, and listen, or consider that. You don't have to make a determination at all. So that's why it's less than a quorum. You don't have to reach a resolution. By law, the only obligation of the Board is to give them an audience, that's it.** Mr. Ortiz stated, but we do sometimes have to go and make a decision. **Mr. Salina stated, we almost always do, yes.** Mr. Ortiz stated, okay, all rights o for that, wouldn't you need a majority? **Mr. Salinas replied, you would.** Mr. Ortiz stated, okay, so see, that's why I feel uncomfortable with just appointing just three Board Members. I think it should be open to all seven Board Members. **Mr. Salinas stated, if it's three, it's going to be stop, look and listen.** Mr. Ortiz stated, well, we can't always say that that's what it's going to be. That's my point. See, that's what I'm saying, sir. **Mr. Salinas stated, so that's up to the Board.** Mr. Ortiz stated, so I think that it should be all seven Board members. **Mr. Salinas stated, that's certainly up to the Board. The option, though the state, gives us the option for the Board to appoint three.** Ms. Pena stated, sir, I noticed you mentioned some September 1st, 60 days, does that apply for all levels, the grievance? **Mr. Salinas stated, after the Level II, we have 60 days to bring it to the Board.** Ms. Pena stated, so you can take as long as you want for Level I and II? **Mr. Salinas replied, no, no, we have timelines for level one.** Ms. Pena stated, what are the timelines for each of them, please? **Mr. Salinas replied, the timeline used to be you had 15 days to file a grievance at Level I, September 1, now it's 60 days. So the timeline is going to be much longer. After that, after the Level I, you have 10 days to appeal to Level II. And then you have an additional 10 days to appeal. And then we have 60 days to set it before the Board.** Ms. Pena stated, okay, so then the 60 days to file, then 10 days after Level I to get to the Level III. **Mr. Salina stated to the Level II.** Ms. Pena stated, but how many days after Level II do you have to file for the Level III? **Mr. Salinas replied, after the Level II hearing.** Ms. Pena interjected, that's what I was talking about, you have 10 days, right? **Mr. Salinas replied, after the pronouncement of the Level II hearing officer, you have 60 days to set it. They have an additional 10 days to ask for a Level III.** Ms. Pena stated, okay, let's be a little more clear on that, once a decision comes out on level 2, how long does the person filing the grievance have to request a Level III hearing? **Mr. Salinas stated, and I'm doing this by remembering I shouldn't. The hearing officer has 10 days to render a decision. They have an additional 10 days to, if they don't agree, they have an additional 10 days to file the Level II. After the Level II, the hearing officer has 10 days to pronounce their decision. And once the decision is pronounced and given to the grievant, we have to set it within 60 days. They have an additional 10 days to request a hearing at Level III, and then we have 60 days to set it.** Ms. Pena stated, thank you, could you do us a favor and send us a copy of that law? That way, we can have the specifics on it. That way, if anybody calls, we'll be happy to give them a copy. And here it is. Study it, please, because it affects them more than it does us. **Mr. Salinas stated, and we are having our, I think we're having a TASB update. We're getting one in October. So we'll have a Board workshop. And we'll be adopting that, which will incorporate the new law. So the Board will actually have the opportunity to vote on the new timetables.** Ms. Pena stated, thank you, but can we still get a copy of how that's been written? **Mr. Salinas replied, of course, yes ma'am.** Ms. Pena stated, I appreciate that. That way we can study it before we have that

update. *Mr. Salina stated, yes.* Ms. Jessica Gonzalez, Board Member stated, thank you, I would just like to make a recommendation. Maybe what we can do is after Mr. Salinas tells us how many Level III's we have, then we can move forward. And if we could maybe know monthly, and then from there, we decide, you know what, let's have a Special Called. Because honestly, I would be okay with just having a Special Called just for level threes monthly because they do take up and then sometimes we do have the grievance here till almost midnight. So maybe if we look into just having Special Called once a month and then absolutely, totally remove it from this agenda and then go from there. Ms. Lopez Valdez stated, thank you. I agree. I think if we can figure out a way to make sure that we hear these all at a timely level and also dedicate our time. And even though it is a Special Called and maybe some employees are at work, as long as we have four present, we should be able to make it work. Ms. Gonzalez stated, can I just add really quick? I know sometimes people's administration, Dr. Chavez, sees Special Called and they want to throw stuff to the agenda. No. We're going to have a Special Called just for grievances. Please. Ms. Pena stated, if you could take that recommendation, Dr. Chavez, then we would appreciate it. It's not an order. It's just a recommendation. Ms. Lopez Valdez stated, thank you. Okay, well no action on this one.

2. Discussion and action on order of Level III Grievances when they involve student issues and participation in extracurricular activities. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo)

Ms. Daniella Lopez Valdez, Board President stated, Ms. Pena, the next item is similar to this? Are you wanting to discuss it? Ms. Minerva Pena, Board Member stated, yes, and the same thing, because when it's a student that has some kind of an issue, hold on, let me see if our attorney can pay attention. *Mr. Eden Ramirez, Board Attorney stated, I'm going to blame Shelly for that, I'm sorry.* Ms. Pena stated, you remember, it takes two to mess up, I'll never forget that. *Mr. Ramirez stated, I'm sorry, Mrs. Pena. I didn't catch your question, I apologize.* Ms. Pena stated, my question is, when we have students that have grievance or something's going on, I wanted to make sure that we apply the same thing and do it as quickly as possible. Because, guys, I know life is hard, especially for attorneys. But you signed up to do that. Nobody forced you. That's why I decided not to be an attorney, because it's very time consuming. So, I just want to make sure, Dr. Chavez, that when we have an issue or a grievance or something, because I'm going to be very candid. Today's world, it's not about how good you are, it's about how many people like you. I'm very, very, and I wasn't raised like that. I mean, I can despise you as a person, but you're so good that I'm going to have to back you up because nobody can do the work as good as you do. That's how I was raised. But not everyone thinks that way. So, with the students, I wanted to make sure, is there a way where we can expedite it? Because if it's something that's going on with a student or something at school or what have you, is there a different way where we can Dr. Chavez and recommend that if it is a student that we can expedite the issue. *Mr. Ramirez replied, if I may, what we can do for the Board to illustrate the issue is you asked some things of us for the first item for employees. There's a separate policy, which is FNG, that governs the complaint process for students. We can also share that with you so you can see it. And in fact, what we just did in another school district, we had a workshop dedicated to the grievance process. And so, we worked on those to allow input. If you didn't want those to be handled differently than the employee ones. So, we can share the information with you. If you all have further follow-up from that, we can*

always add it to maybe amend the policy. Since they are local policies, there's some stuff you can do locally to expedite them. Ms. Pena stated, I think that's a good idea. I really would appreciate if you would do that. Thank you. Ms. Grantland stated, I think it's wise to do that because when it comes to students, it can become very volatile very quickly. And if it's a student grievance against another student, God forbid that we would have a situation that would escalate to the point of harming someone. So I think that we need to take that very seriously. *Mr. Ramirez stated, I just saw Ms. Pat take some notes, so we're going to send that out for you all so you all can see the policy.* And the other thing too, Pat, from Ms. Salinas. No action taken.

3. Discussion and possible action regarding inappropriate statements made by BISD Personnel online and in classroom settings, reference to recent violent incident that occurred in Utah on 09/10/2025. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo)

Ms. Minerva Pena, Board Member stated, I know that a lot of people are very uncomfortable that I put this on there. And the reason I did this is because I got lots of calls and lots of text messages and lots of pictures of what people were posting. Yes, I am very, very cognizant of the fact that the freedom of speech, 100%. But we're in an education system. We have teachers that are looked up to and admired. And for some reason, Facebook has become something that its original creator didn't expect it to be. So I understand the difference between freedom of speech and the responsibility that you hold to be the teacher or administrator of a school. Very big. Because if that's the case, if we don't take care of this now, it'll go forward. I can call you anything I want. Hey, buddy, freedom of speech. Can't do anything to me. Freedom of speech. No, ma'am. No, sir. Not in our education system. We have to be able to draw a line. And we can put, let me ask you something. We can put that where you can have the teacher sign. You will not put anything online that will come back and degrade our school district, our personnel, our people, or something that happened in society. Is there something that we can do to prevent that? Because yes, I'm all for freedom of speech, but there comes a time and a place where you have to limit yourself. This is why we're having, God help us that we never have, people on the inside falling apart. And I've heard people that have said that the friend that turned around and turned around and did something upstate said, I'm leaving, but I'm going to take a few people with me. And guess what? Nobody knew he was on his way to take them with him. So we have to be very, very careful because we're living in a society right now that's very sensitive, it's very delicate, and our teachers are priceless. Our teachers are looked up at. When I got copies of what people are posting on their personal Facebook, chat, or what have you, I didn't know what to say, I didn't know what to respond. All I could do was share with the Superintendent. We need to be very careful. There's a difference between freedom of speech and the responsibility to a job that you took an oath to uphold. And that is shaping and developing our students' future. And for our student to bring it to me and show me, ma'am, ma'am, ma'am, I don't even know what to say. So yes, I'm all for freedom of speech, but I'm also for respect. Because I don't have to like you, but I am mandated to respect you and look out for you. So I want to know what can we do to look at this and limit the way that we have the freedom of speech, because those people that do that, you bring something to them, man, they want to take your neck. Wait a minute, but you open the door, I just simply walked in, that person says, and then you want to just, you know, cut them off. So, what can we do to protect our employees and our

students from the teachers or administrators who, I respect how they feel, but they can't put themselves in that position because in the student's eye, teacher's way up here, way up here. And when they see what they put, they drop them to the floor and they're like heartbroken. What can we do to be able to have our teachers not make a kind of statement that will look bad as to what you represent and who you are and what you do. What do you recommend that we do? Because like I said, I'm all for freedom of speech, but there's a time and a limit for how you do what you do, when you do, and why you do it. What do you recommend, sir? *Mr. Eden Ramirez, Staff Attorney replied, so great question, Trustee Pena. As you know, we all know this is a good opportunity to talk a little bit from the legal perspective about what we saw after the issue in Utah with Charlie Kirk. What I can say is that I think that this issue, what it mainly did, especially here in Texas, is highlight already established law and already established case law, both at the commissioner of education level, at the state court level. And the reason I say it just highlighted that is because there's already mechanisms in place, and there's already rules in place, and there's already policies in place that prohibit specific kind of speech in the educational setting with an employer. The Supreme Court of the United States has already had cases that allow for a limit on free speech of public employees when that speech maybe causes a substantial disruption, causes a foreseeable disruption, incites violence, and things of those natures. And the issue that happened after Utah merely brought attention to those laws already in place. What I can say is that all along for the last decade, we've been able to take disciplined action against educators or against public school employees for their speech if that speech met certain tests that they qualify for. Thankfully for us, we don't need to have anything signed. We don't need to issue any documents for signatures. And the reason for that is because the law is already on the side of the school district. And so what I can tell you in terms of how we can protect that I think that the first step was talking about it here at the Board meeting where we're able to educate ourselves about what the laws regarding this topic are but certainly also that just goes down to a basic staff development and training, right? Taking the opportunity after an incident like this at the campus levels for principals to talk to their teachers, for administration to talk to their principals about the importance of what we are, what we do as educators can reflect BISD as well. And not just for BISD, but for any school district in the state of Texas. And anytime a public education employee, even if their social media is private, if what they're putting out there causes, for example, loss of trust in their ability to be an effective educator. That is a very clear law that allows a district to limit some things. If the educator causes a substantial disruption in classroom or school operations, that already allows the school district to take some action. So I don't know that the question is a matter of does the Utah incident change anything as much as I think the Utah incident allowed for us to have these conversations more pointedly about what our role and responsibility of a school district is and what we can do. But the short answer is that BISD already has in its tools, like any other district in Texas, to be able to protect student safety, classroom safety, limit disruptions, and ensure that we don't have anyone disrupting our community or making our kids feel unsafe or our parents feel unwelcome for having their kids here at BISD. Ms. Pena stated, thank you and I don't know Dr. Chavez and maybe Mr. Ramirez would you recommend maybe letting the teachers know about this maybe getting these laws and these policies and emailing to them to say you know hello everybody, pay attention to this. Because we have all kinds of people standing up here, you know, you see the protesters, you see organizations, like, come on, we're in the education system. This is different. Please understand, you've got to know the difference between A and B. And sometimes they forget, and they don't realize until they turn around*

and step into it. So can we have some kind of paperwork sent to these, our employees? Especially our administrators, because they're looked at as somebody way up here. So, I mean, I tell people, I know, you don't think I want to get online and let you know how I feel about each and every one of you? Oh, yeah. But no, it would not benefit anyone. It would hurt you. So you turn around and say, that's my feeling. I keep it to myself, and I deal with it, and I fix it myself. I don't throw it out there. So can we send them maybe a copy of all of those to make them, you know, understand because I heard that some people even address it with some of these employees and they said oh, I'm protected I said they don't realize they're working for a public entity. There are a few little things that are tweaked in there to protect our students and to protect our school district So could we please send them the laws and how they're written in the policy so they can understand, once they're in the role of a teacher and administrator and district time with the students, certain things you're not allowed to do. You cannot please do that. So can we send them out to protect them at the same time that we protect our students? *Mr. Ramirez stated, so I can work with Dr. Chavez to find out what would be the most effective way for us to provide guidance for our educational leaders so they're aware of the current laws that are in place and how we work through those.* Ms. Pena stated, and that's the reason for my item is just to make sure we bring it up to date and educate our teachers and administrators. Ms. Neida Ruth Grantland, Board Member stated, thank you, Madam President. Teachers have a code of ethics, and that's in every handbook at every campus. The code of ethics tells teachers that they cannot do, they don't have the liberty to do anything that would compromise their teacher-pupil relationship and render them incapable of doing the job that they're hired to do. That is there, it's always been there, and it will forever be there. Yes, it is the First Amendment right to say things, but if you are going to say things, it's going to render you ineffective in a school district, we don't need you. And so I think you need to look at it at two levels. One is the proactive level, which is the training, Dr. Chavez has principal meetings periodically with the principals, and that would be the perfect forum to revisit that, because this is not a strange thing to educators. Everybody knows this. And in college, it's pointed out to you. So, at the first level, it's a proactive level. At the second level then is the reactive level, which is if an educator passes that threshold and accomplishes ruining their career, then that's when the district has to use the policies that are in place so that won't be a problem in the district. Dr. Chavez, thank you. Ms. Lopez Valdez stated Ms. Garza. Ms. Denise Garza, Board Member stated, thank you, Ms. Lopez Valdez. And Mr. Ramirez, thank you for clarifying everything that you just mentioned. I think as a reminder, it's not just the teachers have a code of ethics. I think all our BISD employees hold a certain standard when being employed by our district. And so we also have to remember it's not just eight to five because we could be outside and they will always say oh that is that teacher or oh that person works at this campus so we always have to watch how we act not just on social media but also you know out there and what we say because yes we do have freedom of speech but we have policies in place and sometimes what we say does come with consequences and so that's just a you know just a reminder to our employees that you know we live in a time where unfortunately there's just so much hate out there right, coming from all sides. So, I think we just have to come back and just unite and just be kind to one another because we just never know what that individual may be going through. You know, we've seen so much happening and I think we as a society just need to come together and move forward and remember what we stand for and what our values are. **Dr. Chavez stated, let me say that, yes, we need to continue working within our district. And let me say that really our first emphasis really has been to**

work with our students, right, with regards to what's happened here. But in addition to that, you know, yes, expanding the work that we do with our employees, with our teachers. So I remain very committed to bringing this forward, right, as it relates to making sure that people have the correct information about what they can and cannot do. do. Certainly, the code of ethics comes into play as well, and so we'll review that. **We're very committed to doing that.** *Mr. Ramirez stated, and if I can just add to Trustee Grantland's earlier statement regarding the proactive part of it, we actually just did a training on this exact issue in the district yesterday for the principals meeting. So those are good forums for that.* Mr. Frank Ortiz, Board Member stated, the attorney y'all made a presentation right to those districts, well, maybe we can tap into them, Dr. Chavez. Okay, but I think that what we need to do is bring up the policies so that they have something in black and white that they can actually see okay, and then when that is given to the principals I think we also need to have meetings with teachers as well you know, it's got to be a top-down type of a process because sometimes we don't go that route, and employees will come back and say, well, I never knew. I never knew about it, nobody told me anything about it, I didn't know. And of course, there's always sign-in sheets as well, you know, when we have these trainings and so forth. So, I think we need to become, as Ms. Grantland said, proactive, and we need to move on this, but not like yesterday. It's like for tomorrow, as soon as we can, because we don't want this to continue, you know, in the future. **Mr. Miguel Salinas, Staff Attorney stated, if I may, Dr. Chavez, Ms. Lopez Valdez, every year before the school starts, we have our Leadership Conference. We have our in-services, we have new teachers, we have coaches, and we remind them about their responsibilities. Every time we break for an extended holiday, HR sends out a reminder that you're bound by the code of ethics. We are proactive, we remind our employees constantly what their responsibilities are. This is, we're not going to, I am the Attorney for the District, and we have to walk a very fine line because the First Amendment is resolute. Our policies and procedures are great, but the Constitution trumps all of those things, and we are never going to censor our employees on what they do on their off time. Obviously, what they do on the District's time is something different, but we have to be very careful. We can't be knee-jerk. And I think we were very proactive. Dr. Chavez and I reviewed some of the comments that the individuals, the employees wrote. And we reviewed those. And we didn't think we had crossed the line. But we have to be very careful. And unfortunately, there was a lot of knee jerk after Utah. But as legal counsel for the district, I can't afford that. So if we're going to tell people what they can and can't do, it has to be very strategic because we will be in Federal court if we cross that line. But we are proactive. We tell our employees all the time. Some don't listen, most do. So that's important. But I think it was important for the board to know that yes, we are on top of this and always have been. And not just because of Utah, we've been doing this for years. Thank you.** Ms. Pena stated, if I may. *Mr. Ramirez stated, we did reach time with Ms. Pena.* Ms. Lopez Valdez stated thank you. Ms. Pena stated yea because but the thing is what I want to know is you said one thing, and he says another thing. My thing is we need to put like a policy that means, I know what he's saying, but we're not going to cross the line. I've seen how you do it, and I've seen how Dr. Chavez is doing it. I believe in freedom of speech. But when you're a teacher, you're talking a different story. So can you please write something up to tell them specifically, and not for them to say, well, freedom of speech. And look, the attorney said, no, no, no, no, no, no. You are at a different level. You're our teacher. You are developing our society. Ms. Lopez Valdez stated, Ms. Pena, you have reached your time, thank you.

Ms. Pena stated, thank you. *Mr. Ramirez stated, for the record, I do agree with everything that the attorney said.* Ms. Pena interjected, yea I agree with it but... *Mr. Ramirez continued, I think we're viewing it from two different angles, but yes, I agree with everything he also said.* Ms. Pena stated, but I agree that we can do it in a proper manner and not be afraid that we're going to cross the line because you're not going to do that, am I right? Ms. Lopez Valdez interjected, I'm going to leave this issue to Board Council and our Staff Attorney, thank you all. Mr. Carlos Elizondo, Board Member stated may I. Ms. Lopez Valdez stated, Mr. Elizondo. Mr. Elizondo stated, yes, just want to make sure that we understand that you're going to go educate our staff. We got also started with the leader as well. We got to make sure that you're included in that education as well because everything falls on you regardless of whatever happens, right? Just want to make sure that you're included in that so that everybody knows that not only are they're going to be educated but our Superintendent is going to be educated as well with all the process. Thank you. **Dr. Chavez stated, let me say that whenever we deal with an issue like this, you know, yes, we work together. And I say work together from the standpoint of here, Mr. Salinas have been meeting, you know, a number of times with regards to this issue. You know that the agency has become involved with this, right? And so we've worked with the agency as well as relates to what information gets reported. So here, I'm telling you that I'm committed to doing the right thing. And yes, we as a district are going to move forward. So we'll work on that. No action on this item.**

4. Discussion, consideration and possible action regarding the RFQ approved by the Board for Board Attorney. (Board Agenda Request Carlos Elizondo/Board Support Neida Ruth Grantland)

Mr. Carlos Elizondo stated, yeah, I just want to make a motion so that we go out for RFQs understanding that we do have a month to month attorney firm right now. It's costing us a lot of money. But we want to make sure that we go out there and like we've done in the past, make sure that we follow the process and see what is in the best interest of the school district. *Mr. Eden Ramirez, Board Attorney stated, and I think they just did, Trustee Elizondo, regarding limitation.* **Dr. Jesus Chavez, Superintendent interjected, yes, sir I'd like for Mr. Salinas to give us an update on that. Mr. Miguel Salinas, Staff Attorney stated, yes we've already started that process. We've already advertised. We've set a timeline. Ms. Pena is here. But we've started that process. And we will be receiving requests for qualifications. And obviously, we're going to, in consultation with the Board, last time I think the Board I heard, I don't think they heard from everyone. I don't know if they want us to do the initial screening and bring a certain amount to the Board, but we've already started that process Mr. Elizondo.** Mr. Elizondo stated, yeah, I think it should be left to the Board. I don't want the administration to be involved with it. That makes the Board, because we are the ones that are actually going to approve the, the, the, the firm, right? So, I would like the least amount of administration hands to be touching the process. Of course, go out and do what you have to do by law, but bring it to us, bring the information so that each and every one of us can actually look at the information and make a good decision. But also, my other question is, why did it take so long? *Mr. Salinas replied, I think we started immediately after the Board directed us to go out for RFQs. We've already advertised.* Mr. Elizondo interjected, I don't think so, because it was like second, I think Mr. Ortiz had mentioned to the Superintendent that we had voted on it for some months, and then it took a long time to get the process moving.

Just wondering why it took so long. **Dr. Chavez replied, well, we're within the time frame, right? And I say that from the aspect, no, did we get it out the first week? No, probably not the first week, right? So here, it's out and we'll bring that information as soon as we're able to as far as meeting the deadline and, you know, taking applications and getting that process going for you. So it's set up and going.** Mr. Elizondo stated, thank you. Ms. Minerva Pena, Board Member stated, question. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena stated, can Ms. Pena come up and give us the timeline, please, from beginning to what the end is going to be? **Ms. Rosario Pena, Administrator for Procurement Services stated, good evening, Madam President, Board Members, audience. Yes, Ms. Pena, the process or the tentative, not the tentative timeline, the set timeline is we already are at our second advertisement. In other words, it's been advertised first and second, right? And we're scheduled...** Ms. Minerva Pena, Board Member interjected, can you give me the dates, please? **Ms. R. Pena replied, oh, I'm sorry. The first advertisement was Saturday, and a reminder, the Brownsville Herald does not advertise on Sundays anymore, so we only get the Saturday Herald, sorry.** Ms. M. Pena interjected, I know, but I want the physical, the date. **Ms. R. Pena replied September 27, 2025, second advertisement, Saturday, October 4th. So, we're going to need 10 days out to market after the second advertisement. So that'll run October 6th through October 17th. The submission date is Tuesday, October 21st at 10 a.m. Opening, will be Tuesday, October 21st at 10:15 AM. Processing of the submitted solicitations, in other words, we're getting all the packets together, performing the matrix, will be Tuesday through Friday, October 21st to October 24th. And the presentations by the submissions, in other words, by the attorney firms, together with ranking by the board, will be done at a Special Called Board Meeting scheduled for Tuesday, November 18th.** Ms. Lopez Valdez stated, thank you, Ms. Pena. And just to remind the Board, we got a big packet that was given to us with this schedule and all of the details. So you all can review those as well. And please ask your questions, as this is our duty here for the next timeline. Any other questions? Ms. M. Pena stated, yes, just real quick, and we got this huge packet. Oh my God, it was huge. So I know, sir, if we could, and I'll bring them to you. Can you make the holes so I can put them in a binder and not just a bunch of papers in a thing where I open it and they're all falling apart everywhere? I'll gladly buy the binders myself and bring them to you guys since you, you know, and it's really hard because they're all stapled. I know my colleagues are laughing here. But, you know, we're in a position where if you give me a binder, I can turn the page without it flying off my hand. Because there's 300 pages and I'll be glad to pay for the binder, sir. Just please don't send them to us in that manner because it's too hard to go through. But I'll take it. Ms. Lopez Valdez stated, and I just want to thank the staff for putting those packets together because it was a lot of time and I know, Ms. Pena, you probably spent a lot of time on it. So I appreciate you all for doing that. And I think we can do our best to use the items that we do have and make sure that our staff is doing their job. Ms. M. Pena stated, thank you, Ms. Pena, you did an excellent job, and I know not having binders has nothing on you. It's the people at the top. So thank you because you put a really good thing together. I really like that package. It's just it's too hard to read with 300 pages that are loose like that. But thank you. **No action taken.**

5. Discussion and possible action to authorize the issuance of a Request for Qualifications (RFQ) for Medical and Pharmacy Plan Options, including level-funded models. (Board Member Request Carlos Elizondo/Board Support Neida Ruth Grantland)

Dr. Jesus H. Chavez, Superintendent stated, Madam President, I actually am going to suggest that we also do number six. They're a similar item, right? They're the same item. So if we can do those two together. Mr. Carlos Elizondo, Board Member stated, I'd like to keep my motion as it stands. I'd like to make a motion to approve for an RFP, for the school district to go on RFP and follow the process, making sure that we get the best interest for our school district and our employees. Ms. Minerva Pena, Board Member stated, and excuse me, if you put them together, you're limiting our time, Dr. Chavez, so please keep them separate, because you tie our hands. So no thank you, sir. **Mr. Miguel Salinas, Staff Attorney stated, Eden due you want to address it, or do you want me?** Mr. Eden Ramirez, board Attorney stated, well, right now, you just have a motion to go out for RFQs. Is that correct, Mr. Elizondo? Mr. Elizondo replied, that's correct, just the way it says. Mr. Ramirez stated, just the way it says. **Ms. Patricia Perez, Executive Assistant, do we have a second.** Ms. Pena stated, Second. Ms. Lopez Valdez stated, we have a first and a second. In terms of the discussion on this matter, I will revert to number five, and I think that we can have a better discussion on number five. But if we have a first and a second and they want to take the vote, that's fine. I think that number five is more encompassing of taking action that will benefit the district. **Mr. Salinas stated, well, thank you, let me just caution the Board.** Ms. Lopez Valdez interjected, I apologize, I wanted to say number five and six. **Mr. Salinas continued, let me just caution the Board, insurance is not professional services and we have an attorney general opinion that is now 30 years old that we cannot solicit insurance proposals that are going to exceed over \$25,000.00, via request for qualifications. It has to be through a competitive sealed process or a bidding process. So, I would caution the Board, even if we went out for RFQs, we would be circumventing state law.** Ms. Pena stated, so how can we do it, Mr. Salinas? Mr. Elizondo stated, hold on, let me ask Mr. *Mr. Eden Ramirez, Staff Attorney stated, sir, so yes, so that is correct regarding the way it's written in terms of RFQ. When we were going over it, we did bring that up in being faithful to the Trustees Request, we, left it the way it was. What we can, it can always be amended, right? I mean, to bring it back with the CSP on there. But the way it is, it wouldn't be able to be through an RFQ.* Mr. Elizondo interjected, okay well, that's why we pay you, so you could have told me this before. We could have done it the legal way. So just ask me how it's supposed to be presented the legal way and then we can make that motion. *Mr. Ramirez replied, yes, so it would be through to do to a CSP the way it's written in the next item and that's initially why I suggested to Trustee to Board President that we can put them together because I didn't want to lose out on the opportunity to go out for the CSP.* Ms. Pena stated, can you do it together and not the time and not cut the time? *Mr. Ramirez, replied, yes.* Mr. Elizondo stated, the problem with the number 6 is the timeline, it's not until next year. *Mr. Ramirez stated, I understand, okay.* Mr. Elizondo stated, so the best interest to the school district employees is to get them a deal now, not next year. So that's the reason that I was bringing it up. *Mr. Ramirez stated, sure, so from the perspective of the posting of the agenda, I have no issue with you amending your motion to a CSP, if you like, even though it says RFQ, but we're still giving proper notice of the topic, which is, you know, for what it is. That being said, the only concern that I would ask the Board is the issue regarding if we go out for, even if we go out for CSPs right now, it's October 7th, your new year is going to start already in January with the current provider you already have and I don't know that you're going to make it in time.* Mr. Elizondo stated, are you saying that it's never happened in the past to where their District or so an agency is under a time restraint unable to complete the task? *Mr. Ramirez stated, no, there is.* Mr. Elizondo stated, thank you. *Mr.*

Ramirez continued, I guess, let me just explain it a little bit differently. Now with, for example, the new open meetings posting where we cannot have meetings outside of business hours, or non-business days. It takes away a lot of our times where we can meet to satisfy some of these. The answer is that I think it would be in a really tight time crunch and I don't know that the current posting requirements would allow us for it. That being said, if you approve it and we go forward, we will have to figure out how to do that. Mr. Elizondo stated, correct, and this is all to the intent that the employer or the benefit of the insurance plan is going to benefit, not any of us. This is the reason why I want to go out there because the way it stands is they're not going to get a very good deal if we move with number 6. And so that's why there's a lot of concerns that were brought up to me and of course some of these Board members of that reason, especially the people with families where they're going to get a bad deal. *Mr. Ramirez stated, so we did amend it to CSP?* Mr. Elizondo stated, yes, I can amend my motion, if you remove your second, I'll reamend. Ms. Pena stated, I'll remove the second. Mr. Elizondo stated, I'll amend my motion to the CSP as dictated by law. Ms. Pena stated, Second. Ms. Neida Ruth Grantland interjected, before we do anything else, I'd like to get some clarification. Will this impact, the going out for medical, will that impact six? *Mr. Ramirez replied, yes.* Ms. Grantland stated, in what way? *Mr. Ramirez replied, in the sense that, well, so it, okay, so I don't mean to defer this to the Board, but because these are Board Member items, right, I cannot gauge what it is the, you know, what we're trying to achieve here, right? If you approve five to go out for CSPs, okay, and you approve it, and then you go to six, and then you approve CSPs to begin in April, you are putting me in a position to make a call for the Board where I am going to say, hey, this second item takes the timeline for the one that he just approved, but he is explicitly stating that he wants to start this now. I think we're going to have conflicting issues for the Board if we do that. So, if you go out and you approve number five to go out for CSPs immediately, that means that we have work to do to come back to the Board rather immediately, perhaps in a special meeting, to let you know, hey, this is the impact of this. This is what it would cause with our current contract. This is what we need to do. This is our proposed timeline. This is what we need you all for meeting. So, we'll have to do that work. But I would say that then, if you the next item on the CSP part, you already took action on it on number 5. So, it would impact the next item because the CSP has already been spoken for previously on the same meeting.* Ms. Grantland stated, and the reason I use CSP is I researched this extensively and got and thank you to our staff members for all the information and realized that it needed to be a concealed, I mean a sealed proposal. Thank you. Ms. Lopez Valdez stated, Dr. Chavez? **Dr. Jesus H. Chavez, Superintendent stated, I'm going to give you my thoughts and my recommendation. Here, as we look at the current contract that we have, we have a current third year. It was approved by the Board. That's the contract we have. So, it's saying to a decision or to what we bring forward to say, oh, we're not going to honor that three-year contract.** Mr. Carlos Elizondo, interjected, it won't be the first time sir. **Dr. Chavez stated, well, I just need to tell you and everybody else here what the consequences may be, right, or what the result may be. And here it's a situation where, you know, do I anticipate being sued? Well, that's a possibility right that this company, that we have a three-year contract. will produce a lawsuit against the district that we have violated the contract that we have. So, I want to talk a little bit about that, right, from the aspect of, you know, yes, is that where we want to go? You know, from my perspective, the situation of taking a look at changing what we have, I'm open to that. I'm open to that. And here, as it relates to timeline, you know, for our employees, for the district, you know, yes, we**

would continue with the third year, which, again, we've got a contract for to move forward with. And, yes, we would do the study, bring some people in to think about, okay, so what insurance do we want? Because there are different modes of going forward with insurance. Have that discussion and say, oh, we want to take a look at both. We want to take a look at this model. We want to take a look at that model. I'm happy to do that. I'm open to doing that. But again, I would not be wanting to do that by canceling this contract with the possibility of us then going to court over it. Mr. Elizondo interjected, sir, let me just interject, sir. Have we canceled contracts in the past, sir, have we been sued or not? **Dr. Chavez replied, oh, I am sure there are Districts that do that.** Mr. Elizondo interjected, I'm not asking you, sir, I'm asking the attorney. **Dr. Chavez stated, I'm going to go ahead and stop there.** Mr. Elizondo stated, thank you. (Inaudible). Mr. Elizondo continued, just real quick, just to answer his question, he's, you know, chicken little, the sky is falling, has contracts in the past been canceled? *Mr. Ramirez stated, so we've been with BISD for about two years, I don't know that.* Mr. Elizondo interjected, in your other districts? *Mr. Ramirez stated, yes, contracts have been canceled, school Boards can cancel contracts.* Mr. Elizondo stated, how many times have they been sued? *Mr. Ramirez stated, sometimes, but I mean, it just depends on the contract.* Mr. Elizondo stated, almost never? *Mr. Ramirez replied, a few times, right.* Mr. Elizondo stated, so this is what I'm trying to say. Don't scare the individuals to make an educated decision on what's most beneficial for our employees, not even for me, for none of us. None of us are on the insurance except the Superintendent. My biggest thing is just if there is a better option. let's look for it. If there's not, this contract is not going to go away until January 1st (inaudible). This is what I'm trying to say. If there's a better option for the employees so they don't have to put any more in their pocket because of the mismanagement of this Board and now we're putting the \$7 million or \$9 million on the backs of our employees to cover the deficit is what I'm trying to say. If there is a better option, sir, let's look for it now, not next year. You're burning our employees with more burden that they need, especially with no raise, 2% raise. Ms. Pena stated, Question? Ms. Lopez Valdez stated, I have Ms. Grantland, I'm sorry, I have Ms. Gonzalez first, then Ms. Grantland, then Ms. Pena. Ms. Jessica Gonzalez, Board Member stated, thank you, first and foremost, I didn't have that on my notes, but just for clarity for the community, Dr. Chavez does not have insurance with the district. That is also part of his contract. Just a simple reading of the contract will tell you that. He is not insured by the district. And I want to say nobody else. But I do have a concern with breaking a contract even though it might have been done before. But I do have a concern with breaking a contract for a quote unquote no cause. I worry what that is going to do for other bidders wanting to come to us. I don't want to be known as a district that breaks contracts. So, that is extremely, extremely concerning because not just insurance, I'm thinking Maintenance, I'm thinking Curriculum, I'm thinking I don't want to be known for somebody that breaks contracts. That puts us in a very dangerous position. We want people to bid with us, we don't want people to be afraid to bid with us, thank you. Ms. Lopez Valdez stated Ms. Grantland. Ms. Grantland stated, I'd just like to point something out because I see that my name is on support for item, the medical going out for RFQs. I gave that support prior to the issue with the EBC, prior to the item that came in with the recommendation from the Employees Benefits Committee. That support was given quite a while ago. And so, I don't want to muck up the works by having my name be on one of them and then on the other one, because I want to just make it very clear that that support was given before the fact. *Mr. Ramirez stated, the only other thing that would happen with this one if we go out for this*

is that eventually we would need to bring the other contract back to the Board for some action where we can talk about the merits of what that would mean for the Board if you were to go out for CSPs right now. Ms. Lopez Valdez stated, Dr. Cantu, I believe you have your hand up. Ms. Pena stated, I was going to speak next before she does, please, I'm sorry, ma'am. Ms. Lopez Valdez stated, were you answering Ms. Grantland? **Dr. Nellie Cantu, Chief Operations Officer stated, yes, I was going to address the question regarding or the comment that Ms. Grantland talked about. The timeline, I did check with our Procurement Office to look at the timeline. If we wanted to go to procurement, we need 150 days to complete the process as outlined by law. And so, I also asked her to give me a tentative timeline as to when we could start ASAP, including those 150 days. So, if we were to start, I know that the agenda item talks about April, but if we were to start in April, that takes us all the way until August 18th to be able to start the conversation with EBC and then bring it to the Board for a Board Workshop. So that's just to give you a timeline that even if we began in March, the entire process, because of the 90 days, the posting, there's a lot of detail here. It's got to be two postings, submissions, the openings, the committees. So that process, and I do have a draft copy President Lopez-Valdez, if you would like to see it. It is a draft, but I did ask Ms. Pena to give me something so that I could be able to share with you that there is a lengthy process involved for the procurement.** Ms. Lopez Valdez stated, thank you, if you can show that, pass it to us that would be great.

Handout 4 of 4 added to official minutes

I know I have Ms. Pena and then Ms. Gonzales. Ms. Pena stated, yes, and thank you for letting us know, Dr. Chavez that you're not insured with the District, which means it won't cost you a penny if it goes up. So, I'm glad we know that now. And here's my concern. This whole process and this whole issue started when Dr. Chavez recommended that we raised it so we can turn around and find money to put back into the insurance. And our most vulnerable people are going to be affected the most. And I'm the kind that I keep my word. If I say, I don't believe this is going to benefit you, I stick to it. I don't turn around and have somebody tell me, well, this, this, this. I'm here for the employee. I'm here for the students. None of this issue would have been at where we are now if they hadn't come up and tried to raise the money. And I know it's no big deal. It's only a couple of dollars. When you make almost half a million, it's no big deal. But when you make \$25,000.00 a year to work in our front line, do the math at \$15 an hour, that's very difficult. So I would like us, you know, leave it the way it was from last year. Why? We're going to find money. To turn around and say we don't have money when we get almost half a billion dollars. Do people know how much half a billion dollars is? That's a lot of millions. You make money work, but you make it work for your front line. Because we're losing teachers and we're losing students and look at us, we're chasing them away because we're not making them a priority. And I was raised to make you a priority, the front line, because the front line keeps us going. The front line takes care of the top administrator. Like I said, without teachers, I don't know what I'd be doing. Without principals, don't need AAs. Without AAs, don't need a Superintendent. Without a Superintendent, we don't need a Board. We are who we are and as strong as we are because we take care of the frontline. And whoever forgets that will start falling apart. My question is, can we please reconsider, because I talked to some of the people on that committee, and they said, I didn't want to raise it, but, you know, the people at the top, they kind of, I don't like that. Ladies and gentlemen, don't do that, especially when you make over \$100,000.00. Don't do that, don't mess up our frontline people, please. If we can reconsider not changing anything as far as raising it, I

think we would be okay, and this would be resolved. *Mr. Ramirez interjected, you have time, Ms. Pena.* Ms. Lopez Valdez stated, okay, first of all, I just wanted to correct that statement that Dr. Chavez did not recommend this the EBC Committee recommended it, and they did talk to us, so I don't know what they were trying to say.... Ms. Pena interjected, they did tell me they were forced to do that. If you're going to say that, I'm going to say I talked to them. They contacted me, Daniela. So please don't go there. Please. Ms. Lopez Valdez continued, I'm just trying to make sure we're stating facts. Ms. Pena stated, I know what they said in public and what they said behind the scenes. Ms. Lopez Valdez stated, okay, Ms. Pena, I have Ms. Gonzalez next. Ms. Gonzalez stated, thank you, I actually want to thank Dr. Cantu for providing this paper. This is actually very helpful to what I was saying as far as abiding by the contract because if this says the ranking by the EBC will be done in August, first and foremost, keep in mind that we approve compensation in June. So the whole 2% shouldn't even be affected, if we follow the timeline, if we follow the timeline. So, we go, we, I'm sorry, we consider with the August, we continue with the August timeline and then, what is it, open enrollment is in October and then our staff will be ready by next January. We're again abiding by the contract and we approve compensation before even any of this is even done. So I just wanted to point that out. Thank you for providing this. Mr. Frank Ortiz, Board Member stated, I am very concerned about our frontline workers. I'm concerned about all of our employees. I said what I said at the last meeting, and I'm very, very concerned that 2% that was given, they're not going to see it. I'm concerned about the bus drivers. I'm concerned about the maintenance people. I'm concerned about the bus monitors. I would rather just leave it the way it is. Now because the front line is very very important to me and I said what I said the last time and I stand by it. Ms. Lopez Valdez stated, thank you, Mr. Ortiz and just for the process of where we are here. I want to thank Ms. Grantland for doing her work and thank you Dr. Cantu for putting this together for us because this seems like the best fiduciary responsibility to our District because I don't think council can guarantee that we won't be sued, is that correct? ***Mr. Miguel Salinas, Staff Attorney stated, if I may, we are at the third year now, okay. There are some penalties for if we were to stop it early, we would have to pay some money back. But I think that's irrelevant because we are almost at the third year, I think we'll meet that. But we have to decide what it is the Board wants. Are we going to solicit a fully funded plan? Are we going to solicit a TPA and continue self-funded? We don't have those questions answered yet. I think it would be very difficult for us to go out for bids right now when we don't even have the parameters. If the Board wants us to go solicit for fully funded, we can do that. If they want us to solicit another TPA, we can do that. We can do those simultaneously, but we don't have that direction.*** Ms. Lopez Valdez stated, I think for the purpose of what we have currently on the agenda, we have two items, right? And I believe Mr. Elizondo just omitted his item. So, we have that item and then we have Ms. Grantland's item, which is very specific. And I think it gives you all more information on what you need. And because we're already close to the third year and you've given us the timeline, I think that it's safe to say that this is the best option for the District. So, for the purpose of where we're at, we have a first and a second on this item right here, Mr. Elizondo, if you want to go to the next item or do you want to still go? Mr. Elizondo stated, absolutely not, ma 'am, I'm still going to stand true to what I said. Ms. Lopez Valdez interjected, okay, let's go ahead and take a step back. Mr. Elizondo continued, I never back down. And also, Mr. Salinas, real quick, how much is the fee that you said that they're going to charge us if we cancel the contract? ***Mr. Salinas replied, \$100,000.*** Mr. Elizondo stated, \$100,000.00, that's a

guarantee that we have to pay that? **Mr. Salinas stated, yes, sir, they fronted us \$300,000.** Mr. Elizondo stated, they fronted you? **Mr. Salinas stated, it was a reimbursement, a credit, \$300,000.** Mr. Elizondo stated, where is that? **Mr. Salinas stated, and it's in the contract.** Mr. Elizondo stated, no, where is that money? **Mr. Salinas replied, we used it for wellness, we used it for, well Ms. Zarate is not here, she can tell you; we used it for Employee benefits.** Mr. Elizondo stated, can I have a list of the monies that went into that please? The 300,000 that you're saying that were fronted. **Mr. Salinas replied yes.** Mr. Elizondo stated, I didn't know that, I didn't know they would front us money. **Mr. Salinas stated, yes.** Mr. Elizondo stated, and I'll stand true with what I said. **Mr. Salinas stated, and the other thing is I anticipate and I shouldn't say that but I...** Mr. Elizondo interjected, don't say it unless you can bet your life on it. **Mr. Salinas continued, I would expect the Board wants the same benefits that we have now and not...** Mr. Elizondo interjected, actually, I don't, I want better benefits. **Mr. Salinas stated, okay.** Mr. Elizondo stated, for our employees. **Mr. Salinas stated, well, and that's the thing, Mr. Elizondo, if we go out now without those parameters, it's going to be very hard.** Mr. Elizondo stated, sir I've been bringing it to you for months. You decided to (inaudible) gag and bring it down and wait till the last minute so that you could put our backs to the wall and force it down our throat. That's what I think you did. **Mr. Salinas stated, no, sir...** Mr. Elizondo interjected, I can bet money on that one. **Dr. Chavez interjected, let me say what I've seen...** Mr. Elizondo interjected, so that's what I'm trying to tell you. Ms. Lopez Valdez interjected, please remember to be respectful. **Mr. Salinas interjected, this is incredibly important to all employees.** Mr. Elizondo interjected, I am extremely respectful. **Mr. Salinas continued, including myself.** Mr. Elizondo stated, sir, you're making \$200,000, sir, the bus driver is making \$500 a week. Ms. Lopez Valdez interjected, sir be respectful, we are currently talking about. Mr. Elizondo stated I am being respectful, ma'am, stop interrupting me. Ms. Gonzalez interjected, can we stick to the agenda. Mr. Elizondo continued, that's the difference between you and the guy who's actually going to get charged. Ms. Lopez Valdez interjected, Mr. Elizondo let not.... Mr. Elizondo continued, ma'am, I'm sorry, stop interrupting me. Ms. Lopez Valdez stated, yes but we are not going to insult (inaudible). Ms. Grantland interjected, I call for a vote. Mr. Elizondo stated, so this is what I'm trying to tell you, there's a difference between you and the employee at the bottom. Ms. Lopez Valdez interjected, lets go ahead we have a first and a second, please vote. **Mr. Salinas stated, I think you're wrong.** Ms. Lopez Valdez stated, we have a first and a second. Mr. Elizondo stated, don't bet on it. **Mr. Salina stated I'll bet on it.**

Amended motion made by Carlos Elizondo, seconded by Minerva Pena, to recommend approval to authorize the issuance of CSP's for Medical and Pharmacy Plan Options, including level-funded models. (Board Member Request Carlos Elizondo/Board Support Neida Ruth Grantland).

The following vote was recorded

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

Motion Failed: 3-4-0

6. Discussion, consideration and possible action on the recommendations of the Employee Benefits Committee (EBC) with a directive to start the process for CSP's submissions in April 2026, to seek the best available coverage for BISD employees. (Board Agenda Request Neida Ruth Grantland/Daniella Lopez Valdez)

Ms. Neida Ruth Grantland, Board Member stated, Madam President, I want to make something very crystal clear. At the last meeting, I abstained on this issue, and I did so for a specific reason, and I want to make it very clear to everyone that it was not for lack of fortitude on voting one way or another. It was so that we could have a discussion such as tonight and come to a conclusion. I wanted to bring it back. I was trying to make an amended motion that evening, but with everything that was transpiring, I was not able to be recognized in time. And so rather than to vote one way or another, I decided that I would abstain so that I could bring it back with my amended motion, which was to review the recommendations from the committee, the Benefits Committee, to also try and comply with the need that I'm feeling we have. And I do agree, we need to go out and look for other options. I would very much like for us to even look at TRS active and see how that can help us. I do not like the idea that this district is self-insured and obviously not succeeding at something we don't really do. We're in the business of education, we're not in the business of insurance. I've said this ever since they initiated self-insured before I retired from this District. And even then, there were losses. And I understand that there have been some years where we were in the black after I retired. But still, it's a risky business. And it's one that we really, in my opinion, don't need to have. I think there's other ways to handle this. Here's the facts. Fact number one, we are \$7 million in debt in this situation. Fact number two, it didn't happen in a vacuum. It happened because over the years, the premiums were not adjusted annually. Maybe we were trying to be nice. Maybe we overlooked it. I have no idea, but they were not adjusted. Fact number three. Everyone did get their insurance, they did get their coverage, they got what they needed when they needed it. So that was a positive thing that happened, but now here we are faced with this issue. I don't like the idea of taking money from people who make little money. But all of us, no matter how much money we make, it's a relative thing. We have to set priorities and we have to come to a conclusion of what we can do without and what we can do with. And I do not, not for one moment, do I minimize our bus drivers' need, our classified people's need. I do understand this is going to be a burden. But I do understand that it came from the employees. Now, whether some of us think that it was coerced or some of us don't, I have to believe in humanity. And I have to believe that that committee did their very best work to represent the issue, take it back to the campuses. And I know, I'm not naive, I know that when I say this, there will be people that don't want this. But I'm not here to please people. I'm here to do what's best for our students. With this \$7 million deficit, our students will suffer. Because already we are underwater in our fund balance which is not something that we should do lightly because that fund balance is a requirement for our survival as a school district according to the state mandates. So here we are in a precarious situation and I do appreciate the fact that our employees are sacrificing to try and help this out, to mitigate it, to lessen the debt to about \$2 million, which is more workable. I do appreciate all the work that they put into it, all the time they spent on it. I do appreciate the guidance from our staff. Now, do we doubt the vendor? Do we not doubt the vendor, the consultant? I don't know. You know, it may be that we should doubt it. It may be that we shouldn't. But that's not the issue. The issue is our district is in trouble and the village comes to together. And so I do appreciate what the

committee has done. I do appreciate that they are going to sacrifice, it was a very self-sacrificing recommendation. And this is why I abstained last time, and this is why I brought it back this time, and I stand by what I'm saying. I vote for the students, I vote for the teachers, and yes, sometimes it hurts. I don't pretend to please everyone with my vote. Ms. Minerva Pena, Board Member stated, question? Ms. Jessica Gonzalez, Board Member stated, I have a motion, I want to make a motion to approve as written, recommend for the EBC with a directive to start the process of CSP submissions in August 2026 to seek the best available coverage for BISD employees. Ms. Pena stated, it says April the way it's written, could you repeat that. Ms. Gonzalez stated, I'm sorry. April 2026. Ms. Pena stated, thank you, Jessica. Ms. Denise Garza, Board Member stated, Second. Ms. Lopez Valdez stated, got a first and a second, Ms. Pena. Ms. Pena stated, yes, and Dr. Chavez, I know that they're saying we're in a deficit, you know, how much money do we get to start the year with for the whole district, for every little thing, compensation for inventory and for our... Ms. Lopez Valdez stated, Ms. Pena, I know that item maybe we can talk about outside because this is not on the current agenda. Right now we're talking about insurance. Ms. Pena stated, okay, insurance. Is it a possibility that we can do this without raising any of the money, because I am here for the employee. I am blessed to be able to support myself. Thank God and a lot of people I help a lot of people that can't my question to you is and you say well It's no big deal \$22. Can we do this without raising it? Raising anything for the employee and still be able to make it because I know that we still have funds that will help us make it. So is there any way you can sacrifice that sir to help our employees, to be able to continue and let's look at what we can do for next year, you know like miss Grantland recommended when we go out to do the what is it, the CSPs? Ms. Grantland interjected TRS Active Care. Ms. Pena stated, yeah, the CSPs, I wasn't looking for the TRS, ma'am. Ms. Grantland stated, (inaudible). Ms. Pena continued, let me finish thank you, sorry, I love that everybody interrupts me. No, everybody interrupts me. But if I interrupt, they want to kill me. Ms. Denise Garza, Board Member interjected, I'd just like to make mention to Ms. Pena. Ms. Pena stated, can I please find out... Ms. Lopez Valdez stated, bring back what's currently on the agenda. Ms. Garza interjected, but we're not raising premiums or anything like that, we are just approving to go out for CSPs. Ms. Pena stated, no, but on this would this, at this point in time, raise any changes? Ms. Garza stated this is not affecting any changes. Ms. Pena interjected, no mama, I need to hear it, I need to hear it. Ms. Lopez Valdez stated, I need to call order here, hold on Ms. Pena. Ms. Pena stated, I need to please hear it. Ms. Lopez Valdez stated, hold on Ms. Pena, hold on, okay. Ms. Pena continued, Dr. Chavez, can you answer the question? Ms. Lopez Valdez interjected, Ms. Pena, let's talk about what's on the agenda. Ms. Pena continued, Dr. Chavez, this thing on the agenda that Ms. Grantland and Daniela put on there. Ms. Lopez Valdez stated, so the current item that is currently on the agenda has to do with the CSP submission and going out to approve the EBC committee, which is currently written on number six, if you want to read that item. That is what we are discussing right now. We got a first and a second. Mr. Elizondo stated, just clarification, you're saying that the, so this does not include the raising of the rates? Ms. Lopez Valdez stated, this is what the EBC proposed to us. Mr. Elizondo stated, well, hold on, because she just said over there that it doesn't. Ms. Garza (inaudible). Ms. Grantland stated the EBC (inaudible). Ms. Pena interjected, Dr. Chavez, why do you tell Daniela to tell me something instead of you talking to me... Ms. Lopez Valdez interjected, Dr. Chavez didn't tell me anything. Ms. Pena interjected, I heard him turn to you, tell her what's next. Ms. Lopez Valdez stated, okay. Ms. Pena stated, I heard it, Daniela. Ms. Lopez Valdez stated, should we take a

recess so that we can come back and... Ms. Gonzalez interjected, yes. Ms. Pena continued, but Daniela, I heard him say that, Daniela. Ms. Lopez Valdez stated, okay I call a recess. Ms. Pena stated, Daniella I heard him with my own ears, I have excellent hearing that is the bad part about it.

Board Recess: 8:38 p.m.

Board Reconvenes: 8:42 p.m.

Ms. Lopez Valdez stated, yes, Ms. Pena, you may ask your question. Ms. Pena stated, yes, I am asking, please, for Ms. Grantland, when she says that she wants to approve the recommendations of the Employee Benefit Committee, I'm okay with that as long as we take the race of raising the insurance for our employees. I'm asking her if she would politely amend it to help our most vulnerable employee in the front line who does the hard work, who takes care of us, and allows us to be where we are as a great district. If she would politely amend it that the money not be raised. *Mr. Eden Ramirez, Board Counsel stated, so the motion was done by Ms. Jessica Gonzalez.* Ms. Gonzalez stated, I can re-read my motion if it was, if people were off. I know I got stuck with the month, if that helps. Ms. Lopez Valdez stated, Ms. Gonzalez, please re-read the motion. Ms. Gonzalez stated, okay, my motion is to approve the recommendations of the EBC committee with a directive to start the process for CSPs in April 2026. Ms. Pena stated, Ms. Daniella. Ms. Lopez Valdez stated, thank you Ms. Gonzalez, Ms. Pena. Ms. Pena stated, Ms. Gonzalez, would you consider Ms. Gonzalez? Ms. Gonzalez stated, I am hearing you. Ms. Pena stated, oh, I'm sorry, but you're talking over there, so I want to be sure. Mr. Elizondo stated be respectful ma'am, be respectful (inaudible). Ms. Gonzalez stated I can hear and talk at the same time, go ahead. Ms. Lopez Valdez stated, everybody be respectful, let's get back to the topic. Ms. Pena stated, Ms. Gonzalez, respectfully, I wanted to know if you could approve or that your agenda item that you motioned right now, we can approve the Employee Benefits Committee recommendations except for the race to the employee's benefit especially because it's going to affect our frontline in a negative manner because the race we're going to give them, we're going to take it back with the insurance. Ms. Gonzalez stated, may I answer. Ms. Pena stated, yes, so could you do that? Ms. Gonzalez stated, I will go on the record and I stand by the EBC Committee's recommendation. Ms. Pena stated, so you're okay with leaving the raise for the insurance for our employees, correct? Ms. Gonzalez stated, you can take it however you wish, Ms. Pena. I'm saying I stand by EBC. Ms. Pena stated, well, EBC recommended that we do the raise, so you're okay with that? That's what I'm asking. You're okay with the recommendation? Ms. Gonzalez replied, I think I've already answered your question. Ms. Lopez Valdez stated, she answered your question. Ms. Pena stated, why would she say yes? Why? Ms. Grantland interjected, I would like to clarify that the reason that I have placed this agenda item with taking the recommendations of the EBC is the fact that I cannot get past the fact that we have a \$7 million deficit that did not happen in a vacuum. It happened to help employees that needed the coverage at the time. They got what they needed. They got their medications. They got their treatments. It helped at the time with no increase in premiums. At this point in time, we're finding that that was not probably the best way to go. Not to up the premiums over a period of, what, four years or whatever it was? How much? **Dr. Cantu stated, since 2008.** Ms. Grantland continued, since 2008, I don't know in what universe that was a recommended thing to do, and it doesn't even matter at this point to see how who's responsible for that. We are all responsible and I say we are all and

I use the term loosely because I'm not insured by the District, but it's a responsibility that came about because of services that were given to people and because of processes that were not necessarily in good strategy. So, at this point, we have this \$7 million deficit. We do have employees that need every penny they make. And we do have employees that are very sick and need insurance. And so at this point, it's time to face the situation and try and do the best we can. This is a group of employees that spent time pondering the problem and coming up with some sort of solution. That they liked it, probably not, I'll bet you every single one of those people didn't really want to do that. Of course not. Who wants to take money out of their pocket when they need it? But at the same time, there's a responsibility there. There's a responsibility from the people that receive the services. There's a responsibility from the district. There's a responsibility to make this right. And we're not taking it from the fund balance because our fund balance is how much underwater? **Dr. Chavez stated, currently, when you think of the fund balance, we have a fund balance of \$113. But remember, we have a \$17 million deficit. So we're going to be underwater.** Ms. Grantland continued, so this is my point. Thank you. Ms. Pena stated, can you clarify that, sir? 113 what, sir? Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena continued, I want him to speak to what we understand, 113 hundred? Ms. Lopez Valdez stated, Ms. Pena. Ms. Grantland interjected, million. Ms. Pena stated, and you're going to take the 113, 17 million from... Ms. Lopez Valdez interjected, the conversation This conversation, hold on, right now right now we have a first and a second on this item. Ms. Grantland interjected, so having said all that I've been repeating myself at this point I'm calling the vote. Mr. Elizondo stated, good, I have a comment real quick. Ms. Lopez Valdez stated, let's go ahead and vote. Mr. Elizondo stated, I have a comment, ma 'am. Ms. Lopez Valdez stated, you can comment after the vote. Ms. Pena stated Daniella let me comment... Mr. Elizondo stated, I have a comment now. Ms. Pena interjected, Daniella, please Daniella. Ms. Lopez Valdez stated, we'll wait after the vote, thank you. Mr. Elizondo stated, sir. *Mr. Ramirez stated, so right now you're in the discussion portion of it.* Mr. Elizondo stated, thank you, ma 'am. *Mr. Ramirez continued, and there is still time allotted there. So just following your rules, we have to at least allow for the time to come down.* Ms. Grantland has 22 seconds. Ms. Minerva has 45 seconds. You have 4.46. Mr. Elizondo stated, those are your rules, ma 'am. Ms. Lopez Valdez stated, okay, go ahead and speak Mr. Elizondo. Mr. Elizondo stated, thank you for recognizing your own rules. Ms. Lopez Valdez stated, you're welcome. Mr. Elizondo stated, thank you. How much do I have? Mr. Pena stated, four minutes. **Ramirez replied, 446.** Mr. Elizondo stated, four minutes. *Mr. Ramirez stated 4 minutes 46 seconds.* Ms. Pena stated four minutes, forty-six seconds. Mr. Elizondo continued, just real quick, just to clarify, it's not about the employees paying their due. It's the mismanagement of this administration, this Board, that we have forced that burden on them. And now we want to make sure that they can pay their fair share to get us out of the hole. That's why I have an issue. This is the reason I wanted to go out there to see if there was a better option for them where it wouldn't cost our employees any extra money. This is the reason why. Whether you'd like to look at it or not, most of the employees didn't choose our health insurance. It was forced on them and the amount of money that they have to pay out of pocket regardless who sits here or not. TRS care is zero for you. That's your right. You're retired. These people have not retired. Ms. Grantland interjected, no, I pay fees. Mr. Elizondo continued, exactly, that's right. But you're retired. TRS comes from the state. These gentlemen are being forced to use something that we voted on. Most of the individuals at EBC was just a small portion of the amount of employees who were going to be out there being forced to take something that they have

no responsibility, especially because there's a lot of families out there that take care of their insurance. They don't go out there and waste it. They're not these employees that are putting up million-dollar claims on the insurance. But you want to burden every, each and every family out there to pay their fair share because we didn't do the right thing? That's my concern. This is the reason I was going out there. Most of these employees don't have any money to add to their premiums any anymore. Not only that, I think they went from an 80-20 to a 70-30 plan. That means more out of their pocket if they need to go in there and get a surgery, a surgery that they probably need. Ms. Grantland stated, and I really agree. I'm sorry. Mr. Elizondo stated, I'm still, I'm still at it. I still got how much time do I have left? *Mr. Ramirez stated, 303.* Mr. Elizondo continued, okay. And so this is the reason that I'm pushing the issue so hard because it's not even for me. I don't have insurance in the school district. But most of these individuals that reach out to me that have families who have kids do not have any extra money because they don't get the, \$5,000 or the TIA money. They have no more money. And this is the reason that I say what Ms. Minerva was saying, yes, I'm all for insurance, but don't burden the employee with the mismanagement of this Board, the mismanagement of this administration. That's what I'm saying. I'll reframe my time. Ms. Pena stated, question? Ms. Lopez Valdez stated, Ms. Pena had a question and then Ms. Grantland. Ms. Pena stated, yes and I understand, but like the state agencies pay their insurance 100% for their employees. You have to buy insurance for your family, but the state agency pays 100%. And when you retire, they continue to pay 100%. This is a very minimal thing. I think we can do it and not burden the employee with this so we can help them. Because when I tell the employee I'm here to fight for you, I'm not going to say, well, because other people made mistakes, I think we need to do this. I'm just asking, sir, to please re-look at this and see if there's a possibility where we can help this and this year not raise it. Go look at it and see what happens in the future. But you prepare them not to just throw this on them and, you know what, we're going to raise it. Please. These are the hardest workers and without them. Excuse me, ma'am can you let me finish? I want him to listen to me he can't if you're talking with each other and I wanted you to please please please, I'm begging you to reconsider (inaudible). *Mr. Ramirez interjected, I do have time for Ms. Pena.* Ms. Lopez Valdez stated Ms. Grantland. Ms. Grantland stated, number one, I refuse to accept that this Board has been irresponsible. I also want to say that going out for CSPs is not going to take this debt away, it will relieve the process moving forward, but it's not going to deal with the \$7 million deficit. There still has to be something done, and as you heard, our fund balance is not fair game. So, at this point, I would like to call the question. I do agree that it is important to go out for new quotes. I do believe that, but I think we need to vote. Thank you. Ms. Lopez Valdez stated, we have a first and a second.

Motion made by Jessica Gonzalez, seconded by Denise Garza, to recommend to approve the recommendations of the Employee Benefits Committee with a directive to start the process for CSP's submissions in April 2026 to see the best available coverage for BISD employees.

The following vote was recorded

Yea: Ms. Lopez, Ms. Garza, Ms. Gonzalez, Ms. Grantland

Nay: Mr. Elizondo, Mr. Ortiz Ms. Pena

Abstain:

Motion Carried: 4-3-0

Ms. Pena stated, I'm sorry, I'm voting no, because I cannot do this to the employees.

7. Discussion, consideration and possible action in adopting a resolution in support of the Texas AFL-CIO repeal of the state-approved voucher bill. (Board Agenda Request Denise Garza/Board Support Daniella Lopez Valdez)

Ms. Jessica Gonzalez, Board Member stated, Motion to approve. Ms. Denise Garza, Board Member stated, Second. Ms. Garza continued, I put this on here as support since we know that the voucher bill is going to be something that we don't know how it's going to impact our district. So, this is the reason why we brought it forth. And so, I support this resolution and I second it, so I'm ready to vote. Ms. Minerva Pena, Board Member stated, questions. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena stated, yes, and the way the resolution is written, and I understand what we're doing, but why couldn't the district have something done, that we don't approve the vouchers independently and not sit here and doing what association or an organization wants. We need to do it as a Board, not just back up an organization. So why couldn't we put that in the resolution and not include that association? Because we're not here to back up associations. We're here to back up the district. Is it a possibility that we could do that and just put it that BISSD is actually fighting to keep these vouchers fair whatever they give them they give us that's how I see it. They're going to give that to their students that they need to give it to us. But we as a district need to ask for that and not piggyback on someone else. Is there a possibility that we could do that? Mr. Attorney. *Mr. Eden Ramirez, Board Member stated, so it's an agenda item on the agenda like the other item before where we were able to modify what you all wanted it to be or say it's up to The Board to include the language amend the motion or it's up to the Board.* Ms. Lopez Valdez stated, Ms. Grantland. Ms. Neida Ruth Grantland, Board Member stated well, I would just like to say that in keeping with the fact that we do support our employees and our Association support our employees, why would we not as a Board support our Association who supports our employees? Ms. Lopez Valdez stated, thank you. Ms. Denise Garza, Board Member stated, thank you, Ms. Grantland. Ms. Pena stated, and if I may, I support our Associations, I just think you have stronger power in this resolution that the school district as a whole, pushing for this, not backing somebody else up. Because I think it's a mistake. Ms. Lopez Valdez interjected, Dr. Chavez, I actually believe we have had one, right? We have already done one of these resolutions. **Dr. Jesus Chavez, Superintendent stated, yes, ma'am, this past school year, during our session, we actually, as a Board and as a District, approved a resolution very similar to this. And so we still have that as part of our record.** Ms. Pena stated, so tell me, Dr. Chavez, if we have that and they have this, why are we doing this again? Why can't they just take that with them and say, look, our Board approved this. Now we're approving it. Why do we have to do a second resolution with the Board? I'm asking Dr. Chavez, please, Daniela, can you let Dr. Chavez speak? Because he says if you don't let him speak, he won't speak. Can you please give him permission to speak, Daniela? Ms. Lopez Valdez stated Dr. Chavez, you have permission to speak. Ms. Pena stated, thank you, dear. **Dr. Chavez stated, let me say that we usually give preference to the Board Members before I get to speak, which I'm happy with, right? So here, as it relates to this resolution, I'm happy that yes, it's being considered. We as a District, as I said, had approved an earlier one. And if you tonight, you know, are wanting, willing to approve the one that you've got before you, great. We'll have two of them. We've already done that. And so, I tell you, when you go to the legislature, the more you have from the various**

groups, the better it is. I'm supportive of this. Ms. Pena stated, and I hear you, but the only thing that I have a problem, put all the Associations out there, not just one particular one, because we're here to support everyone, not just one or two. So I feel uncomfortable with it. And all due respect to association, I can't approve something that is very specific because I don't want us to be accused, hey, you're backing this up. No, we're backing all of you up. So that's the only reason, sir, I'm uncomfortable with the resolution. Do you understand where I'm coming from, Mr. Attorney? *Mr. Ramirez replied, I don't know enough about (inaudible). Look, let me just illustrate this. This item is a resolution that that organization passed and that organization is asking this organization to support it. The other organizations can submit their resolutions for your consideration as well.* Ms. Lopez Valdez stated, Ms. Gonzalez. Ms. Pena stated, I would like to do them all at the same time not individually. Ms. Gonzalez interjected, exactly, that's kind of where I was leaning at I would like to thank the BEST AFT for bringing this along I know that we've been loud about vouchers, and yes, I do agree that if everybody would get together and again, continue to be loud, I absolutely support it, but I'm not going to not support it just because it came from one specific organization. At the end of the day, I don't support vouchers, period. And that is where my vote will lie. But again, thank you to BEST AFT for bringing this to us. But regardless from who it came from, I don't support vouchers. It doesn't change the whole point. Ms. Lopez Valdez stated, Ms. Garza. Ms. Denise Garza, Board Member stated, yes, and thank you Ms. Lopez Valdez. And yes, BEST AFT did work with us to get this on the agenda, but it is open to all the other associations if you want a resolution in support against, you know, the voucher bill, you know, work with us, we will put it on there. You know, had it been a united one, it would have been on the agenda. As we mentioned, you know, we are against vouchers. And so, regardless of who brings this forward, we are going to support it because we don't stand for the vouchers. Ms. Lopez Valdez stated, okay, we have a first and a second.

Motion made by Jessica Gonzalez, seconded by Denise Garza, to recommend adopting a resolution in support of the Texas AFL-CIO repeal of the state-approved voucher bill.

The following vote was recorded

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

Motion Carried: 5-1-1

Ms. Pena stated, at this time, I abstain because I'd like to see one with all the associations, not just one particular one. Nothing against the association. I believe in all of them. I just like to see them all together. **Ms. Patricia Perez, Executive Assistant stated Motion passes, 5 yes, 1 no, and 1 abstention.** Ms. Gonzalez stated, I just wanted to take advantage and say thank you right before we go to closed meeting. I know announcements is towards the end, and we can just say those announcements, but I just have an announcement. I want to wish my baby girl, Emma Gonzalez, tomorrow she turns big 15 years old. And I'm sure that by the time that we get out of executive, it's going to be past her bedtime. And I know in my heart she will follow her bedtime, even though I'm not home. So I just want

to take advantage and wish her the happiest birthdays. I love you so much, baby girl. We're going to celebrate tomorrow. Ms. Pena stated, Happy birthday, Emma. Ms. Lopez Valdez stated, we do still have one more item. *Mr. Ramirez stated, I was going to say, we have one more item.*

8. Discussion, consideration and possible action to recommend approval to conduct a district-wide climate survey. (Board Agenda Request Denise Garza/Board Support Jessica Gonzalez)

Ms. Denise Garza, Board Member stated, Motion to approve. Ms. Neida Ruth Grantland, Board Member stated Second. Ms. Garza continued, so the reason I did put this on the agenda is to give us a better understanding where we as a district could improve and, you know, like anything else, you know, it's good to have constructive criticism, right? And so in order for us to improve, we got to listen to our employees. And this comes from all employees. How can we better unite and move this district forward? So, this is why I did put this on the agenda. Our teachers deserve to be happy. Our staff deserve to be happy. And when our staff and teachers are happy, then our children get the best education. If we have tired staff out there, if we have staff that are dragging to even come into work, well, that does impact our students as well. So, this is why I did place this on the agenda. I hope that, you know, staff members if this does approve they're not scared your name won't be on it but we need to know how we can better serve you as a District and how or what you would like to see in a district and so in order for us as I mentioned to continue moving forward and to improve we need your feedback. Mr. Frank Ortiz, Board Member stated, yes, I wholeheartedly agree with Ms. Garza here. Dr. Chavez, I just want to know, who's going to come up with a survey? I know there's a generic one that when I was a principal, we always did every single year at the end of the year. Is it going to be the same type or are we going to be more specific, trying to find out from our employees about their supervisors, upper administration, you know, even about you, you know, as far as us as well, okay, that includes us as well, to include everyone. So, who's going to work on this survey to get it out there to our employees? **Dr. Jesus Chavez, Superintendent replied, we'll be happy as a district to move forward with this and the points you're making tonight, we'll be sure to include them.** Mr. Ortiz stated, could we have a copy of that survey when it goes out so we can take a look at it? **Dr. Chavez stated, most definitely, before it goes out, we will send it out to you and get your input on it as well.** Mr. Ortiz stated, thank you very much. **Dr. Chavez continued, to make sure that we cover the information again that we're looking for as a Board and as a District.** Mr. Ortiz stated, yeah, and once again, like Ms. Garza said to our employees, please be honest and let us know. We can't do anything if you don't tell us. We need to know how you feel about our district, because we want to improve our district. And the only way that we're going to improve it is getting feedback from you. Y'all are the ones that are on the front lines. So please take the survey. Don't be afraid of retaliation. Like Ms. Garza said, your name's not going to be on that survey. So please, I urge all of you to please take it. Ms. Grantland stated, I remember when, and it sounds like way back, I remember when. When I was principal, I was pretty much left to do my job as I saw fit to do it on my campus with my teacher's input. And when I needed the central office, they would come to my office. campus if I needed them. If they needed me for something, they would come to my campus. But no one micromanaged my school, including myself. And so, I'd like for one of the items in the survey to deal with that. And it's not that I'm making an accusatory statement.

I just know the nature of school districts. And I know that micromanaging can happen if we don't keep a lookout for it as staff or as a Board. And so, I'd be very interested in having that come up as well. Because what we're looking for here is we're looking for better productivity at all levels. We're also looking for people who are enjoying what they're doing. I always said if I didn't have fun doing a job, I didn't need to be doing it. And so I want to know, you know, about that as well, the atmosphere. Because whatever we do as adults from the top level to the very bottom level affects the students. And they're a reflection of what we do. And so, I really think that I'd like to have more of that affective part of it in there. Thank you. Ms. Jessica Gonzalez, Board Member stated, I just want to agree with what Mr. Ortiz was saying. Yes, I would like to see on the survey an option of not only how they feel about the superintendent but also how they feel about us. How I want to, I'm hoping they feel supported and if they don't then we need to know. We need to know, and like Frank says, we can't help you if we don't know. I would also like to see a feedback or a comment section, whatever you want to call it, after every question. They don't have to fill out that comment as long as they answer the question, but I want them to feel that they can say anything they want to say after every question. That's all I ask. Ms. Minerva Pena, Board Member stated, yes, and I guess I need to address this to the attorneys, because Dr. Chavez, when you put the survey together, you will get the legal opinions of the attorneys and what we're asking, how we're asking. And it's going to be anonymous. And how are we going to do it to prevent one person from putting in 10 surveys, 10 anonymous, same person. So how can we protect ourselves as a district to make sure that it's an individual person and not one person. For example, me putting in, I'm just using me as an example, so not to step on anybody's toes, that put in 10 different surveys but with the same thing, but it was just the same person. How do we protect that survey from that? *Mr. Eden Ramirez, Board Attorney replied, so I don't know what software your district currently uses, but there are software's that limit a survey to a particular either IP address or email, and then it erases the email at the submission. So, it's not tied to an email, but that limits the link how many times it works. So, you can't submit. So, I don't know what software they're using, but I know there are tons of them out there because we've used them for other districts. I'm happy to offer the ones we've used in the past that have the capability to ensure that there's not multiple surveys.* Ms. Pena stated, could you find someone because, for example, you have 10 emails, 10 different emails. *Mr. Ramirez interjected, no, it would be only the district email.* Ms. Pena stated, oh, they'd have to have a district email. *Mr. Ramirez stated, if it's for your employees, I'm assuming...* Ms. Pena interjected, yeah, so they don't, okay, so it'll come from the email that they have for the district. Okay, that's something to protect it, okay. *Mr. Ramirez stated, yeah, or in this case, Pat's telling me about the ID number also, so there's multiple ways to do that, but yes.* Ms. Pena stated, to make sure that we protect it and that people are doing it themselves and not somebody knows. I know my co-worker's email and information. She's not going to do it, I'm going to do it for her. I want to make sure that doesn't happen. So, can we do that? So, it'll be fair. It'll be a fair survey because I want to make sure we're here to help and for everyone to get a fair response and what actually is going on and not someone you know, overtaking it and... *Mr. Ramirez stated, we're happy to review the legal sufficiency of the survey before it goes out.* Ms. Pena stated, yes, I want to make sure that that happens. *Mr. Ramirez continued, and also that we work with the way to...* Ms. Pena interjected, and what, you know, this Board's always stressing, when they do it, do it in a respectful way. Write what you're going to write in a respectful way so we can get the point across and not get the negative on it. Because once you start, remember, it's not what you said but how you said

it. So can you make sure that, I want the employees to know, do it as respectful as you can and it can be done because I can tell you off very respectfully and let you have it. I've learned to do that. I was taught to do that. So I want to make sure that they do it that way because we want you to get the point across and not turn the people off when they're reading it. Thank you. Ms. Garza stated, yes, and just another recommendation, Mr. Ramirez, on those surveys, it could also be used from their home devices, right, as long as they have the district email, correct? Because I know sometimes, like, our hourly staff, they don't have that, you know, luxury of taking time, you know, to do this survey, right, because they don't get planning. They only get, like, a lunch break, and that is it. And so I want to make sure that even our hourly staff feel supported to, you know, submit this survey and that they understand that they can also do it at home if they like if they don't have time at school. But if we give them time we want to encourage our administrators to tell all the staff hey, don't forget to turn in your survey and encourage to give them that time to complete it as well. *Mr. Ramirez stated, yes so again, the software's give a lot of ways to work around surveys. One option can open it outside district IP addresses to allow home surveys to be taking place. Also work with admin and department heads to encourage staff to go to maybe a library computer or something to work on those. So, there's lots of ways we can do to increase participation and flexibility.* Ms. Garza replied, okay thank you.

Motion made by Denise Garza, seconded by Neida Ruth Grantland, and unanimously carried to recommend approval to conduct a district-wide climate survey. (Board Agenda Request Denise Garza/Board Support Jessica Gonzalez) (7-0-0)

XI. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. **9:08 p.m.**

A. LEVEL III GRIEVANCE(S): *(Action taken after Closed Meeting)*

1. Level III Grievance No.004/25-26 on E.A.
2. Level III Grievance No.005/25-26 on L.H.B.
3. Level III Grievance No.006/25-26 on C.H.

Amendment: **XI. A. 3 At the grievant's request will be deleted from agenda/backup**

4. Level III Parent Grievance No.001/25-26 on Maria Raga on behalf of Student J.C.R.

Amendment: **XI. A. 4 will be deleted from agenda/backup**

B. INTRUDER DETECTION AUDIT(S): *(Action taken after Closed Meeting)*

1. Discussion of the findings of the intruder detection audit report.

C. PERSONNEL MATTER(S): *(Action taken after Closed Meeting)*

1. Presentation, acceptance and approval of Retirements. (1)
2. Presentation, acceptance and approval of Resignations. (4)
3. Personnel Update with Superintendent (Dr. Jesus H. Chavez)

4. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Assistant Principal. Subject to receipt of all outstanding documentation. (2)

Item 4 Page 10 will be replaced with Page 10a

5. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Counselor. Subject to receipt of all outstanding documentation. (2)

Item 5 Page 21 will be replaced with Page 21a

6. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Program Specialist. Subject to receipt of all outstanding documentation. (2)

Item 6 Page 2 will be replaced with Page 2a

7. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Career Placement Officer. Subject to receipt of all outstanding documentation. (1)
8. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Mariachi Director. Subject to receipt of all outstanding documentation. (1)
9. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Educational Diagnostician. Subject to receipt of all outstanding documentation. (1)
10. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Specialist, Educational Technology. Subject to receipt of all outstanding documentation. (1)
11. Non-chapter 21 contractual personnel for the 2025-2026 school year(s) -Coordinator, 21st CCLC. Subject to receipt of all outstanding documentation. (1)
12. Non-chapter 21 contractual personnel for the 2025-2026 school year(s) - License Specialist in School Psychology. Subject to receipt of all outstanding documentation. (1)
13. Non-chapter 21 contractual personnel for the 2025-2026 school year(s) - Assistant Director, Childcare. Subject to receipt of all outstanding documentation. (1)
14. Qualified administrators as Texas Teacher Evaluation Support System (T-TESS) Appraisers for the 2025-2026 Fiscal School Year.
15. Department Professional Employee (C.G.) for a change in salary for the 2025-2026 Fiscal School Year.
16. Compensation for a professional employee (H.Z.) on interim assignment from 08/04/25 to 09/05/25 to be commensurate with the Middle School Assistant Principal salary.
17. Compensation for a professional employee (N.C.) on temporary assignment from 08/29/25 to 09/17/25 to be commensurate with the Middle School Principal salary.

18. Compensation for a professional employee (S.S.) on temporary assignment to be commensurate with the Middle School Principal salary.

D. ATTORNEY CONSULTATION (*Action taken after Closed Meeting*)

1. Staff Attorney

- a. Governmental agency letter of transfer for the Verizon Site on District property located on Robindale Rd.
- b. Cause No. 2019-DCL-06158-E; Jasmin Leal vs. Brownsville Independent School District.
- c. Personnel Matters. Board Member Request Minerva Pena.

2. Board Attorney:

- a. Legal Update with Board Counsel.

E. INTERNAL AUDITOR CONSULTATION

1. Consultation with Director of Internal Audit.

F. BOARD SELF-EVALUATION.

1. Board Self-Evaluation.

G. BOARD MEMBER REQUEST(S): CLOSED MEETING (*Action taken after Closed Meeting*)

1. Discussion of reassigning teachers from one campus to another and the delaying of hiring new teachers/employees/ substitute teachers needed at campuses. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo)

XII. BOARD RECONVENES-Board action on agenda items discussed in Executive Session. 12:11 a.m.

A. LEVEL III GRIEVANCE(S):

1. Level III Grievance No.004/25-26 on E.A.

Motion was made by Jessica Gonzalez, seconded by Denise Garza, and unanimously carried to recommend approval of Level III Grievance No. 004/25-26 regarding E.A, in accordance with the recommendation of Legal Counsel, as discussed in Executive Session. (7-0-0)

2. Level III Grievance No.005/25-26 on L.H.B.

Motion was made by Neida Ruth Grantland, seconded by Jessica Gonzalez, to recommend approval of Level III Grievance No. 005/25-26 regarding L.H.B., in accordance with the recommendation of Legal Counsel to take no action on this item.

The following vote was recorded

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

Nay: Ms. Pena

Abstain:

Motion Carried: 6-1-0

3. Level III Grievance No.006/25-26 on C.H.

Amendment: At the grievant's request will be deleted from agenda/backup

4. Level III Parent Grievance No.001/25-26 on Maria Raga on behalf of Student J.C.R.

Amendment: At the grievant's request will be deleted from agenda/backup

B. INTRUDER DETECTION AUDIT(S):

1. Discussion of the findings of the intruder detection audit report. **No Action Taken**

C. PERSONNEL MATTER(S):

Motion was made by Jessica Gonzalez, seconded by Neida Ruth Grantland, and unanimously carried to recommend approval to group agenda items XI. C. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18, as presented by Dr. Jesus Chavez, Superintendent in Executive Session. (G7-0-0)

Ms. Minerva Pena, Board Member stated, and just FYI, on the other one, on the grievance, and I said no, it was because I didn't get clarity on some information. Please let that stand. *Mr. Eden Ramirez, Board Attorney replied, yes ma'am.*

1. Presentation, acceptance and approval of Retirements. (1) **(G7-0-0)**
Marisela Leija

2. Presentation, acceptance and approval of Resignations. (4) **(G7-0-0)**

Michelle Lee Garza, Hector Reyes, Dulce E. Rios Puente, Benito Saenz, Jr.

3. Personnel Update with Superintendent (Dr. Jesus H. Chavez) **(G7-0-0)**

4. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Assistant Principal. Subject to receipt of all outstanding documentation. (2) **(G7-0-0)**

William McHale – Stell Middle School

Tracy Perez – Perkins Middle School

Item 4 Page 10 will be replaced with Page 10a

5. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Counselor. Subject to receipt of all outstanding documentation. (2) **(G7-0-0)**

Carmela Martinez-Garrett – Cromack-Castaneda Elementary
Griselda Paola Garcia – Vermillion Elementary School

Item 5 Page 21 will be replaced with Page 21a

6. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Program Specialist. Subject to receipt of all outstanding documentation. (2) **(G7-0-0)**

Jose M. Fraire – Pace ECHS and Gabriel Moreno – Lopez ECHS

Item 6 Page 2 will be replaced with Page 2a

7. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Career Placement Officer. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Andres Ceballos – Lopez ECHS

8. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Mariachi Director. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Arnulfo Gonzalez – Hanna ECHS

9. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Educational Diagnostician. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Karina Sanchez – Special Services

10. Chapter 21 contractual personnel for the 2025-2026 school year(s) - Specialist, Educational Technology. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Luis Troncoso

11. Non-chapter 21 contractual personnel for the 2025-2026 school year(s) -Coordinator, 21st CCLC. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Cyntia Alonso

12. Non-chapter 21 contractual personnel for the 2025-2026 school year(s)-License Specialist in School Psychology. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Erika K. Ortiz

13. Non-chapter 21 contractual personnel for the 2025-2026 school year(s)-Assistant Director, Childcare. Subject to receipt of all outstanding documentation. (1) **(G7-0-0)**

Flor Diaz – Lincoln Park

14. Qualified administrators as Texas Teacher Evaluation Support System (T-TESS) Appraisers for the 2025-2026 Fiscal School Year. **(G7-0-0)**
15. Department Professional Employee (C.G.) for a change in salary for the 2025-2026 Fiscal School Year. **(G7-0-0)**
16. Compensation for a professional employee (H.Z.) on interim assignment from 08/04/25 to 09/05/25 to be commensurate with the Middle School Assistant Principal salary. **(G7-0-0)**
17. Compensation for a professional employee (N.C.) on temporary assignment from 08/29/25 to 09/17/25 to be commensurate with the Middle School Principal salary. **(G7-0-0)**
18. Compensation for a professional employee (S.S.) on temporary assignment to be commensurate with the Middle School Principal salary. **(G7-0-0)**

D. ATTORNEY CONSULTATION

1. Staff Attorney

Mr. Eden Ramirez, Board Attorney stated, we still have XI. D. 1b. and on XI. D1b, legal counsel asks the Board to approval legal counsel recommendation and proceed as presented in executive session. Mr. Ramirez stated we do not have any action for a, because you already took action with the other one through the Resolution. There is nothing on c. Nothing for the auditors to approve, we will send you the packets. And self-evaluation no action.

- a. Governmental agency letter of transfer for the Verizon Site on District property located on Robindale Rd. **No action taken**
- b. Cause No. 2019-DCL-06158-E; Jasmin Leal vs. Brownsville Independent School District.

Motion was made by Denise Garza, seconded by Jessica Gonzalez, and unanimously carried to recommend Cause No. 2019-DCL-06158-E; Jasmin Leal vs. Brownsville Independent School District, in accordance with the recommendation of Legal Counsel, as discussed in executive session. (7-0-0)

- c. Personnel Matters. Board Member Request Minerva Pena. **No action taken**

2. Board Attorney:

- a. Legal Update with Board Counsel. **No action taken**

E. INTERNAL AUDITOR CONSULTATION

1. Consultation with Director of Internal Audit. **No action taken**

F. BOARD SELF-EVALUATION.

1. Board Self-Evaluation. **No action taken**

G. BOARD MEMBER REQUEST(S): CLOSED MEETING

1. Discussion of reassigning teachers from one campus to another and the delaying of hiring new teachers/employees/ substitute teachers needed at campuses. (Board Agenda Request Minerva Pena/Board Support Carlos Elizondo) **No action taken**

XIII. Announcement(s):

Dr. Jesus Chavez, Superintendent stated, on October 8th, we have the Parents and Education at 9:30 a.m. at Porter Early College High School Auditorium. October 9th, State of the District Report by myself, 9 a.m. over at the Hanna Buchanan Performing Arts Center. Ms. Pena interjected, excuse me, what do you mean by yourself? Dr. Chavez replied, I'm the one who does the State of the District Report, so I'll do that to the community. Ms. Pena stated, okay, just when you said by myself, like nobody can go. Sorry. Dr. Chavez stated, no. Ms. Pena stated, careful with the verbiage you use in 2025. Dr. Chavez stated, yes, I'm the speaker and I will be presenting to everybody who's there. Ms. Pena stated, you don't mean by yourself, you don't want nobody there? Dr. Chavez stated, no, I want a lot of people there. Ms. Pena stated, careful with your verbiage. Dr. Chavez continued October 11th, we've got Green Power USA, the Goblin Race at 8 AM over at Brite Elementary, October 11th. October 16th, we've got the MOCK Trial at 9 AM at TSC Oliveira Student Services Center. On October 16th, we have the Buddy Fun Meet at 9:30 a.m. At Sams Memorial Stadium. October 17th, we've got Dyslexia Awareness Conference, 8 a.m. over at CAB Cafeteria. October 18th, BISS Chess Tournament at 8 a.m. over at Stillman Middle School. I want to remind everybody we have Early Voting that begins on October 20th through October 31st. Election Day, November 4th. Thank you. Ms. Pena stated, quick question, yeah, Pat, can you send us an email with just the specifics of the events that he just mentioned? Because I know they're on the Friday letter. Yes, but can you get us email just, yes, so we can mark our calendars. Because the other one, you have to go down and open each one. This way, if you put them in there, I can just take them from there and put them on the calendar. If you could politely do that, that would really help.

XIV. Adjournment.

Motion was made by Carlos Elizondo, seconded by Jessica Gonzalez, and unanimously carried approval to adjourn the Regular Board Meeting at 12:18 A.M. (7-0-0)

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

(HANDOUTS ADDED TO OFFICIAL MINUTES)

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

Approved by:

_____ **Daniella Lopez Valdez, President of the Board**

_____ **Date**

Attested by:

_____ **Minerva Pena, Secretary of the Board**

_____ **Date**

Notes: Font style designation

Board of Trustees
Administration
Board Attorney
Staff Attorney
Speaker/Presenter

(Minutes presented at Regular Board Meeting held on February 3, 2026)