

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **25th day of September, 2025**, the Board of Trustees of the Brownsville Independent School District met in a **Special Called 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
Denise Garza	Member
Jessica Gonzalez	Member
Neida Ruth Grantland	Member

ABSENT:

ALSO PRESENT:

Dr. Jesus H. Chavez	Superintendent of Schools
Eden Ramirez	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 **Special Called 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 5:45 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: Ms. Daniella Lopez Valdez, Board President stated all Trustees were present.**
 - A. Recommend approving the agenda of the Special Called Board Meeting of September 25, 2025, with any corrections/deletions.**

Dr. Jesus Chavez, Superintendent stated the following amendment(s):

VI. A. General Function Item(s):

Item 1 Page 9a, 9b and 9c will be added to agenda backup
Item 2 Page 15 will be added to agenda backup

Handout 1 added to official minutes

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the agenda of the Special Called Board Meeting of September 25, 2025, with the corrections/deletions as stated by administration. (7-0-0)

V. PUBLIC COMMENT:

No Public Speakers signed up.

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 two minutes on the first speaking opportunity and one minute on the second opportunity.

VI. Action Item(s):

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

1. Recommend approval of the proposed changes, discussed and recommended by the Employee Benefits Committee, to the Medical Health Plan and Pharmaceutical Benefits for the 2026 calendar year. The proposed changes are necessary to ensure the long-term sustainability of the district's self-funded health plan, while continuing to provide comprehensive and competitive benefits to employees. Adjustments address projected shortfalls, align with industry best practices, and maintain a balance between fiscal responsibility and employee well-being.

Amendment: Page 9a, 9b and 9c will be added to agenda backup

Dr. Jesus H. Chavez, Superintendent stated, I have some comments to make, ma 'am. Mr. Carlos Elizondo, Board Member stated, I would like to make a motion real quick to table this item. Ms. Daniella Lopez Valdez, Board President stated, first, we're going to go ahead and let the administration present and I will entertain motions after the presentation. Mr. Elizondo stated, sir, do we have to make a motion first and then have the presentation? *Mr. Eden Ramirez, Board Attorney replied, for discussion among the Board, yes, for presentation by administration, no. So if the first part is just administration presenting, they can present the item and then we can entertain motions afterwards.* Mr. Elizondo stated, thank you. **Dr. Chavez continued, so let me go ahead and begin. The Employee Benefits Committee, the EBC, consists of a diverse group of individuals, including campus teachers, staff, and administrators. Each campus and major department is represented on the committee, ensuring a wide range of perspectives and input. The committee convenes once a month with additional meetings scheduled as needed. These meetings focus on discussing and making decisions about employee benefits. During the monthly sessions, members share information that then they communicate back to their colleagues within their respective departments or campuses, keeping everyone informed about any updates and changes related to employee benefits. The primary goal of the EBC's monthly meeting is to exchange**

information about employee benefits and to ensure that district employees have access to high quality medical plans and robust benefits. These meetings are not only for decision-making, but also to keep committee members fully informed about any updates, changes, or ongoing discussions regarding employee benefits. Members receive detailed, hands on training on how to use the apps, tools, and platforms associated with current benefits. Additionally, they are provided with clear, written step-by-step guides for assessing and navigating systems related to healthcare, prescription plans, wellness programs, and more. After receiving this training, committee members share the knowledge and documentation with their peers, helping ensure that everyone understands how to effectively utilize the available benefits. This process promotes transparency, and ensures that all employees throughout the district stay well informed and can make the most of their benefits. The EBC members collaborate closely to make decisions that serve the best interest of our co-workers and staff. Their discussions focus on current benefits and any proposed changes or updates. In essence, the EBC plays a vital role in maintaining fair and effective employee benefits that align with the district objectives. I know we have a few of the members here. I want to thank the EBC committee members for all that they do and the work that they've committed and for their dedication to our district. As I said, I probably have a few of you here. Can you please stand? I want to recognize them and thank them for their tremendous work. At this time, I'd like to call on Dr. Nellie Cantu to guide us through the presentation. Dr. Nellie Cantu, Chief Operations Officer stated, thank you, Dr. Chavez. Good evening, President Lopez-Valdez and distinguished Board members. Thank you for the opportunity to come before you and share the medical plan. As Dr. Chavez mentioned, this has been a long process that began in the spring of last school year. It's been a lot of discussion. It's been a lot of questions and answer sessions. And so, what I'd like to do is start by thanking you for that and then also letting you know that what we're presenting today is our best thinking with the least impact to our employees. We are very concerned in making sure that we offer the best quality, the best benefits at the least cost, as mentioned by Dr. Chavez. So, with that being said, I'd like to invite, I have a couple of the, I have the EBC secretary that will be helping me along with the EBC chairperson and we also have an EBC member joining us. So, I'd like to invite all three of them to the podium because we're going to together share this presentation. We'll begin with Ms. Evelyn Cantu. Ms. Evelyn Cantu, EBC Committee Secretary stated, good evening, Board President Lopez Valdez, Superintendent Chavez. My name is Evelyn Cantu and I am the EBC Committee Secretary and we would like to thank you for the opportunity that you are giving us to present to you. We would like to reiterate what Dr. Chavez just said. The Employee Benefits Committee meets approximately once a month to review, discuss, and make recommendations that ensure BISD employees have access to high quality medical plans and strong benefits. During the spring semester, the EBC identified a projected shortfall in the district's self-funded plan. The purpose of this presentation is to share the information the committee has been reviewing and the possible options being considered to address this shortfall with the least impact to employees. We would also like to emphasize that every campus and department within our school district is represented by an EBC representative. During our meetings, these representatives often raise valuable questions that arise from their respective workplaces. This dialogue allows us to address any concerns

collaboratively. If necessary, our administration will follow up with appropriate communication in subsequent meetings to ensure that any issues are addressed and shared effectively among all stakeholders. And now we're going to talk a bit about the shortfall. For the upcoming year, 2026, the district self-funded health plan is projected to have a shortfall of over \$7.3 million. Representatives from all campus and departments participated in evaluating possible solutions, minimizing the impacts on employees as much as possible, ensuring employees continue to have access to reliable and valuable benefits. To further minimize the impact on employees, the EBC has recommended addressing shortfall in phases, allowing the district to make thoughtful adjustments while maintaining strong benefits for the staff. In the upcoming discussions, we will provide detailed comparisons and highlight the progress we've made addressing the rising cost of health care. Our plan is not only competitive in the market, but also positions us well to maintain financial stability. **Dr. Cantu stated, thank you, Ms. Evelyn. I'd like to share, she talked about the proposed phases. This was something that our Superintendent and our committee felt that we did not want to make a change that would impact our employees overnight. So we said, let's do it in phases. So the first phase, as you will recall, a year ago, we went through the International Pharmacy Market. And the purpose of that was to reduce the cost of the pharmacy costs that we were paying. It was increasing. And it increased between 21 and 23. It increased to 23.8 and mainly it was due to the GLPs. The GLPs are often known as Ozempic, Wigovy, Majorno, and others. And so that became a fad. A lot of people were using this. And it increased our cost. But when we went to the International Market, we were able to reduce that cost, the pharmaceutical cost, to a 7.9. And so that was phase one. During phase 2, this was something that the Board approved and helped us during the budgeting process. EBC recommended that we increase the employer contribution, and that's the BISD contribution. It was at 580, and it's important to note that that change was since 2020. There had been no change on that premium. And the recommendation was to increase it by \$50 per member, which would be a total of \$630 per member. So, it was included in the budget, and the projected revenue for that would be about \$3.2 million. So that's reducing the shortfall. But remember, we started with a 7.3. So now we've reduced it 3.2. So our employees since 2018, I want you to make a note of that, since 2018 have not experienced any plan design or rate changes. That is an incredible benefit to the district and to our employees because we know that the health costs have continued to increase every year, but we have not made any changes since 2018. However, we've maintained consistent coverage and cost. With medical inflation steadily rising every year, it's put pressure on every employer across the country, not just BISD, but everywhere. And most districts in the valley are also considering some changes. So, what we're looking at, the committee decided to develop a strategic plan and said, okay, how do we do this? How do we minimize? Obviously, it's not something that we can change overnight. For the new Board Members, I want to provide a little bit of context as to what has happened over the years. Right before COVID, the insurance plan was in the black. COVID came in, and there was a lot of expenses with COVID and a lot of different complications that followed that. So, with that, that put us in the red. Another item that put us in the red was the GLP. The previous carrier was approving the GLP, those Ozempic and so forth, for anyone that wanted it. And there is an intentional reason for this medication. It's for people with diabetes, diabetes type 2. And so, it was dispensing**

it. And so, when BISD questioned it, they immediately realized that that was an issue that needed to be addressed. So consequently, that put us in the red. This was a previous carrier, this is not UnitedHealth. So now going on to the third option that we reviewed was we looked at two things, and this is to be fully transparent. We looked at the premium that the employee pays, and we looked at the deductibles. But you're going to hear more about the deductibles. The good news is there will be no change on the deductibles. But the premium increase, we have 98.7 % of our employees that are in this plan and we would increase it, there is a cap, there is a statute on that, and it is 15%, which is \$2.25. That would generate an additional \$603,000. So, I apologize, I did not move the slide, but let me go ahead and do that now. So, in this slide, you can see the three options, option A, option B, and option C. What I would like to do is walk you through this of this table. You will see on the far left that the projected cost, and again, this is projected. This is not an exact number because there's a lot of variables that can happen, but a projected cost for the insurance for a year is \$56 million. The projected revenue, if we don't make any changes whatsoever, the expense would be \$44.6 million. We do get some rebates from the pharmacy. That's about \$4 million. So adding those up, you already see that the cost exceeds the revenue. So that's a \$7.3 million that we expect, the projected shortfall. So, the savings that the EBC considered, And as I mentioned, EBC committee members were very adamant. We don't want to lose benefits. And so that was being protected. And the individuals that you see here as officers and members were very adamant about not reducing benefits. So what we looked at was the GLP, the domestic medication. There is, for example, such as, I'm using as an example, Majorno. Majorno is not, it's a GLP medication, that cannot be purchased at the International Market right now. So, there would be a 30% co-insurance, co-paid by the employee. What the companies are, or ARAYA is doing, is talking to these employees and saying, look, consider Wigovi, consider Ozempic, because that's covered with the International Market. But if they say, no, absolutely not, I want Majorno, okay, 30%. would be paid by the individual. However, ARIA provides that each company that offers a domestic GLP offers a coupon. And the coupon could range anywhere between \$25 to \$30. So that still would be a very minimal change. We also have a program called You Matter. Some of you know it as that's when they come to the school, and they do the blood work, and then you get a portal ID, and you check into the portal, and you get the results. As the committee was discussing it, we quickly learned that you get the report, and then you go see your doctor, especially if there's a concern. And the majority of the time, the doctor will say, we need to do the blood work again. The doctor is requesting blood work. So consequently, the committee decided and said, it's a duplicative service. It's a duplication of services. So we don't need to use that one, because if you're still going to go to the doctor and get that blood work. So we're not taking away the benefit of getting their blood work done and seeing their doctor. Miracle Medical is a company that offers support for, such as it offers specialized biometric health screenings. I'm sorry. It provides medical equipment, such as blood glucose monitors, insulin syringes. This is mainly like for the diabetic individuals. And I will tell you that is this being taken away? Absolutely not. They go see their doctor and the doctor says you need this medication or this medical equipment, the insurance will cover it. So it's a duplication of services. So we're not taking anything away from the employees. So that would generate those three items listed there would generate about \$1.1 million. And then the last section,

you see that the employee adjustment. If we add the \$2.25 for 98.7 % of our employees that use this, it would generate \$603,000, slightly over that. With the adjustment that the district has already included in the budget of 50 additional dollars, it's generating 3.2. So when you look at all those figures and you take away and add that, that leaves us with a shortfall of \$2.3 million. Option B, you can see that option B, if we don't remove UMATTERS and we don't remove Miracle Medical, then it's a shortfall of 2.6. And option C is if we do absolutely nothing, we don't make any changes, that's going to be almost a \$3 million shortfall. So these are the phases that the committee reviewed. And I want to stress how adamantly they felt about the benefits that they have. And to tell us a little bit more about the options that were considered and why they were decided, I'm going to invite Mr. Tony Meza, our chairperson for the EBC committee. Mr. Tony Meza, EBC Chairperson stated, Madam Board President, thank you, Madam Board Secretary, thank you, esteemed Board members, thank you, leadership, thank you. And everyone else that makes this district the best one there is. Yes, so as I told the members, I said, I am the last one that wants to increase the cost of insurance. But I told them, the current model is unsustainable. And so, I said the very least painful one of these three is all of us paying \$2.25. That's what I told. Thank you for listening to me. This slide here is essentially saying that we are not losing any of our benefits. They are the same. There'll be no lost benefits. That's the other thing. I'm not going to, I'm going to do my best so that we do not lose any benefits. Thank you. Dr. Cantu continued, in looking at this page, you can see the benefits on the left side and on the right side, you can see the cost. None of those costs have changed. They have remained the same. There is no change here. I'd like Mr. Castro to tell us a little bit about the deductibles that we initially began conversations on. And EBC was looking at this. But he's going to tell a little bit more about this. Mr. Eleazar Castro, EBC Representative stated, good evening, my name is Eleazar Castro. I am a Social Studies teacher at Brownsville Academic Center. I'm here as a representative to my campus, as a representative to the Employee Benefits Committee. Madam President, Board members, Dr. Chavez, what I'm here to present today is, again, the deductibles that we see here. One of the things that we see highlighted in this particular page is the fact that we are not, this was a particular topic that was very difficult to talk about last semester or last year at the end of the school year. We were talking about considering raising some of these particular amounts that you see here, the deductibles and out-of-pocket costs. This was something that a lot of people were already, a lot of members, a lot of employees were talking about. This was what they were most afraid about. They were afraid to see any increases in these particular departments, paying a little extra on the \$750 deductible, the out-of-pockets going up above the \$4,000 and the \$8,000 for family. This was one of the biggest concerns that the members said we do not want to see this increase. We felt that we had time. We have time to probably look at some more data, especially this upcoming year, especially when it comes to utilization, because we know how trends happen with medical usage and medical conditions. We wanted to see, let's see, we go ahead and look at this year. We pay attention to the quarters as members utilize this, and we do not want to see these particular things grow. So, if you see on the top, right corner, that's one of the important notes that we said here. We want to revisit this in the spring of 2026 to see what we get. Again, we get updates to see where we're at in utilization. And we want to just slowly, again,

through phase movement, we want to see what changes are being made, how members and employees are using these particular benefits, again, to their benefit, knowing that it's not going to cost them a lot of money just to go see the doctor, because I know that's a big concern, taking the time off to go see doctors and to see what particular benefits it can use, and of course, taking advantage of ElectRx, our international company, to kind of like move some of your medications in that area. And at the very bottom here, we are, again, we are bringing up the GOP ones, the medications where the 30% is going to be covered by the member, but again, through coupons that are being offered to their pharmacies when the members go to or where the employees go to get the particular medication, that the pharmacies would offer those prescriptions at a very lower cost to particularly use them. Now, just to kind of put it in perspective here, we see here the employee contribution rates that are being proposed. And we like to highlight this particular number here, 5,300, just a little under 5,400 members. We see here 98 % of our employees are using Plan A. And I'm going to kind of go into what the Plan A, Plan B, and C is. But these are just the particular employees that are paying their, if they're employee only, they're paying their \$15 at this moment right now to have coverage through UnitedHealthcare. We are, again, we see one of the biggest things that when we talk about who are we affecting the most, it's this particular group right here. Plan A is addressing this particular issue in order to kind of say this is where our members or our employees feel the most comfortable being in because they do pay a little less in the beginning by month. And as the things go up, as far as out-of-pocket costs, deductibles go up. This is the particular one where we see that most members are going to use. And then we also see the numbers here for the other ones that are going to shrink a little more. Again, I want to point out here, the current enrollment for the employee only is about 4,100 members that are currently on that particular employee only, meaning that they're not bringing in their dependents on this. These are the ones that, it's a big group here that we see here, and then it kind of starts dropping off a little more. Employee plus children at 658 members or employees using it. Employees with spouses at 100. employees with family 283, and then finally two employees with children at 204. As you see slightly at the bottom of this particular chart, we see here that the employee only is looking at a 50 % raise when we do raise it by \$2.25 for employee only. What they're going to see change in their monthly check. Now, the dependent tiers, it's going to increase by 8%. So of course, those numbers are slightly looking a little different. So, when we mentioned that the Part A of employee only, that \$2 increase, that's, again, just for the employee only. When we start seeing the other tiers here for employee with children, with spouse, we do see that little increase get a little higher. But again, if you look at the percentage, it's an 8 % increase for those family members. I know years ago, we were all concerned that it's more expensive to keep your family members on the insurance or keep your spouse on the insurance because of these increases. I think we're going in a different direction to see, we're going to raise it a little for the employees only, but the dependents don't have to feel like it's going to cost more to keep your wife or your children on the insurance. And at the very bottom, this is one of the things I'm going to kind of emphasize in three parts. None of the out-of-pocket, and the co-pays, or I'm sorry, the out-of-pockets and the deductibles are going up. This is not at this point something that we feel very comfortable presenting or bringing up to

you guys, but this is something that we're going to see. We're going to later look at it through committee to see what changes grow, what trends happen, to see if we need to come back and look at this. This is not set in stone to see we're not going to change it, but it's something that we're going to look at. Plan B, again, we have currently an enrollment of 50 individuals, 50 employees that are occurring on this plan. 41 employee only starts dropping off into the single digits in Plan B. As you can see here where the difference is in the Plan A and Plan B, the members are paying a little more or a little less in out-of-pockets expenses and deductibles because they're paying in their monthly premiums a little higher rate than most other members. But once again here we're not going to raise those out-of-pocket costs, and we're not going to raise those deductibles, as again, to see at a later time how we would change them. And finally, our smallest group of all, less than 1% of our employees in this current district, only 17 members or 18 members are in this particular plan. So, this probably tells us a lot that we have some members in the district that have some medical conditions that they need to address. But looking at how small this group is, the changes that are growing here. Again, they're increasing in the same percentile, 15% for the employee only, and for the dependents, it's only increasing by 8.33%. So again, just to finish it off here, we are not going to touch the out-of-pockets even though if you can see here that it's getting smaller the out-of-pocket cost it's getting smaller for the deductibles but we're not touching those at this moment to see later if we can present any additional data that we see of something changing or growing within the district.

Dr. Cantu stated, Mr. Castro, for presenting those three options and the number of employees. This slide right here is an opportunity to show you the surrounding self-funded districts. There's 11 that are listed, and we compared these. And this was a good guide for us to see where does Brownsville ISD stand. And so, what I'd like to do is just on the far left, you see the benefits. And then you see the different districts, the 11 districts. And then if you go to the far right, you see in blue, the average and then you see Brownsville. So, what I'd like to do is for example let's start with the cost the monthly cost because that's what we were talking about where the minimal change will be for the employee. You can see that some, for example, I'm going to just go through the list. Sharyland is \$12, McAllen, \$65, San Benito, \$0, Point Isabel, \$92.50. You can see some of the high ones like Los Fresnos at \$90, Donna, \$29, and if you go all the way to where the blue is at, the different districts, the average is \$38.50. In Brownsville right now, it's \$15. Even if the increases is to happen to the \$2.25 it would be \$17.25, it is still less than the majority of the districts that are here. You can see that there's a significant difference. You can also see deductibles, which BISD is not changing. You can see that some deductibles are as high as \$5,000, like in San Benito, Mission at \$2,000. The average of all these 11 districts is \$1,864. In Brownsville, it's \$750 for the deductible. So, you can see that we are below what the other districts are at. And this is a good thing for our employees. As a matter of fact, we do have a representative from UnitedHealth that sits in the BISD office, and this individual fields calls, and any time there is a concern with any employee, this individual reaches out and will problem solve. So that's a big plus, because if there's a question, and I'd like to just take a moment to recognize her. Ms. Diana Morales is here. Ms. Diana? She's with UnitedHealth and sits in our BISD office. Thank you for always being here. And so I will tell you that the other item that I want you to take a look at is the importance funded how much of the employees pay the employer

pays at BISD we said we were at \$580 you can see it on the far right that's a very last row that you see and you can see that the average uh... is \$565, but take a look at some of the other districts, like Mission, \$733. Take a look at Weslaco, \$691. So in some cases, you've got the district even paying more money, with less benefits that we offer at BISD. So, this chart right here is very telling about how rich our plan is. And I know that in one of the, our agent that helps us with our insurance, Mr. Garza, talked to me about how we have situations where we have couples, one works at BISD and the other one works in a neighboring district, and guess what they do? They bunk with BISD because the insurance plan is richer here. So that's very telling. And so I'd like to have a quick wrap up with Evelyn on this page right here. Ms. E. Cantu stated, and lastly, we'd also like to note that as prospective teachers and staff explore their options across different districts, we believe our comprehensive benefits will make our district an attractive choice. Furthermore, this plan provides a great opportunity to help our current staff better understand the valuable coverage they receive and the benefits available to them. Mr. Meza stated, the commitment from the district. Now, the intent of these recommendations is not to generate revenue for the district, but rather to ensure our health plan is self-sustaining and able to continue providing employees with quality benefits. As we move forward, let us continue to make choices that place our employees at the center, knowing that their success and well-being are the foundation of our district's achievements. Now, I was asked by my people who work at Faulk to say that I go to Faulk Middle School as a shout-out to them, so this is a shout-out to them. In the end we thank you for listening to our recommendations, because in the end, these are just our recommendations. We value all of you all's judgment. All of you continue to do an excellent job, and I just want to share that deeply. Dr. Cantu stated, Mr. Meza, as a Chairperson, thank you for always holding the line and making sure and reminding us that we want to offer the best benefits for our employees. So in conclusion, we've shared some minor changes. So, administration is recommending the approval of this medical plan as presented. And it includes the following changes. In summary, it includes add the domestic 30% co-insurance, remove the UMATTERS because it is a duplication of service. It is not removing a service for our employees. Remove the Miracle Medical because, again, it's a duplication of services. And then have a minimal increase in the premium of the employee of \$2.25, which is 15% for the employee and 8% for dependents. These changes will generate approximately \$5 million in savings to our self-funded insurance. Is it going to eliminate the shortfall? No, but it's going to close that gap that we have there. And again, I'd like to conclude by saying that this plan, United Health Services, is not the reason that we are in a shortfall. This was a previous carrier. So, at this time, we would be open to entertain any questions that you may have. Mr. Carlos Elizondo, Board Member stated, I have some questions. Ms. Daniella Lopez Valdez, Board President stated, in order to answer the questions, I'll go ahead and move to approve of the medical plan as presented. Mr. Elizondo stated, I had already said that I had a motion on the table. Ms. Lopez Valdez stated, I don't think you had a motion. Mr. Elizondo stated, Mr. Attorney, I had a motion on the table. *Mr. Eden Ramirez, Board Attorney stated, I don't think the motion was recognized by the Chair at the time, but you can make a motion now.* Mr. Elizondo stated, my motion is to table this issue at this moment in time and bring up, there's other options, there's other options that I think we can look into to where it's going to save the district and ultimately bring more money into the pockets of our employees and

staff. I said you're looking at a two and a half million-dollar deficit right off the beginning. Ms. Lopez Valdez interjected Mr. Elizondo, I have not recognized you so I'm going to go ahead and move to. Ms. Minerva Pena, Board Member interjected, wait question please. Ms. Lopez Valdez continued, I'm going to go ahead and move to approve in order. Mr. Elizondo interjected, so again. Ms. Lopez Valdez continued, for us to have discussion on the item. Mr. Elizondo interjected, again, my motion stands as a table. Ms. Lopez Valdez interjected, Mr. Elizondo. Mr. Elizondo continued, table this motion until we get more. Ms. Lopez Valdez interjected, I want to please be respectful of the process. Mr. Elizondo interjected, exactly. Ms. Lopez Valdez continued, I'm going to go ahead and move. I'm going to move. Mr. Elizondo stated, again my motion stands. Ms. Lopez Valdez continued, to approve the medical plan as presented which includes the following changes. Ms. Minerva Pena, Board Member stated, I have a question for the attorney President Daniella Lopez. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena interjected, I have a question very important, please don't. Ms. Lopez Valdez interjected, I will go ahead and let you ask questions. I have to move to approve and then if there is a second. Ms. Pena interjected, but I want to ask that before that. Ms. Lopez Valdez and then if there is a second that we can have. Ms. Pena interjected, well I have okay fine fine. Ms. Lopez Valdez continued, then there's a motion and there is a second. Ms. Pena stated, now, fine, now may I ask now the attorney. Ms. Lopez Valdez stated, now we can go ahead Mr. Elizondo because he has a question. Mr. Elizondo stated, I had a motion on the table before you actually started speaking, ma'am. Ms. Lopez Valdez stated, I did not recognize you as a Chair. Mr. Elizondo stated, you recognized me at the beginning. Ms. Lopez Valdez stated, I'm recognizing you right now. Mr. Elizondo stated, you can recognize me at the beginning of the meeting, ma'am. Ms. Lopez Valdez stated, I'm recognizing you right now, yes, Mr. Elizondo. Mr. Elizondo stated, yes. Ms. Lopez Valdez stated, please ask your question. Mr. Elizondo stated, it's not my question, it's my motion, and I'm asking for a second to table it until we get further information. I do have information. If you want me to play it on audio, I will do so where there are some people here taking money on the table. You want me to play that now? Ms. Lopez Valdez stated, none of that is germane to what is on the table currently. Mr. Elizondo stated, I am not asking about germane, I am asking about it being actually being transparent. Ms. Lopez Valdez interjected, legal can you please bring us back to what actually is on the item for the agenda to review? *Mr. Ramirez stated, so the item on the agenda specifically to accept or reject the recommendation by the Employee Benefits Committee, and they made the recommendation right now what it is they're seeking approval for.* Ms. Pena stated, I have a question for the attorney. *Mr. Ramirez stated, yes, ma'am.* Ms. Pena stated, okay, I understand that the Chair runs the meeting. *Mr. Ramirez replied, yes ma'am.* Ms. Pena stated, I have never seen this in 17 years where the Chair controls who is allowed to speak and who is not and you as the attorney give her that authority. I have never seen that in the Robert rules of order where you choose not to allow them. I had never seen an attorney back that up the way you're doing it now. And so, you're saying well she didn't recognize you. Then you can choose to ignore everyone and run it as though you're running it in a manner that it's your way or the highway. I had never seen that. And for you to back that up, it's astonishing to me because you turned around and you made a motion and you're saying, well, she has a decision that whoever's sitting on the President Chair has a decision to stop it or ignore it or move on. I had never seen that because it's not fair because it doesn't let the people speak and do, it's kind of like. Ms. Lopez Valdez interjected, Ms. Pena, you are speaking right now. Ms. Pena stated, I'm talking to him, let me, you see what she does, she does it

all the time. And I've never seen it like that. This is the United States of America. Ms. Lopez Valdez interjected, Ms. Pena. Ms. Pena continued, we have a speech and allow us to speak. Ms. Lopez Valdez interjected, I am allowing you to speak, please have your closing thoughts. Ms. Pena continued, I have never seen it like this, sir. And to me, it's very uncomfortable because there are questions and I needed some more answers that I have not gotten, and that's why... Ms. Lopez Valdez interjected you are free to ask your questions right now. Ms. Pena stated, I want to know why we didn't get the information a long time ago, why we have to do it now. We're in a hurry. And I was told by several administrators, well, we started now. You could have started back before. What was the other company did this? and we didn't know, how did you not know? You see what I'm saying? Ms. Lopez Valdez interjected, well its... Ms. Pena continued, I'm asking a question, you see? Ms. Lopez Valdez stated, no, no, I'm just trying to make sure that we're discussing what's germane to the actual agenda item. Ms. Pena stated, it is germane to the agenda item. Ms. Lopez Valdez stated, and the agenda item is medical premiums. Ms. Pena stated, and they're trying to get this approved. Ms. Lopez Valdez stated, it is medical premiums. Ms. Pena continued, and not letting speak of questions. And I've never seen this before. And I do believe that we have questions that haven't been answered. This is our taxpayers' money. Mr. Elizondo interjected, this is the reason I'm asking for, to table it so we can get some more information. Ms. Lopez Valdez interjected, Mr. Elizondo, I will let you speak, but just ask. Mr. Elizondo stated, I know you will. Ms. Lopez Valdez stated, what would you like to say? Mr. Elizondo continued, I don't need permission. Ms. Lopez Valdez stated, its your time. Mr. Elizondo stated, again, I had made my motion to table it so we can get further information on the specifics of this plan. There is companies out there, and I'm sure that this, and thank you for being in the EBC, but they weren't given choices. There's companies out there that's going to give you a zero deductible, zero copay, and zero prescription. Would that benefit every employee of the school district? 100%. Was that offered to you? It's a question, sir. Ms. Lopez Valdez stated, we are currently... Audience (inaudible). Mr. Elizondo stated, was that option offered to you? **Dr. Cantu replied, what I'd like to do.** Mr. Elizondo stated, I'm not asking you, ma'am. **Dr. Cantu continued, I'd like to just clarify.** Mr. Elizondo stated, I'm not asking you, ma'am, please. Ms. Lopez Valdez interjected, Mr. Elizondo let's be respectful. Mr. Elizondo stated, I am being respectful. Ms. Lopez stated, let's let them answer the question. Mr. Elizondo continued, I asked the question to the gentlemen. This is the second conversation. Ms. Lopez Valdez stated, let's just be respectful. Whoever needs to answer can answer. Mr. Elizondo stated, was that offered to you? Ms. Lopez Valdez interjected, and if you do not feel comfortable, you can also defer to them. Mr. Elizondo stated, ma'am, why are you blocking it, ma'am? Ms. Lopez Valdez stated, I'm just making sure that we're respectful. Mr. Elizondo stated, this is the EBC that you depend on. Ms. Lopez Valdez stated, yes, I know, go ahead. Mr. Elizondo continued, was that option given to you? Zero deductible, zero co-pay. Mr. Meza stated, before I... Mr. Elizondo interjected, and zero benefits, paying prescriptions. Mr. Meza stated, before... Mr. Elizondo interjected, it's just a yes or no you don't have to give me a... Mr. Meza stated, no what i want to know is if I'm able to answer the question. Mr. Elizondo interjected, of course you are. Mr. Meza stated that's my question. Mr. Elizondo stated yes of course you are. Ms. Lopez Valdez interjected yes sir you're able to answer the question. Ms. Pena stated there will be no retaliation against you if that is what you are asking. Mr. Meza stated oh no I'm not I'm not worried about retaliation I'm not worried about that... Ms. Pena interjected, (inaudible). Mr. Elizondo stated, I'm fighting for your benefits. And I told you this two

years ago. Remember we had that conversation over there? And I said, I'm not asking for myself. I'm asking for you. I mentioned it to you two years ago. And you told me we would sit down and talk about it. I just want to ask, was that offer on the table for the staff to accept or decline? Zero deductible, zero co-pays, and zero prescription out of pocket. **Dr. Jesus Chavez, Superintendent interjected, let me say this and I hate to interrupt.** Mr. Elizondo interjected, sir let him answer it please. **Dr. Chavez staed, no, I'm going to interrupt, I'm sorry about that.** Mr. Elizondo state, let him answer, please. **Dr. Chavez continued Let me say this.** Mr. Elizondo stated, sir, it's a question, it's a question. **Dr. Chavez stated, let me say this.** Mr. Elizondo stated, sir, excuse me, I'm speaking. **Dr. Chavez interjected, I'm sorry, but I'm hoping that yes, I get the opportunity to speak as well.** Mr. Elizondo stated, well, let me finish with my question. **Dr. Chavez stated, well, you've already asked it like four or five times, so let me speak now.** Mr. Elizondo stated, you keep interrupting. Ms. Lopez Valdez interjected, okay, let's get back. Mr. Elizondo interjected, sir was it offered. Mr. Lopez Valdez stated Mr. Elizondo, please don't over speak. Mr. Elizondo continued was that offered? Ms. Lopez Valdez interjected, I want to address the speaker. Mr. Elizondo interjected ma'am please, Mr. (inaudible), this conversation you and I had, was that offered, sir? **Mr. Meza replied no, see, what is important here is that there's a process to be followed.** Mr. Elizondo interjected, 100%, was that option offered? Ms. Lopez Valdez interjected, okay, let him speak, he's not done, Mr. Elizondo. Mr. Elizondo stated, it's just a yes or no. Ms. Lopez Valdez stated, no, it's not a yes or no, he wants to explain himself. Mr. Elizondo stated yes it, it's my question, ma'am. Ms. Lopez Valdez stated, okay, I would like to call, we need to make order. Mr. Elizondo stated, I am not (Inaudible). Ms. Lopez Valdez stated, I'm going to call the question, and I'm going to let Mr. Meza speak. **Mr. Meza stated, thank you, thank you. Because there's a process to be followed. And I need permission to answer your question. I've been granted permission. And no, the answer is no.** Mr. Elizondo stated, it was never offered. **Mr. Meza stated, no.** Mr. Elizondo stated, this is what I'm talking about. This is the reason I'm asking for a... Ms. Lopez Valdez interjected, wait, he's not done, he's not done. **Mr. Meza stated, the answer is no.** Mr. Elizondo stated, thank you, that answers my question. **Mr. Meza stated may I sit down?** Mr. Elizondo stated, yes, sir, thank you so much. **Mr. Meza stated, thank you very much.** Mr. Elizondo continued so this is the reason that I wanted a table, because there's options out there that benefit the employees. And it also benefits... Ms. Lopez Valdez interjected Mr. Elizondo. Mr. Elizondo continued, ma'am excuse me, and it also benefits the taxpayers, 100%. But these offers were never sent to you. They were not even there for you to recognize or even talk about. This is why I'm so adamant. Ms. Lopez Valdez interjected, okay Mr. Elizondo. Mr. Elizondo continued, about making sure that we offer you the best plan for yourself. Ms. Lopez Valdez interjected, finish up your thoughts please. Mr. Elizondo continued, and for your family, because it's not fair for the taxpayers to put in two and a half million dollars on the taxpayers because we didn't plan ahead. Ms. Lopez Valdez stated, I have Ms. Grantland next. Mr. Elizondo stated, this is the reason why. Ms. Neida Ruth Grantland, Board Member stated, thank you Madam President. I'd just like to remind my colleagues that there are Roberts Rules of order to be followed and the way this transpired unfortunately was that we got into the presentation but there was there was a quick motion made, but it was everything happened so quickly that you did not recognize him, I agree to that. But we all need to remember there's some decorum we need to follow. And yes, we are all passionate about this. And I too agree that we need to find the very best for our employees. But I would like to ask all of our colleagues to please

maintain the decorum. Ms. Lopez Valdez stated, Ms. Garza. Ms. Denise Garza, Board Member stated yes, and Dr. Cantu, yes, there is a process. We're currently in the middle of a contract. So that was never offered to our employees because we did not go out looking for qualifications because we aren't currently in the middle of a contract. So due to the contract that we did approve back in 2023 for it to begin January of 2024, we're going based on what we went out for back in that time. So, that is why our employees were never offered that because we are currently in the middle of that contract. Now, we do know that there is insurance companies out there who has been out looking out for every Board Member and trying to offer deals and everything. And so, I just want to know, the community to know that yes, there's some people that are pushing certain insurance companies to our employees which I'm going to tell you I am a member to one of those outside companies and I don't think even as a member that I think it is best for our district. And so thank you to our insurance committee because you guys have done this process since 2023. We know what transpired also in 2023. There was Board Members who also had information part of that CSP that was not privileged information to us, which also I think would have violated that process. And so again, thank you guys because you all use this insurance. And you guys look out for you all and you all look out for the rest of the employees of our district. And I want to tell you that this is a very good offer because I currently have insurance with the city, and we don't have a \$750 deductible. I did not get a \$2.25 increase. I've got more than that. I'm paying at the end of the year over \$1,000 more because I need that insurance. So thank you all again for taking the time. You guys do this so passionately. I know you all have been doing it for some years. So thank you, and I just want to say that as a former BISD employee, I wish I had this insurance coverage. Ms. Lopez Valdez stated, Ms. Gonzalez? Ms. Pena stated, can I have a correction please? Ms. Lopez Valdez stated Ms. Gonzalez first. Ms. Jessica Gonzalez, Board Member stated, thank you. Just to clarify also with legal, today we are only talking about premiums. *Mr. Ramirez replied, today you're only talking about whatever the committee is recommending you.* Ms. Gonzalez stated, correct. *Mr. Ramirez continued, so whatever they presented that the recommendation is, that's the only thing you're evaluating to vote on.* Ms. Gonzalez stated, okay, great. I just want to make sure that we're not talking about anything that's outside of the agenda. Thank you. Mr. Frank Ortiz, Board Member stated, yes, couple of comments here and a couple of questions. I do have our employees at heart, okay? That's what I'm here, is to represent our employees and make sure that we are going in the right direction for them. As I listened to the presentation, I did see a lot of increases and I heard the word increases. My question is, how did the options come about? Who came up with these options and who recommended these options? **Dr. Cantu stated, Mr. Ortiz, I don't think we can identify one person because it was a collaborative discussion and we were looking at options that were minimal. But how could we reduce the shortfall? So it was a lot of ideas. We started with the benefits, and then we said, no, we're not touching benefits. We started with deductibles. So those options came about by making suggestions, saying, okay, we put this number. What happens? How much does that decrease? So it was a collaborative effort with the EBC committee members.** Mr. Ortiz stated, were there any third party administrators or individuals involved in this process? **Dr. Cantu replied, the only involvement, sir, was to make sure that we followed guidelines, both state and local guidelines and policy, to make sure that we were not stepping out of those guidelines.** Mr. Ortiz stated, did they have a say so on the options that were brought before us tonight? **Dr. Cantu stated, once the committee made some recommendations, the options were presented to see if, are we**

on the right track? Does this make sense? So it was more of a check and balance to make sure that we were in alignment with the regulations. Mr. Ortiz stated, so the answer is yes. **Dr. Cantu replied to some extent sir but...** Mr. Ortiz stated, my next question is I'm concerned about the premium increases. I know it's only \$2.25, but I'm concerned about our employees that only received a 2% raise. You know, not much, and I'm just concerned that throughout the year, where did that raise go? It went to cover these increases. The other thing that raises a red flag for me, I'm looking at page 9A. And I know that's \$2.25 for this coming year. But then again, for 2027 and 2028, it's TBA to be announced. I'm concerned about that. I mean, it could go way up next year and then the following year. So, that concerns me. So, this is why I'm saying I think that we need to go out for proposals and see what's out there and see if anybody else can give us a better price. I mean, you know, that would be my recommendation because I'm concerned when I see blanks here and it says TBA. **Dr. Cantu stated Mr. Ortiz, may I add something to that, Ms. Lopez-Valdez?** Ms. Lopez Valdez stated, yes, and I just want to remind our colleagues to remember what's actually on the agenda today, thank you. **Dr. Cantu continued, thank you, ma'am. Yes, as Mr. Castro mentioned, one of the things that this committee does very well is they look at data. And so one of the things he said is that we are going to look at data at mid-year. It doesn't mean that doesn't equal to a change. There may not be a change, but there's so many variables that are unpredictable. And then so we will adjust accordingly. Again, I entrust the over 60 plus members of this community, of this district that have spoken and are very involved with this process. So I trust that they are going to look at the data and make recommendations that are the best for our employees at BISD.** Ms. Lopez Valdez stated, Ms. Grantland, Ms. Pena. Ms. Pena stated, yes oh, and I'm sorry to correct Ms. Garza, not all Board Members were contacted by insurance. Ms. Garza interjected, I didn't say all. Ms. Pena stated, yes, I go back and listen to it. Ms. Garza stated, I said some. Ms. Pena stated, no, you said you go back and look at it. Ms. Lopez Valdez, let's keep it back to the agenda. Ms. Pena stated, okay let me go back to this, I have a question for Ms. Cantu. When she was talking about page 10, may I ask her the question? Yes, Ms. Pena. You want to come to the podium? **Dr. Cantu stated, yes, ma'am.** Ms. Pena stated yes, when you said we are below what the other districts are. So you're saying that all the districts listed here, we're below them. When you said we are below what the other districts. **Dr. Cantu stated, the majority of the districts.** Ms. Pena stated, okay you didn't say that word majority. **Dr. Cantu stated, I said the average.** Ms. Pena stated, no you didn't say average, go back and listen to the tape because I'm very specific on wording and this is what really alarms me because of the way it's written here like Mr. Ortiz said to be announced or to be determined. Wording has a lot to do with what you can and cannot do. So, when you turn around and you approve something, and then it comes back, and there's a difference on what you need to do. But this is what we said here, but that's not what you explained to us. So I'm very picky about that, because when we have some wording here where it says what they're going to change and what they might not change, and the way it's very vague, which allows it to change. And it's not fair to the insurance committee, because that's not what they mean when they say what they're saying, because they really believe in it. So, I have a very big concern with verbiage, because everything is in the detail. And when the detail gets misrepresented or missaid, Then, in the future, when I read the wording, I have a concern with the way it is, because then at the end of the day, the Board gets blamed for everything. Everything that happens in this district, and I've heard it because some people are recording. People are not recording. It was the

Board's decision. And I've always told people, I really recommend, I'm sorry, in 2025, you need to record every conversation that happens. Because if you're told one thing and they turn around and do another, that is not correct. The only thing that's valuable is your word and what you stand on. And that's how I was raised, and that's how we are raising our students. So I'm very, very uncomfortable with some of this. I didn't get my questions asked. So at this point in time. Ms. Lopez Valdez interjected, you can ask your questions right now, actually. Ms. Pena continued, and the detail that I ask, from what I'm listening, I've already asked. They're not coming out. So I'm not going to ask to get the same answer that I got, which was incorrect. Because I researched it, and it was incorrect, so I just want to tell you. Ms. Lopez Valdez stated, just as previous Boards, and first of all, thank you all for all of your work here, and thank you for the EBC. Ms. Pena stated, and it's nothing personal, and I'm sorry she keeps interrupting when people are speaking. But it's nothing personal. It's just the way that I feel because I'm very picky. Everything's in the detail because of where I worked in the past and how I was raised in the detail. Ms. Lopez Valdez interjected, I'm just trying to state facts, make sure we keep it on what the facts be. Ms. Pena stated, ma'am, no one else interrupts anyone. I didn't interrupt you say anything, please learn not to interrupt. Ms. Lopez Valdez stated, okay, are you done? Ms. Pena stated, no, ma'am, I'm not. Ms. Lopez Valdez stated okay. Ms. Pena stated, can you please stop interrupting? Ms. Lopez Valdez I'll go ahead and let you finish your time. Ms. Pena stated I appreciate that. So I just want to know if the changes that are listed here, Ms. Cantu, that's like to be announced, when is this going to happen? I mean, do you know how you have the years and the dates? How is that going to happen? Is it going to go back to the committee? **Dr. Cantu replied, the proposal that we have here has been discussed extensively with EBC, and it would go into effect in January of 2026.** Ms. Pena stated, okay and you know how you said you have deductibles out of pocket? That's on hold right now? **Dr. Cantu replied, no change on deductibles in any plan.** Ms. Pena stated, so it's going to continue the way it is now? **Dr. Cantu stated, that is correct.** Ms. Pena stated, okay, thank you. Ms. Grantland stated, I'd like to bring a little focus back into this issue. Our agenda item, I need to get some clarification, is not, we are not discussing tonight extending the contract with the people we have, correct? *Mr. Ramirez replied, that is correct.* Ms. Grantland continued, okay, we are only discussing the deductions that are going to be made to our employees from their paycheck and the money that we as a district are going to put in, correct? *Mr. Ramirez stated, that is what the committee is recommending, yes ma'am.* Ms. Grantland stated, okay, their recommendation, that is the only thing. *Mr. Ramirez stated, yes ma'am.* Ms. Grantland stated, when does the contract end with the people that we're dealing with right now? *Mr. Ramirez stated, from what I understand, and I have not reviewed it, because that was not on the agenda, so I did not view the contract prior to the agenda. You're halfway through the contract. I believe you're in year two, and there's one more year left.* Ms. Grantland stated, of three years, okay. *Mr. Ramirez stated, that's correct, yes ma'am.* Ms. Grantland stated, so January of 2027, this contract is no more? *Mr. Ramirez stated, I don't know if it's specifically on a January cycle, but we will get.* Ms. Grantland interjected, I think they all go from January to December. *Mr. Ramirez stated, if we're halfway, then yes ma'am, it would end at the end of 26.* Ms. Grantland stated, okay, if we were to put a hold on this. I mean, I think everybody needs to understand that what we're trying to do is protect our employees. We are trying to see a way that we could get away from deducting anything from your check. I don't like the idea as a Board Member, we give you a raise on one hand and then we ask it to take away on the other hand. And, you know, I'm not saying that's penny for penny,

but still, it's that effect. And so, I think that we need to have you all understand that what's going on here today is our passion for doing what's right for you all. The other thing that we need to understand is that this Board would like to go out for bids as soon as we possibly can. We would like to see what's out there that has zero deductibles and zero for pharmaceuticals or whatever. We want to see what's out there, what's the best for our employees. The other thing I'd like to mention is this issue of the GLP thing. That went way out of control and nobody was looking because it came out in the beginning as medication that was for people who had diabetes or heart problems that they needed to get under control. Of course, obesity increases heart issues. So that's what that was for. But why didn't anybody catch that there were people using it just for weight loss? **Dr. Cantu replied, this was right during the COVID time, Ms. Grantland and BISD did catch that and did question it. And as a result, the former insurance carrier did refund us some of the money. I do not believe it was 100%, but it was caught, but it had already dispensed some of it.** Ms. Grantland stated, how much were you refunded? **Dr. Cantu replied, \$2 million.** Ms. Grantland stated, so that's a whole lot of that drugs. I mean, they are expensive, but that's a whole lot. So at the point that you discovered it, I mean, it appears to me on the surface that that went on way too long and somebody wasn't looking. And that's not a good thing, because if we are self-insured, then we need to make sure that we have people on staff that are really monitoring what's going on. This is one of the biggest expenditures for everybody concerned, for employees as well as for the Board. And it's also one of the biggest liabilities that we have financially. And so, I don't think it needs to be taken lightly. And this is not against you. I'm just saying, you know, we need to make sure it's being monitored well. Who is in charge of the Insurance Department right now? **Dr. Cantu replied, I am, ma'am.** Ms. Grantland stated, are you interim? **Dr. Cantu replied no, ma'am.** Ms. Grantland stated, you are the person that's been dedicated for that. **Dr. Cantu stated, I have the privilege of supporting the employee benefits.** Ms. Grantland stated, okay, I just didn't know. I thought there might be a vacancy. So back to the question at hand, Madam President, we need to deal with the issue of their recommendations. And then when does the contract end? **Dr. Cantu replied, it's at the end of 26.** Ms. Grantland stated, so the end of 26 would be December 2026? **Dr. Cantu stated, this is year 2 and yes, and if we are going to go through procurement, we would need to start sometime earlier than that. It would be maybe June, July, to give ample time to get it out to the different entities that are out there.** Ms. Grantland stated, okay. Is it possible at this point to start looking for someone else? **Dr. Cantu stated, I will defer that to Dr. Chavez as our Superintendent.** *Mr. Ramirez stated, well, what I can say is that any contract that the District is in can be looked at at any time, okay? The effects of what that means depends on the language of the contract, on what you're contractually obligated to do or fulfill, and also the effects of a contract of for example, ending it halfway through the service and what that means for the district. To better able answer those questions, we would need to have that on the agenda and have administration look at that to be able to give you a recommendation on what it means, right? They might have some answer for that already, but generally speaking, a contract can always be looked at, yes. What are the effects? I need to look at the contract specifically. And what does that mean for the district? Administration would need to explain how that would affect, if any, an operational function of what it's intending to do.* Ms. Grantland stated, Madam Chairman, I have another question, a follow-up question. Ms. Lopez Valdez replied, yes, Ms. Grantland. Ms. Grantland continued, so, if that's the case, we have a meeting coming up in October that's our regularly scheduled meeting. Is it possible to answer those questions

in the October meeting? *Mr. Ramirez stated, I would defer to your administration. I don't know if they can prepare that by then, but...* **Dr. Chavez stated, well, just to make sure I understand the question, if you're asking whether we can talk about process and laying that out and what month we would begin, when would we get, you know, results to you? Okay, so clarify the question, then.** Ms. Grantland stated, okay, the question is if today we decided not to vote on these recommendations because we're trying not to charge anything for the employees. If today we said to our esteemed Superintendent, please, right now, find out these questions that we have on the contract. When is it ending? What are the repercussions or ramifications if we end it in October? And do we have time? January is when their year starts, right? So they're covered until December, right? **Dr. Chavez replied, well, we'd have to look at the contract here because remember that we have a three-year contract, we're finishing year two, we're going into year three, and so there may be some legal consequences as it relates to the contract.** Ms. Grantland stated, well, that's why I'm asking these questions. **Dr. Chavez stated, yes, that's a question, right?** *Mr. Ramirez interjected, so, you're correct, it runs from January to December, that is the way the insurance world kind of divides up its matters, without looking at the contract, and just generally off the top of my head, based on my experience of what I see, it runs, that's why you have enrollment beginning at a certain time, that's why the coverage starts in January, that's why you issue new cards for your coverage around that time. If you were to end, if you wanted to consider ending that in December, you're already September 25th, you're already going to be October. It would be a really fast turnaround that you need to do to bid and go out and do all those things. And that question whether it's, what that looks like, I'll defer to the administration.* Ms. Grantland stated, that's the question. **Dr. Chavez stated, well, I guess let me put this information out there. You've got to bid it, you've got to interview folks, and then you've got to bring it forward. So October's not a doable date for me.** Ms. Pena interjected why. **Dr. Chavez stated, well, because it doesn't meet these requirements that you have out there to do.** *Mr. Ramirez interjected, but let me interject. So I'm answering the question because it's in your context of whether you want to approve this or not. But the actual deliberation of whether you bid or not, that needs to be on the agenda. So I answered yes. Yes, whenever you want.* Ms. Grantland stated, if on... *Mr. Ramirez stated, correct, yes, so I would just discourage deliberation amongst the Board about that, but I'm happy to answer the legal question about what it is.* Ms. Pena stated, I have a question, please. Ms. Lopez Valdez stated Ms. Pena, I'll go ahead and ask let you do the follow up, and then we're going to get back to the agenda item. Ms. Pena continued, yes, on the contract for this, now, was this a guaranteed three year, or was it, your contract. *Mr. Ramirez stated, I don't have the contract with me, Ms. Pena.* Ms. Pena stated, and that's the million-dollar question because this has to do with the insurance. So please forgive me. I'm very picky. How is it that you didn't get that information and we don't look at every single little detail? *Mr. Ramirez stated, sure.* Ms. Pena continued, because when you're prepared to go, you're an attorney, you go with every little corner and every place to document in case it comes up. It's not your fault. It's administration giving you that information or telling you this might come up. So you don't know that, and neither do they. And to me, that's very important, because that's what we're talking about here. And that's in correlation with the insurance company. *Mr. Ramirez stated, right, so right now, the reason why I did not review the contract before, or haven't, is because the contract's not on the agenda. What was being deliberated by the Board was only the recommendation of the committee, so.* Ms. Pena stated, and I understand that. *Mr. Ramirez interjected, but I will be ready for it*

at the meeting if it is on the agenda. Ms. Pena stated, and that is my thing where we cut it in bits and pieces and do that and sometimes it is almost like circumveying so they won't look into other stuff. I am very leery when it is done in that manner. You know that because you are an attorney. I know that because I have been in law enforcement. So I am very leery when you cut and wait and don't put it on there, no, no, no, because it affects our taxpayer. And my second question, so thank you, my second question is Dr. Chavez, how long has Dr. Cantu been in charge of insurance? What date was she assigned to that? More or less, has it been a year or two? **Dr. Chavez stated, no, it's been an assignment for about three months now, but. Dr. Cantu interjected, however, I do want to state that I have been overseeing the employee benefits. Dr. Chavez stated, oh, the overseeing piece, it been, a long, long time. Dr. Cantu stated, it's been more than five years.** Ms. Pena stated, and then what is the difference between overseeing and now being in the insurance department? How does that differ? Is it the same thing? **Dr. Cantu stated, well, I directly support the employee benefits, and I attended every EBC meeting when I was supervising it, and now I continue to do that. And I work with these incredible individuals to make sure that we're reviewing plans, we're reviewing the data. So now I'm in the department actually helping more directly.** Ms. Pena stated, and who was there before you, ma'am? **Dr. Cantu stated, and you know what, this is a great time to give her a shout out, because she did a great job, Maricela Zarate Puente.** Ms. Pena stated, thank you very, very much. And by the way, the committee, I know you all, and you all are top individuals. And this is nothing personal. I really regard you in the highest status. But I'm always very picky where you're only going to do with the information that you have. And information is not given to you. Information is not shown. Well, then it's not on you, because you didn't have it. And that's always been my issue. Details, detail, detail. Look at everything inside out, up and down, north and south, east and west. That way you're okay. Mr. Elizondo stated, may I just. Ms. Lopez Valdez stated, I'm going to go ahead and Ms. Grantland is next and then I got Ms. Gonzalez and then I'll let you Mr. Elizondo. Ms. Grantland stated, Dr. Nellie, I have a question for you. The presentation, by the way, thank you, and thank you for answering all my questions. What you all don't know is I've been researching this for two days completely so that I could come and do right by everybody. This is a really tough call to make for all of us. But Dr. Nellie, I wanted to know, you've made the recommendations, and you have a projected shortfall at the end if these recommendations are in place. Are there unknowns that could come into play that would make the shortfall bigger, like that LGP thing. **Dr. Cantu replied, when you talk about insurance, Ms. Grantland, there's a lot of variables. And we cannot predict if we're going to have more serious illnesses. We don't know that. But the other side is we also don't know what's going to be a reduction. So that's the reason that we're not moving on the deductibles, because we want to gather data to be able to make a very good recommendation to our Superintendent and to our Board to make sure that we have the data. So there's a lot of variables, it can go this way, it can go that way. We just don't know.** Ms. Grantland stated, I kind of knew the answer to the question before I asked it. I just wanted everybody to hear the answer. I think that It would be wise if we had, and this probably is for you, Dr. Chavez, if we had a person in charge of Insurance that has insurance background as a Director or whatever you'd want to call that person. Like, I remember when I was in the district here, we had Kenneth Lieck was the one in charge of that office, solely in charge of that. He wasn't doing other things. And so, you know, we needed someone who's got their finger on the pulse of this insurance issue all the time. And I know that you're

scattered, you have a whole lot of other duties that you have to do. This is not your only thing. And so, I would like to make a recommendation that in going forward that we find a way to get someone in that department with insurance and business background so that this can flow a whole lot better. I don't want us to keep bleeding money. This is not good for the district because when we bleed money, it always impacts the children in the classrooms. I don't care how you look at it. So, we really need to be very diligent about this. The other question that I have. *Mr. Ramirez interjected, I do have time, Trustee Grantland.* Ms. Grantland stated, I am sorry, okay that's all. Ms. Lopez Valdez stated, I want to also just remind everyone what is on the agenda, just making sure that we recognize what is actually on the agenda. I have Ms. Gonzalez and then Mr. Elizondo. Ms. Jessica Gonzalez, Board Member stated, thank you. I just wanted to take advantage of this time to just thank, I know not all the EBC members are here, but I have gone to peek into a couple of your meetings, and it's mostly always a full house. So just please give the message that we're extremely thankful for all the work that you guys, and I literally say work, because I've seen all those papers that gets presented to you. So please relay the message that we're extremely grateful for everything that you do on your time. And that says a lot of your dedication not only to yourself but what you're showing the colleagues that you represent. Thank you for that. And if there's anything that we can do maybe to make sure that every single campus is represented, please let us know if there's any way that we can help you in that point. Thank you for this. Again, I know that we're just talking about premiums. At least that's what's just on the agenda. And I know insurance, as you guys know, from when we went out, what was it, last year, 2023? Two years ago. It's never an easy subject. It's always a hard subject. But what I like about this subject is that the recommendation comes from employees. It comes from the people that it is directly going to affect, opposed to other recommendations and no dubs to staff. But a lot of recommendations come from staff, from administration, and then those recommendations come to us. So that has always been a favorite of mine, that these recommendations come from you guys itself, because it affects you guys. We don't get insurance from the district. It affects you guys. So, I just wanted to take advantage and thank them, and hopefully they can relay the message for us to everybody on the committee that we're extremely grateful for all the hard work that you guys put in every single day. Thank you. Ms. Lopez Valdez stated, thank you, Mr. Elizondo. Mr. Elizondo stated, yes, I have a few questions, ma'am. It's for you. Or the gentleman, Mr. Castro, I think you had the information, one of the two. On the Manjaro, you said that that's going to cost the individuals 30% more if they want to use Manjaro. **Dr. Cantu replied, it is a domestic, what we mean by, let me explain a little bit about, and you probably know this because you are in the medical field, sir. But there's certain medication that the international market does not pick up. And right now, Manjaro happens to be one of those that is not picked up at the international market. So what we're saying here is the employee would pay the 30%, however, our pharmaceutical company has researched the fact that there are some coupons and with that coupon they will have a significant discount and it will be very little that they would pay out-of-pocket.** Mr. Elizondo interjected, correct I reclaim my time real quick, I just don't want to lose my time because he's on it. *Mr. Ramirez interjected you have 1.57.* Mr. Elizondo continued, so I reclaim my time real quick. I understand the process. Do you know how much Manjaro cost? **Dr. Cantu stated, it is my understanding that it's over \$1,000 sir.** Mr. Elizondo stated, \$1,079.97, do you know what 30% of that is? **Dr. Cantu replied, yes, I do, sir.** Mr. Elizondo stated, do you know the impact that's going to put on the gentleman or the bus driver or the guy who's actually

cleaning the house, cleaning the schools, the amount that that's going to cost them? **Dr. Cantu replied, with the coupon, sir, it's going to be minimum.** Mr. Elizondo interjected, \$25 is not going to cover anything, not even almost for a Whataburger. But do you understand my concern, is that you're taking away a GLP-1 medication. Ozempic is not the same thing, okay, if Ozempic doesn't work, Manjaro is the next one, and now you're going to obligate them to get a life medication for these individuals, and they have to pay \$300 out of their pocket to be able to cover it, minus the \$25. Do you see my concern? **Dr. Cantu stated, sir, my understanding is that the coupon would allow for a payment of \$25 total.** Mr. Elizondo stated, if it's approved. **Dr. Cantu stated, and we've been, there's been some communication with our pharmacy plan people with the company that produces Manjaro, so, there are some conversations that support that.** Mr. Elizondo stated I understand, I understand I'm in the world of that side, that's why I'm telling you. Not every prescription gets accepted. Not every coupon gets accepted. There's a lot of individuals who are denied because they do have insurance. And if they do give a coupon, it's usually for the first month. And this is a lifetime medication, just like insulin is. This is why I have a huge concern on these recommendations that were brought up, especially when there is other insurances that will give you a zero out-of-pocket expense. Do you see my concern? My concern is not for the insurance, it's for the actual member who is receiving this medication and will no longer be able to afford it because they only got a 2% increase in their pay. This is why I am so adamant, I am sorry, I don't mean to interrupt, but this is why I'm so adamant. I am trying to make sure that the staff and their families get what they deserve, and this is not what they deserve, in my opinion. That's my question. The other one is deductibles. The thing is, they're not going to touch deductibles. They're already high enough. I go back to the individual that got a 2% raise that's making \$500 every two weeks. *Mr. Ramirez interjected, I do have time.* Mr. Elizondo stated, how are you going to be able to? May I just finish my thought? Ms. Lopez Valdez stated Closing thoughts. Mr. Elizondo continued, thank you. How are they going to be able to continue to pay the \$1,500 out of pocket expense? An MRI is \$7,000. If you go and you tax on their percentage, there's no way they're going to get an MRI. They will have to live with whatever they have to live with. That's why I disagree with these recommendations. Thank you. Ms. Pena stated I have a question. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena continued, yes, and I have a concern because I know God forgive me, but we're a half a billion dollar. We get half a billion dollars a year. But yet here are your administration who are telling people to choose who lives and who dies. And I've already experienced that. *Mr. Ramirez interjected, and I do have time, Ms. Minerva.* Ms. Pena stated, yes, I'm sorry? *Mr. Ramirez stated, we have time already.* Ms. Pena stated, so I have no more? *Mr. Ramirez stated, no more.* Ms. Pena stated, why is it like that? We're not in Russia. We're in the USA. *Mr. Ramirez stated, I'm just following the rules.* Ms. Lopez Valdez stated, it's Robert's Rules of Order. Ms. Pena stated no Robert's Rules of Order doesn't maintain that you shut people up in two seconds or two minutes. You can choose to do that, or you can choose to allow them to speak. Am I right? *Mr. Ramirez stated, no.* Ms. Lopez Valdez stated, Ms. Pena closing thoughts. Ms. Pena stated, a President could not do that. Ms. Pena stated, no, not you, sir, not you, no, no, no, you have nothing to do, sir nothing personal. Mr. Elizondo stated, the rules are Robert Rules of Order. *Mr. Ramirez stated, this is a local rule.* Mr. Elizondo stated, this is a local rule. Ms. Pena stated, yes, thank you for verifying that because I love when they throw Robert Rules of Order and it's not on there I'm very specific with detail. You know that so when we go to court, I'm going to have everything you're going to be (inaudible), thank you. Ms. Lopez Stated, Ms. Pena

closing thoughts. Ms. Grantland stated (inaudible). Ms. Pena stated, well, I just want to make sure that we value life more than money in your pocket. Ms. Lopez Valdez interjected, Ms. Pena. Ms. Pena stated, that's all that's all I have to say. Ms. Lopez Valdez stated, okay, I'm going to go ahead and close it up here. I want to thank the EBC committee. I want to thank Dr. Cantu in your presentation. Thank you to all the staff who's been here. I think, you know, ultimately everybody is concerned about our employees. I think that this is going on around the nation. Everybody knows if they've been watching the news that this is a something that has become a huge, huge expense for all employees. And the thing that people think, yes, we do have a half a billion-dollar budget, but that budget includes the self-funded plan, which with people of our size and district, is what's wonderful about it is we have the data and we have people like you all who are able to propose to us, which is so transparent. The process is wonderful. And currently, we're in the middle of a contract. And because we are in the middle of a contract, I think it's the Board's best interest to continue to go with what the EBC committee has proposed to us. And when it's the end of the contract, we can go out and go out for requests for qualifications. Everybody on this committee, I appreciate your extra time that you've put out there. And I also want to just thank all your families for letting you spend that extra time to research this and become almost experts at insurance for what you all do. So a reminder to everyone to just continue to be respectful. This is always a contentious topic when you have such a big ticketed item, but ultimately, it's important that we bring the employees into the process. So I will go ahead and move to approve this item. We have as presented by the EBC committee. Mr. Elizondo stated, and just real quick clarification, we're only accepting the changes of the increases in the amount that the employees are going to have to pay? *Mr. Ramirez stated, specifically. what they read at the very end, that was a recommendation.* Mr. Elizondo stated, so just the increases, right? *Mr. Ramirez stated, I believe so, yes.* Mr. Elizondo stated, yes, the increases, that's it. (inaudible). Ms. Grantland stated, you don't have a second. **Ms. Patricia Perez, Executive Assistant stated, yes Ms. Garza.** Ms. Pena stated, oh yes she did, she seconded it. Ms. Grantland stated, can I ask a question, a motion has been made and seconded, so I can ask a question correct. *Mr. Ramirez replies, so we just went through the question round right now.* Ms. Grantland stated, okay so I can't do that, okay. Ms. Pena stated, not at BISD Board, you can if they allow you to. Ms. Lopez Valdez stated, we have a motion and a second. Ms. Pena stated, and I want to thank the committee, you did an excellent job. I apologize that your information was limited. It's not on you. It's on the people presenting it to you. But you did an excellent job. **Ms. Perez stated, please vote.** Ms. Pena stated, and my vote is not no to you, but the process. Like I said, you all did an excellent job. I'm very proud of you. **Ms. Perez stated, Motion fails, three yes, three no, and one abstention.**

Motion made by Daniella Lopez Valdez, seconded by Denise Garza to recommend approval of the Medical Plan as presented which includes the following changes:

- 1) Add Domestic GLP-1 30% Insurance Co-insurance - Araya Pharmaceutical will provide a coupon discount for an employee to pay less out of pocket
- 2) Removal of U-Matter as is it a duplication of services to our employees,
- 3) Removal of Miracle Medical which is also a duplication of services to our employees, and
- 4) Increase in the premium for the employee of \$2.25 (15%) and 8% dependents.

These changes will generate approximately \$5m in savings to our self-funded insurance reducing the projected shortfall.

The following vote was recorded:

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

Motion Failed: 3-3-1

2. Recommend approval to authorize Administration to accept Sams Stadium Artificial Turf Project, CSP #25-082, as substantial completion.

Amendment: Page 15 will be added to agenda backup

Mr. Carlos Elizondo, Board Member stated, Motion to approve and I have a question if I'm allowed to ask it. Ms. Daniella Lopez Valdez, Board President stated, is there a second? Ms. Jessica Gonzalez, Board Member stated second. Ms. Lopez Valdez stated, Mr. Elizondo. Mr. Elizondo continued, yes, there was a second. Ms. Gonzalez stated, I second it. Mr. Elizondo stated, oh, thank you, ma'am. Who's in charge? Where's he at? Ms. Minerva Pena, Board Member stated, for the stadium, stadium people here? Mr. Elizondo stated, who's in charge of the stadium now? **Dr. Jesus H. Chavez, Superintendent stated, we, well, actually this relates to closing the project so we can move forward and get the Stadium open and reporting that yes, we are ready to open it up.** Mr. Elizondo stated, who is in charge now of the stadium, is what my question was. Ms. Pena interjected, yea not the one the physical, not the person with the books, the one that is out there physically doing stuff. Mr. Elizondo stated, who is in charge? Ms. Pena stated, looking at it. Mr. Elizondo stated, I don't know. **Dr. Chavez stated, Dr. Cantu.** Ms. Pena stated, who is overlooking the Maintenance sir, who overlooks the Maintenance and the actual project and construction of the stadium. (Inaudible) We have Mary here. Ms. Pena stated, Mary, you were out there every day looking at what they're doing and checking. Ms. Lopez interjected, Ms. Pena, let's go ahead and bring it back. Ms. Pena stated, no I am asking. Ms. Lopez stated, I addressed Mr. Elizondo. Mr. Elizondo stated, that's my question. Ms. Pena stated, that's his question. Mr. Elizondo stated, we've had so many changes, I don't know who it is anymore. **Ms. Mary Garza, Interim Chief Financial Officer stated, okay, the Facilities Department right now is being overseen by Mr. Guerrero and myself and the individuals involved in overseeing the projects right now is Joe, our Inspector, I'm trying to remember the other gentleman's name. There's two inspectors and Mr. Espinoza and I know that they've been working diligently in overseeing the site and since Mr. Guerrero is housed at CAB, he would go and see some of the work because he's right there. But I believe Joe was also involved in overseeing.** Mr. Elizondo stated, so can I speak to that, gentlemen? Is he here? **Ms. Garza stated, Mr. Guerrero is...** **Dr. Chavez interjected, yes, Mr. Guerrero's here, and if you're here, one of us can help with that, and we don't have the information that we'll need to get it for you.** Ms. Lopez Valdez interjected, let's just make sure to keep it on what the agenda item is. Mr. Elizondo stated, most definitely, ma'am, of course. Just real quick, give me an update on the actual project. Is it completely done, 0 %? There's

no more work to be done? **Mr. Alonso Guerrero, Administrator stated, no, sir, there is some work to be done. They're finalizing the work this weekend. The reason we brought this substantial completion to this Board today was so we can start using the field as of Thursday of next week.** Mr. Elizondo stated, so that's the only reason, but there's still going to be work done while our staff and kids are playing? **Mr. Guerrero replied, no, by Thursday, everything will be completed, sir.** Mr. Elizondo stated, so then Thursday will be zero, no more work to be done after Thursday. **Mr. Guerrero replied, no more work to be done.** Mr. Elizondo stated, we're done, everything's open, it's good. **Mr. Guerrero stated, everything will be able to use. Facilities will be good to go.** Ms. Pena stated, question. Mr. Elizondo stated, hold on, I have a couple more. Ms. Lopez Valdez stated, Ms. Pena, Mr. Elizondo. Mr. Elizondo stated, I got two more. How many? *Mr. Eden Ramirez, Board Attorney stated, you have 4.17 left.* Mr. Elizondo stated, four minutes? *Mr. Ramirez stated, four minutes and seventeen.* Mr. Elizondo stated, oh, that's a lot. Ms. Pena stated don't waste it. Mr. Elizondo stated, oh, yes. Ms. Pena stated, he is not used to that much. Mr. Elizondo stated, see how happy I get? **Mr. Guerrero stated, yes, sir.** Mr. Elizondo stated, it's my daughter, that's what happens when you have kids, they need you. But anyway, so my biggest question is Soccer, football thing is all done. Stadium is already up. Restrooms are working. There's nothing broken. There's nothing that we need to do. Air conditioners in both concession stands are working. That's what I'm trying to gather. Because the last time we had this conversation, they said everything's done. And then, hey, you know what? We got to buy, I don't know, \$50,000, I don't know \$100,000 of air conditioners. That's what I'm trying to find out. Is there any more work that you see that needs to go on? Ms. Lopez Valdez interjected, right now, we're talking about the turf, right? That's what's on the agenda item? *Mr. Ramirez replied, correct.* Mr. Elizondo stated, well then the artificial turf. Is it completely done? All of it is glued down? **Mr. Guerrero replied, yes, sir.** Mr. Elizondo continued, there's no issues with drainage in there? **Mr. Guerrero stated, no, sir.** Mr. Elizondo stated, well, that was it. Thank you. That was pretty easy. How much time do I have? **Mr. Ramirez replied, 3.39.** Mr. Elizondo stated, thank you. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena stated, yes, I went by there yesterday, took pictures and they were lifting part of the turf up. Why? And I also went by and saw some dirt. Why? My question is, what I saw and the pile of dirt that was there, it's not something, it's raining. And guess what? They don't work when it's raining. They got to stop. What guarantee can you assure us 100 % that by Thursday of next week, it's going to be available where they'll be completely safe and all that dirt and all that stuff that they were working on today and yesterday that I saw and took pictures, is going to be 100 % complete because of our unusual rain weather that we're having right now. Do you see how it poured today? **Mr. Guerrero stated, correct.** Ms. Pena continued, so they had to pretty much get out because it was horrible. The rain was horrible. So I have an issue with taking it as substantially complete because what I saw, mm-mm. I don't, you know, if you build a house, you build a house, I build a house, and I go in and well, we're still tweaking a little bit of the roof, a little bit of the bathroom, but it's substantially complete. No, no, no, no, I want it 100 % complete. So what guarantee do you have that you turn around and say it's substantially complete and then next, come Thursday, we can't play because they're not finished because of the rain and they can't move the stuff out because there's a lot of, I don't know, like I was there yesterday and I went around and I pulled into the site and there's still quite a few things. So what guarantee do you have that It's going to be finished by the 25th. Are they going to work late into the evening when the rain stops? Are they going to make 100 % guarantee work on Sunday

because they're losing days due to the rain? What, how's that going to work? **Mr. Guerrero replied, so in the schedule that they have, they are working throughout the evening, late hours. We are turning on the lights in the evenings. They are going to be working throughout the weekend to complete this work. In the update that I submitted this afternoon, it shows where they're going to be working by, this weekend, they'll have the fencing complete. The dirt that you saw is actually sand. that's part of the field. They put the sand in the field there. They were grooming the field today all day. After that sand's completed, they're going to be putting the rubber pellets that go in the field. That's not actual dirt. That's part of the actual field that needs to be done. And they're working through the rain today as well. When it started raining, they're working through the rain to put that sand.** Ms. Pena stated, and you said there's sand that needs to go under the turf? **Mr. Guerrero replied, it's not under the turf, it's on the turf.** Ms. Pena stated, on top of the turf? **Mr. Guerrero stated, yes, ma'am.** Ms. Pena stated, so make it more stable? **Mr. Guerrero stated, correct.** Ms. Pena stated, okay, because I did see that and there was hardly anybody on the field. I counted the bodies. I remember detail, I guess because I'm dyslexic. I look at detail more than I can read a piece of paper. So, I have to look at it 100%. So, I saw that, and then I saw there wasn't a lot of people there. So was it because of the rain or what's going on with that? **Mr. Guerrero stated, no, they take frequent breaks, as part of their safety measures, they take frequent breaks because of the heat.** Ms. Pena stated, I just want to make sure because I'm a little leery about, come Thursday, we're going to have to go back to Veterans or to the Sports Park. **Mr. Guerrero stated, no, we'll be able to play.** *Mr. Ramirez interjected, if I can also just add for context, what you have on here is substantial completion, not final completion. By definition, there's still work to be done until it's complete. The only thing substantial completion does is it authorizes its current use. And so it says it's finished enough to start using, but not completely done that you haven't punched out the last minute stuff.* Ms. Pena stated, and that's what scares me, because our children's safety is very important. Substantial completion is not a safe place for a child to be at. You see the things that happen. I have a huge concern with that. And people don't wake up until someone gets hurt because something wasn't finished properly. And then everybody acts like, oh, no, no. Mr. Elizondo interjected, and thank you for mentioning. I'm sorry. I don't mean to interrupt. But thank you for that. That was the biggest thing. Just want to make sure that it's ready to go. And that's why I asked, is there any more to be done? Because there's like, I think it's Hanna is going to be there the first game, I want to make sure that they have the first game and not change the time again, you know. That was my biggest concern is just making sure that they're allowed to play because we're getting a lot of kids, you know, especially seniors that are not going to be on that Sam stadium field which was their dream to play on want to make sure that they're back home. That that was that was basically my question I didn't need four minutes, but thank you. Ms. Pena stated, and I need to finish with a fact I want safety for the participants, for the spectators, for the cheerleaders, for the band, I want safety to be 100 % because all it takes is one, ah, darn it, to knock out all your attaboys. So please, safety is very important. **Mr. Guerrero stated, correct will do.** Ms. Lopez Valdez stated, Ms. Gonzalez. Ms. Jessica Gonzalez, Board Member stated, thank you. Alonso or Mary, just also, just again, thank you, if you guys could thank Hellas Construction on our behalf this was done. I know we had to push it, the project back because of graduation and then there was that. But as far as what I've seen, you know, they have been on the job site practically every day and this was done in amazing time. So just please thank them on our behalf. **Mr. Guerrero**

stated, will do and if I can add something, I know they want to move to their next job. They're going to Vegas for their next job, so I'm sure they want to go over there. That's going to be their next field too. Ms. Gonzalez stated, should we move the Board there? (inaudible) Ms. Lopez Valdez stated Mr. Ortiz? Mr. Frank Ortiz, Board member stated, yes, a couple of questions. I know that the district's goal was to get this field ready to go during the football season this year, and not having to wait until next year. What is the warranty that the contractors have given us? **Mr. Guerrero replied, we have a one-year warranty for any labor. The turf, I believe, has a ten-year warranty.** Mr. Ortiz stated, okay, when did the one-year warranty begin? **Mr. Guerrero replied, it will begin tonight, as soon as you do a substantial completion.** Mr. Ortiz stated, okay, this is my question. You know, I know we had some rain delays and you know, as I mentioned a little earlier, we wanted to have it ready during this football season. Heck, I think we wanted to even have it ready to have the Vaqueros play here their first game. Obviously, that didn't happen. I know that you've been supervising very, very closely. I just want to make sure on these contractors that they did not cut any corners just to deliver the stadium on time? **Mr. Guerrero replied, no, they didn't.** Mr. Ortiz continued, okay, I want to come back two years, three years later and say, well, you know, this didn't get done when the turf was put on or this didn't, you know, wasn't assessed correctly. So now it's going to cost the district another couple of million dollars to get it corrected. So I just want to make sure that we kept a very close eye on these contractors to make sure that they didn't cut any corners just to meet the deadline. **Mr. Guerrero stated, correct. And these contractors that we used, are specialized in fields. That's all they do, pretty much fields. So we make sure when we went out for our RFQs that it was somebody that focused on just fields, so we avoid those cuts.** Mr. Ortiz stated, okay, good. That was my question, because it comes back to safety again. **Mr. Guerrero stated, correct.** Ms. Pena stated, question? Yes and I agree with Mr. Ortiz and I want to make sure that we guarantee and make sure it is in black and white for them because look at what happened to the scoreboard. Prime example. We were getting the top of the top from the top of the top that thing's falling apart every time we blink it blinks off. So I don't want to go in and find out that our stadium, because we had this day and the rain, that we find out that something went wrong. And please forgive me. I know their expertise. You have construction in your background. So I'm trusting you that you're going to go out there and make sure you look at every little corner and every little detail, because our children's safety is going to rely on us doing things properly. And that's what I want, I want it to be right, and not a year from now, it happened what happened to the scoreboard, where everybody's like, can you imagine how much we paid for that? You know, if you're going to buy a Cadillac, you're going to get a Cadillac, not a Volkswagen. If somebody sells you a Volkswagen for a Cadillac and disguises it as a Cadillac, then it's our fault for not looking in deeper. That's what I want you to make sure we do that. **Mr. Guerrero stated, and if I may add, our architectures, architect and engineers have been very diligent in making sure that they're not cutting corners. They were walking out there. I've seen them deny some metals where they're not up to the standards that they want. So they deny them and they've had to redo them. And so I'm very confident that they're doing a great job there.** Ms. Pena stated, I appreciate that. Ms. Gonzalez stated, I just wanted to add really quick, especially right now since you mentioned the architect and I'm reading the backup. I know I only mentioned the contractor, Hellas Construction, but shout out to Gignac and Associates. Don't forget the Associates. Please thank them for us. Ms. Lopez Valdez stated, we have a first and a second.

Motion made by Carlos Elizondo, seconded by Jessica Gonzalez, to recommend approval to authorize Administration to accept Sams Stadium Artificial Turf Project, CSP #25-082, as substantial completion.

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

Ms. Pena stated, I vote no because I've never been comfortable with substantial completion, not when it comes to our children getting on that field and their safety and for that reason only. Not for anything else because Mr. Guerrero, you're doing a good job, but you're not the one actually putting the field out there physically. So, thank you for what you do. **Ms. Patricia Perez, Executive Assistant stated, six yes, one no.**

VII. Announcement(s):

Dr. Jesus Chavez, Superintendent stated October 2nd, and we just finished talking about this, we have the unveiling of the newly renovated Field at Sam's Stadium at 9 a.m., October 2nd. October 4th BISD Chess Tournament 8 a.m. at Paredes Elementary. October 7th, we have the Regular Board Meeting 5:30 pm. in the Boardroom and October 9th we have the State of the District report at 9 a.m. at Hanna Buchanan Performing Arts Center. Please come join us. Ms. Minerva Pena, Board Member stated, and that'll be on our website, those events? Dr. Chavez replied, yes, ma'am. we'll put them out there for the public. Ms. Pena stated, that way the public can be aware of them. Dr. Chavez replied, certainly.

VIII. Adjournment.

Motion was made by Daniella Lopez Valdez, seconded by Carlos Elizondo, and unanimously carried to approve to adjourn the Special Called Board Meeting at 7:19 P.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 Rescheduled Regular Board Meeting held on December 16, 2025)