

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **12th day of December, 2023**, the Board of Trustees of the Brownsville Independent School District met in a **Rescheduled Regular Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Jessica Gonzalez	President
Daniella Lopez Valdez	Vice-President
Denise Garza	Secretary
Carlos Elizondo	Member
Eddie Garcia	Member
Frank Ortiz	Member
Minerva Peña	Member

ABSENT:

None

ALSO PRESENT:

Dr. Jesus H. Chavez	Interim Superintendent of Schools
Nick Maddox	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 **Rescheduled Regular Board Meeting** has been duly given in the manner and for the length of time as prescribed by law. The meeting was called to order and declared ready for the transaction of business with the following to wit:

- I. Meeting called to order by Ms. Jessica Gonzalez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Jesus H. Chavez, Interim Superintendent of Schools.**
- III. Pledge of Allegiance led by Ms. Jessica Gonzalez, Board President.**
- IV. Roll Call. Ms. Jessica Gonzalez, Board President announced that all Board Members are present.**
- V. Recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 12, 2023 with any corrections/deletions.**

Motion made by Eddie Garcia, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 12, 2023 with the amendment/addendums as stated by administration. (7-0-0)

Attachment 1

Dr. Jesus H. Chavez, Superintendent stated the following:

- VII. A. **Conference Presentation(s)**
Item 5 Page 1A will be added to agenda backup
- X. A. **General Function Item(s)**
Items 1, 2 and 3 Change Order of the Day and move before VII. A. 1
- XII. A. **Personnel Matter(s)**
Item 7 Change Order of the Day and move after X. A. 11

- VI. **Recommend approving the minutes with any corrections:**
 - A. **Minutes of the Special Board Meeting of July 24, 2023.**

Motion made by Denise Garza, seconded by Eddie Garcia, and unanimously carried to recommend approving the minutes of the Special Called Board Meeting of July 24, 2023, with no corrections as stated by administration. (7-0-0)

VII. **Superintendent's Report:**

Open Public Comment for Agenda Items X. A. 1, 2 and 3 None

Amendment: Change Order of the Day
Items 1, 2 and 3 Change Order of the Day and move before VII. A. 1

Motion made by Eddie Garcia, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval grouping agenda items X. A. 1, 2 and 3. (7-0-0)

1. Recommend approval of Board Resolution #024/2023-2024 for State Representative Erin Gamez for Support of Public Education and Opposition of School Vouchers.

Ms. Jessica Gonzalez, Board President stated, I will read the Resolution at this time. **Ms. Gonzalez proceeded to read the Resolution out loud and upon conclusion, the following transpired.** Ms. Gonzalez asked, we do have Erin Gamez with us today but, please stand Ms. Gamez, does anybody have something to say before we bring her to the front? Ms. Gonzalez stated, I'll just start really briefly, Ms. Gamez and together with your colleagues, just thank you for all you continue to do for public education. As you very well know, it is not easy to be out here in the public eye, but the fight continues, there's a lot of fight to do and I'm so glad that we are in this together, thank you. Colleagues, Ms. Lopez Valdez. Ms. Daniella Lopez Valdez, Board Member stated, I just wanted to personally thank you so much for not only making sure that we, our voices were heard but representing us so well and for making sure that BISD was not forgotten. Because you know that this is the largest district south of San Antonio and for showing up not only to your, well, this is your 4th special session, so thank you for continuing to fight for us and we are really grateful to have you represent us. Ms. Gonzalez stated, Ms. Peña. Ms. Minerva Peña, Board Member stated, thank you so very much, I knew you before, even, I went to college with your mom, before you existed, so I've known your birth and you have

turned out to be a beautiful, fantastic young lady, a product of a beautiful family. Kudos to your mom and your dad and your grandpa because they did their, your grandmother, they loved you, they shaped you, they molded you to be a public servant that BISD really is blessed to have in our side. So, thank you so much, continue the work, God bless you each and every day cause we need you and you are doing excellent, thank you. Ms. Gonzalez stated, Dr. Chavez. **Dr. Jesus H. Chavez, Interim Superintendent of Schools stated, some of you know that previous to taking on this job here in Brownsville, I was advocating for Texas children and particularly Region One and Region Two at the state capitol. And I do need to say that the Representatives that we are honoring here, our Senator Morgan LaMantia, we are all so gracious to accept us, first of all and listen to the priorities of Brownsville ISD and the rest of the valley. They always work with us, I consider them the champions of education and so I'm very grateful for that opportunity. I also have to commend the Brownsville Board because I know with Dr. Gutierrez, several of you made the trip to Austin as well. I always encourage our Board Members trying to continue to advocate for public education, but Representative Gamez, thank you so much, you know, for everything you do and for what you represent in Austin. You represent us extremely well in public education so thank you so very much for that service.** Ms. Gonzalez stated, thank you again Ms. Gamez, can you join us here for the front, we have a beautiful plaque for you and so that we can get a picture please. Thank you again Representative Gamez for all that you do for our community, we do have a plaque here for State Senator Morgan LaMantia and State Representative Oscar Longoria, they will be sent to their respective offices. Mr. Eddie Garcia, Board Member stated, madame President, I would like to make a motion to accept these Resolutions for the three wonderful people that are representing our area. Ms. Gonzalez stated, second. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, please vote, motion passes, 7, 0, unanimous.**

Motion made by Eddie Garcia seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval of Board Resolution #024/2023-2024 for State Representative Erin Gamez for Support of Public Education and Opposition of School Vouchers. (7-0-0)

2. Recommend approval of Board Resolution #025/2023-2024 for State Representative Oscar Longoria for Support of Public Education and Opposition of School Vouchers. **(G7-0-0)**

Please see above item for details.

3. Recommend approval Board Resolution#026/2023-2024 for State Senator Morgan LaMantia for Support of Public Education and Opposition of School Vouchers. **(G7-0-0)**

Please see above item for details.

Resume Order of the Day

A. Conference Presentations:

1. Recognition of BISD Elementary School Science Fair Winners.

Ms. Jessica Gonzalez, Board President stated, Ms. Lolita Emerson. **Ms. Dolores Cisneros-**

Emerson, Executive Director/Elementary stated, good evening everyone, on October 28th, November 4th and November 11th, 2023, BISD elementary students participated in the Annual BISD Elementary Science Fairs for the 23-24 school year. Skinner Elementary was the host for the first cluster that consisted of the following schools: Del Castillo, El Jardin, Gallegos, Garden Park, Garza, Martin, Morningside, Palm Grove, Skinner, Southmost and Villa Nueva. Cromack Elementary was the host site for cluster two that consisted of: Aiken, Brite, Castañeda, Cromack, Egly, Keller, Ortiz, Peña, Putegnat, Russell, Sharp and Yturria. And we had a 3rd hosting site which was Perez Elementary that hosted science fair cluster three that consisted of the schools: Benavides, Breeden, Burns, Canales, Champion, Gonzalez, Hudson, Paredes, Perez, Pullam and Vermillion. Ms. Emerson continued with her presentation, by category and grade level, she introduced 3rd, 2nd, 1st runner up and grand champions for each of the 3 science fair clusters. All students, Science Specialists and hosting site principals were recognized and thanked for their participation and success. Administration and the Board were very happy to recognize all of them for all their hard work and dedication. Students were each presented medals of recognition and upon conclusion of the presentations, group photos were taken.

2. Recognition of Micaela Escobar for the Proclamation of the City of Commission of Brownsville, TX Designating Arbor Day.

Ms. Jessica Gonzalez, Board President stated, Dr. Gallegos. **Dr. Linda Gallegos, Chief Human Resources Officer stated, good evening President Gonzalez, Superintendent Jesus Chavez, Dr. Chavez and BISD Board of Trustees. It is a great honor to recognize and acknowledge Micaela Escobar, Administrator for Records-Recycling-Warehouse. For spearheading and going above and beyond in promoting the planting of 210 trees at 8 elementary schools and 2 middle schools across BISD. Each of the schools will be beautified by the planting of up to 30 trees on each campus and also, they will be hosting Arbor Day events. As we all know, trees promote human health and wellbeing and they add beauty to our communities. They also provide shade for our students and will provide clear air to our students for decades to come. And by the way, I hear she's working on another grant so hopefully we will have more trees to come. Dr. Gallegos continued with her presentation and introduced Ms. Escobar. Ms. Micaela Escobar, Director stated, good evening everybody, thank you for the recognition and allowing the community to meet the great individuals behind this project. This group, which I call The Dream Green Team have worked countless hours to ensure that the right trees were planted in the right locations at every school. Ms. Escobar continued with her presentation and proceeded to name and recognize the staff members under her direction. Administration and the Board were very happy to recognize all of them for all their hard work and dedication. Upon conclusion of the presentation, a group photo was taken.**

3. Presentation on the Environmental Protection Agency (EPA) School Bus Program Round 3.

Ms. Jessica Gonzalez, Board President stated, Dr. Cantu. **Dr. Nereida Cantu, Deputy Superintendent stated, good evening madame President, Dr. Chavez and**

distinguished Board Members. Its my pleasure to come before you this evening to discuss an option that BISD is exploring. As you know, BISD is a leader in being proactive and exploring options and its all to ensure cleaner air around the Brownsville community, to reduce greenhouse emissions and protect children's health. So, one of the things that we did a few weeks ago, there was a committee that met with the, an organization called Highland Company, some representatives, it was our Transportation team, our CFO, myself and what we discussed is that the environmental protection agency offers grants. This is round 3 of 5 and it will award school districts and other entities funding, this funding is round 3. Highland Company offered to write the grant without any commitments and even if we are awarded the grant, at that point, we can accept or decline. As you know, this is something that will help our environment and our future generations. What we bring to you today is your approval to submit the application, the application in your packet, it will include a timeline, we included a timeline. And the timeline includes, by the end of January, this application will be submitted, by the end of February we will know if we are awarded and then in March of 2024, we select, we go through the procurement process and then from there, we will select a partner for electrification of our school busses. The idea is to exchange diesel busses, older busses, for electric busses for a cleaner environment. It is a cost savings to the district because when you compare the diesel versus the electric, the electrical charge would be at less peak hours so that would help with the cost. It is cleaner for the environment and we would stay within the current budget that's already allocated to purchase busses. So, this request is for your approval to submit the application and put our name in the hat so that we can move forward with possibly being awarded this grant. Ms. Gonzales stated, Dr. Cantu, we do have a question for you from Mr. Ortiz. Mr. Frank Ortiz, Board Member asked, Dr. Cantu, I know this is the Clean School Bus Program that we are talking about here, round 3, we are talking at about 400 million dollars that's out there that we might be a part of, is that correct? **Dr. Cantu replied, that is correct sir.** Mr. Ortiz asked, as we explore this, are we looking at going with a clear school bus category or the zero-emissions school bus category? **Dr. Cantu replied, we are looking at the electric zero emissions category.** Mr. Ortiz continued, okay, alright, the zero-emissions school bus category, okay, good. Yeah, I did see the timeline also and it's something to explore, something to look at, certainly. We just had the presentation from Ms. Escobar right now about cleaner air and so forth, so, this might be something to look at, thank you. **Dr. Cantu stated, thank you.** Ms. Gonzalez stated, thank you Dr. Cantu and thank you for the team out in Transportation for all that you guys do for our families every day, Ms. Pat.

4. Presentation of the Brownsville Independent School District Financial Report for the period ended November 30, 2023.

Ms. Jessica Gonzalez, Board President asked, any questions? Mr. Ortiz. Mr. Frank Ortiz, Board Member asked, okay, Dr. Chavez, I'll address Mr. Cespedes, Mr. Cespedes, I know that the district is participating in the optional flexible school day program, is that correct sir? **Mr. Alejandro Cespedes, Chief Financial Officer replied, yes sir, that's correct.** Mr. Ortiz asked, the purpose of the program is to recapture lost attendance and lost funding, we did it for the year 22-23 and we also did it during the summer, how much have we recaptured and how much more do we anticipate to recapture? **Mr. Cespedes replied, so, for the optional flexible plan, that one was submitted after the PEIMS summer**

submission so it did take a while before it reflected on our summary of finance. Right now, as you all know, the 22-23 summer finances are still not final so they are still calculating some of those, but at this point, we have recovered anywhere between 2 to 3 million but we need to see exactly how much that would be. Again, these are always after the fact and that's a key thing that I wanted to point out is that the optional flexible, when it's submitted, it's already after the school year has ended so it's to help us out as far as, you know, trying to recover any revenue, any loss to ADA. But that's, right now, like I said, it's not final but we can get that as soon as the final summary of finance for 22-23. Mr. Ortiz asked, so, as of right now we've recovered anywhere between 2 and 3 million dollars? Mr. Cespedes replied, yes sir, if I'm not mistaken, the last time we checked it, it was a little bit over 1,000 ADA that was, that was recovered. Mr. Ortiz asked, do we have a round about figure, maybe how much we anticipate in recovering later on this year? Mr. Cespedes replied, I can do those calculations for you sir and hopefully in the next month of so we have the final summary of finance and we can have an exact figure for you. Mr. Ortiz stated, my final question, when this money comes in, where is this money placed? Mr. Cespedes stated, so, when it comes in on the summary of finance, since they have already given out payments, it's either issued out as an additional payment and we record it as our foundation revenue, so it goes in our general fund. Mr. Ortiz echoed, general fund, okay, very good, not categorical funds. Mr. Cespedes stated, no sir, it's in our general fund, it's part of our foundation payments. Mr. Ortiz asked, okay, once it goes into the general fund, what can that money be used for, I mean, I already know the answers but I just want our community to know? Mr. Cespedes replied, right, it's everything for our instructional and for our day to day operations. Mr. Ortiz asked, even for retentions funds? Mr. Cespedes replied, yeah, anything from instructional to operational, includes salaries. Mr. Ortiz asked, retention? Mr. Cespedes replied, yeah, salary, retentions are part of salaries, yes sir. Mr. Ortiz stated, thank you. Ms. Gonzalez stated, no further questions, Ms. Pat.

5. Presentation of Board of Trustees Training (Credit hours) required by the State Board of Education. **Amendment: Page 1A will be added to agenda backup**

Ms. Pat C. Perez, Executive Assistant to the Board of Trustees read the report out loud and upon conclusion, the following transpired. Ms. Jessica Gonzalez, Board President stated, good job.

VIII. PUBLIC COMMENT:

Adina Alegria – School Vouchers, Scanner, Stipends – Ms. Alegria stated, good evening President Gonzalez, Members of the Board, Dr. Chavez and esteemed guests here with us today and those joining us from the Brownsville ISD YouTube Channel. My name is Adina Alegria, Executive Director of Texas Valley Educators Association. As we all know, we have a petulant governor that refuses to send funds to public schools, unless you get school vouchers passed despite having a surplus of 33 billion dollars. Our government has put school districts in a bind and we may see these effects long term. Districts are starting to consider laying off employees and figuring out how they are going to continue maintaining and operating their schools and all because of school vouchers. We know that by implementing school vouchers you end up syphoning monies from public school districts, school districts that already are in need of more funding. But thank goodness for our local elected officials that are opposing these voucher votes, showing up when it matters most and voting against them. We have

the great representatives of the valley Erin Elizabeth Gamez, Oscar Longoria along with Senator Morgan LaMantia, fighting the good fight in the front lines. For that and on behalf of all TVEA members, we sincerely thank each of you for doing what is right. However, community, there's still work to be done and again, I stand before you and call for action, if you are able to vote in the United States and are not registered to vote, get registered and then when its time for your voice to be heard, get out and vote. The battle may have been won for now, but it is far from being over. Technology makes day to day tasks easier and therefore, we become more efficient. Today, we have an agenda item for desk top scanners costing a little over 759 thousand dollars, yesterday, in speaking with Dr. Chavez, he mentioned being cognizant of frivolous spending. However, when technology can help save the district money in the long run, that is the win for the district. The scanners can eliminate the paper used for time sheets, eliminate time utilized in manually putting in the timesheets and also will help keep people healthy and therefore at work since the scanners will be designated to one employee. And if these scanners do not indeed become obsolete in 5 years or years to come, I consider this a positive win for the district. I don't think there's one person in this room that doesn't want to see employees of this district receive more money in their pockets. And if you look at the agendas for the last several years, you will discover a mass exodus of employees despite receiving over 5 thousand dollars in retention stipends since December of 2020. Employees are still leaving in droves despite these efforts and if this Board continues to give retention stipends willy nilly, what happens when the associations start knocking on your door and start asking for pay raises? Will we be met with an astounding no because this Board continues to give our stipends? When do these stunts cease and when do we see money where it matters? Where does it matter you ask? In pay raises. This Board should want to think of the bigger picture, something more substantial and concrete, put those retention stipends in the pockets of the employees' long term and give them those monies in the form of pay raises and money that will ultimately go into their Texas Retirement System. Not something that will be spent in mere days. Lastly, under personnel matters, TVEA has been trying to move the Administrative Association Area Administrators from a pay grade 8 to a 9, Electrician Assistants from a pay grade 2 to a 3, this later group has to have a certification and they merit that change. To see that the Security Camera Technicians are being moved pay grades so swiftly is disheartening and frustrating, especially to other groups we've been fighting for in budget meetings and with the previous administration. I hope to see these moves we've been working on come to fruition soon. On the other hand, TVEA does applaud this Board and Administration for the recommended approval to continue to support and incentivize those who certify themselves in Bilingual or ESL certification. And on behalf of myself and president Albert Alegria, we hope that all of the wonderful employees of Brownsville Independent School District and the Board of Trustees have a magical Christmas, we hope that you ring in the New Year safely with the ones that you love and we will see you all in 2024. Happy Christmas to all and to all a good night.

Bea Maldonado – Stipends and Scanners – Ms. Maldonado stated, good evening Board President Gonzalez, Mr. Chavez and Members of the Board, my name is Bea Maldonado and I am a leader with BEST AFT, Brownsville Educators Stand Together and AFT, American Federation of Teachers. I am also a World Geography teacher at Hanna, Homer Hanna Early College High School. Tonight, I'm speaking on agenda item XA1 or I'm sorry, XA11 and XIA1. BEST AFT will never say no to money for our employees and Mr. Elizondo's request for a 1500-dollar stipend is appreciated. BEST AFT will always seek a raise over a stipend, we currently have a budget with a deficit of 1400, 14 million dollars, ESSER's money will end next year, the money is used to pay for salaries of teachers and counselors, that is a 16-million-dollar deficit that needs to be made up. There is 132 million dollars in the under, unassigned, in the undesignated reserve fund, by using the money to pay down or off the deficit, we would have 116 million dollars in reserve. This stipend will cost the district 10 million dollars that is not

currently budgeted for, that takes us down to 106 million, if we adopt the same exact budget and we currently have with a 14 to 16 million deficit, then we would be down to 90-92 million dollars in reserve, this is not self-sustaining. BEST AFT would like to offer the Board and administration the following alternatives. To amend the resolution to a 500 dollar raise for all employees and do adopt a step increase to go into effect for the 24-25 school year with a difference of 800 dollar between each step and another 8 cents for each year worked for classified employees. This would cost the district 3.3 million dollars at this time, the step increase would be an annual increase, when we have a difficult year like this one, we would just get the step. On more plentiful years, we would get a raise and a step, raises are permanent and help all educational employees with TRS retirement. Mr. Elizondo and Mr. Ortiz ran, both ran on returning the step system into our pay scale, currently, it would be about 300 to 400 dollar increase to each step to get us to the 800 dollars between each year, to do both, it would cost the district half of what the current stipend would cost the district today. You can be, we can be both financially responsible and generous, the choice is yours. Finally, the recommendation, the recommended stipend is for retention, if you want to retain employees, it is salary, not stipends that will both draw and keep employees along with good positive working conditions. We have seen a significant improvement in that area in the short time that Dr. Chavez has been here, agenda, the item XIA1 is spending the 759 thousand 300 on desktop fingerprints systems, we are unaware of any issues with the current biometric system and we wonder if this money couldn't be put to better use, like a raise and a step increase. We would wish, well, let me just thank you for the early release, Friday, next Friday, it was really unexpected, so, on behalf of all BEST members and employees, thank you for releasing us early. Ms. Jessica Gonzalez interjected, (inaudible) next Friday. Ms. Maldonado continued, that's right, next Friday. We wish all BEST students, parents and employees the best Christmas and the happiest of New Year's, thank you for your time and have the best evening possible. Ms. Minerva Peña, Board Member interjected, it's going to be a week from this coming Friday. Ms. Gonzalez stated, I was going to say, just for the record, early release for staff is December 22nd.

Jorge Jasso – Appreciation – Mr. Jasso stated, good evening Board President Gonzalez, Dr. Chavez and Members of the Board, my name is Jorge Jasso and I am the Co-PAC chairperson for BEST AFT, Brownsville Educators Stand Together, American Federation of Teachers, I am also a science teacher at Oliveira Middle School. BEST AFT would like to express our deepest gratitude and appreciation to Representative Erin Gamez, Oscar Longoria and Senator Morgan LaMantia for the continued advocacy for public education and their tremendous efforts to defeat proposed voucher legislation. BEST AFT is tremendously proud of Representative Gamez and Senator LaMantia for their efforts in meeting with our members, our leaders and our PAC committee both here and in Austin. They kept us informed, listened to our concerns and listened to all our texts, emails and phone calls that were made to them and asking them to stand strong against the vouchers. They also supported our resolution against vouchers which the Board passed on the October Board meeting. Their diligence in standing up for our community through the special sessions called by the governor, the pressure put on by the lieutenant governor and from the outside sources that were destroying public education in Texas is nothing but heroic. On behalf of BEST AFT, we would like to thank Representative Erin Gamez, Senator Morgan LaMantia and Representative Oscar Longoria for doing what is right. We want to wish everyone a Merry Christmas, Happy Hanukkah and a Happy New Year. Thank you, have a good night.

Veronica Borrego – Stipend – Ms. Borrego stated, good evening Board President Gonzalez, Board Members and Superintendent Dr. Chavez and all watching this evening. My name is Veronica Borrego and I am an Educational Diagnostician with the district and the president of AOB, the Association of Brownsville Educators, the largest, longest serving and only chartered association in BISD. This evening I will be speaking on the retention stipend, but before I get into that, I would like to congratulate

all who received awards and recognitions this evening. I would to personally congratulate Micaela Escobar for all she has done for BISD. Micaela has always gone above and beyond to make this district shine, she and her team deserve this recognition, thank you Micaela. I would also like to thank State Representatives, Erin Gamez and Oscar Longoria and State Senator, Morgan LaMantia for fighting against school vouchers and in support of additional funding for public education. You are our champions and we appreciate you. Our state affiliate TSTA will continue to lobby at the state level against vouchers and lobby and push for additional funding to come to public education. And now to retention stipends. Thank you, Mr. Elizondo and Mr. Ortiz, for putting this item on the agenda, I would like to take this time to thank you Dr. Chavez, for meeting with us to discuss this agenda item. We thank you for your time and your transparency in discussing the financial implications it would have on the district. AOB E is the only association that has continuously requested and pushed for not only raises but retention stipends. AOB E stance is that our employees deserve to not only be treated with respect but to be compensated respectfully as well. An economic policy institute analysis of federal data showed that when compared to other professions with similar education levels, teachers are paid far less. Since 1996, teachers' weekly wages have decreased from 30 dollars per week to 1092 while most other college graduates' average weekly wages have increased from 124 dollars a week to up to 1,416 dollars a week, as of 2015 when this article was published. So, of course now, we have to take into account inflation up to 2023. Jacob Victor, a professor of Public Policy and Governance at the University of Washington said that although teaching is a profession, the way that teachers are paid looks a lot more like the way we pay blue collar workers in the United States. All we ask is that you consider the families, the many families who continue to struggle financially due to inflation and the relief that this stipend would bring them and we ask that we get compensated fairly and respectfully. On behalf of AOB E, I would like to wish everyone a wonderful and safe Christmas and a Happy New Year. Thank you for your time and attention and have a wonderful evening.

Lazaro Cardenas – Scanners – Mr. Cardenas stated, alright, good evening Superintendent Chavez, Board President Gonzalez and distinguished Members of the Board. My name is Lazaro Cardenas, I am the Vice-President for AOB E, the largest and longest serving union in our district. I am here today to address item XA11 which recommends the purchase of desktop fingerprint scanners for the current time and attendance systems from Timeclock Plus at a cost of 759 thousand dollars. Time and attendance tracking is an essential part of any organization including our school district, the accurate recording of hours worked is essential for compliance, reporting and ensuring fair compensation for our classified employees. We fully support the need for such a system to streamline our time keeping process and provide reliable data for payroll and HR management. However, I believe this is a, this is crucial to explore alternative funding avenues for this purchase. By seeking grants and funds outside of the ESSER allocation, we can free up resources to address our critical needs within our district, such as providing much needed stipends and pay raises for our hardworking employees. This brings me to another important aspect of time and attendance. Our certified staff who are on a salary position, in many school districts across Texas, the concept of clocking in and out for these positions is viewed as unnecessary and potentially unbeneficial. Salary based employees is meant to be a reflection of commitment to a job and fulfilling the associated responsibilities rather than being tied to specific hours worked. It's a matter of respect for the professional standing of our educators and administrative staff, in fact, it is uncommon for school districts in Texas to deduct pay for missed punches on a salary employee if the school knows the employee is present. And in some districts, clocking in for these positions is not even required. Pay for salary employees falls under the Fair Labor Standards Act, however, the FLSA does not govern the manner in which employers should record employee hours worked or the mechanisms employers should use to track employees working hours. No federal rules exist concerning the use of time clocks for salaried employees, its up to the employer to determine the

best system of time keeping for its employees. Salaried employees are expected to complete their assigned jobs regardless of the time it takes to fulfill their responsibilities. This alone precludes the use of time clocks for salaried employees, we respectfully ask the Board to take these issues into consideration. Give certified staff the respect they deserve by being flexible and allow clock ins from computers any where on campus and do not deduct pay if an employee is present unwittingly, did not punch in. We look forward to the day when salary employees will not clock in and the district has an alternative way to track attendance. Thank you very much.

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

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

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

Motion was made by Jessica Gonzalez, seconded by Eddie Garcia and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. (7-0-0)

X. A. General Function	6, 8, 9, 10
B. Payments	1
C. Budget Amendments	1
D. Contracts/Agreements	1, 2
E. Bids/Proposals/Purchase	1

Note: Daniella Lopez Valdez abstained X. D. 2

(All presentations limited to five (5) minutes)

* SB 1566 Agenda items related to instruction.

** Categorical Funds are financial support from state and federal governments that is targeted for particular categories of students, special programs, or special purposes.

X. Consent Agenda:

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

Amendment: Change Order of the Day

Items 1, 2 and 3 Change Order of the Day and move before VII. A. 1

1. Recommend approval of Board Resolution #024/2023-2024 for State Representative Erin Gamez for Support of Public Education and Opposition of School Vouchers.
2. Recommend approval of Board Resolution #025/2023-2024 for State Representative Oscar Longoria for Support of Public Education and Opposition of School Vouchers.
3. Recommend approval Board Resolution#026/2023-2024 for State Senator Morgan LaMantia for Support of Public Education and Opposition of School Vouchers.

4. Recommend approval for Coaching Excellence in Organization, of Edinburg, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Funds: 278 & 280 \$20,000.00. **

Ms. Jessica Gonzalez, Board President stated, Mr. Ortiz has a question on this one, oh, I'm sorry, motion to approve. Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Gonzalez asked, okay, Mr. Ortiz, I'm sorry, you have a question? Mr. Frank Ortiz, Board Member asked, yes, Dr. Chavez, do I address you or who is the, do I address Ms. Clough? **Dr. Jesus H. Chavez, Interim Superintendent replied, actually, Ms. Cantu is here to answer questions on that item, Ms. Cantu.** Mr. Ortiz asked, Dr. Cantu, I see that we have some more consultants coming in and it's for the Youth Connection Project and I'm all about children and I'm all about students, I'd just like to have our community know what the Youth Connection Project is and the services that these consultants are providing to this program. Due to the fact that our community takes a look at these agenda items and the first thing they see on number 4 is 20,000, on number 5, 33,000, 6, 6,000, 7, 49,000, 8, 7,000, 9, 5,000 and 10, 13,000. And they start to add it up and I know these are categorical funds, you know. But they start to add up these numbers and you know, its, it's a lot of money that we are investing in our students. So, like I said, I'm all for students, our parents and our community, but can you, just for the community, give us a little summary of what the Youth Connection Project is and the services that each one of these consultants provide to the Youth, to the Youth Connection Project? **Dr. Nereida Cantu, Deputy Superintendent replied, yes sir, Mr. Ortiz, thank you for asking those questions, first of all, I would like to say that Coaching Excellence is an organization that's going to encourage every student to be in engaged, the parents to be engaged, it provides a coaching opportunity for students. The Homeless Youth Connection are some of our neediest students, these are students that are homeless and so what we try to do is bring opportunities for them that go above and beyond than the average student gets. The reason for this is that we want to make sure that they develop essential life skills, they have self confidence and a sense of responsibility. In addition to that, if you look at the funding sources that are mentioned there, it's The American Rescue Plan, which is the Homeless I and Homeless II. This grant specifically required that this type of coaching be done with students that are homeless and so for those reasons, we are fulfilling the grant requirements and again, this is something that will be done during the spring semester, summer break and the back to school. So, this is an excellent opportunity for some of our most neediest students in the district that need this opportunity to have that coach to help them guide them through the life skills.** Ms. Gonzalez stated, Ms. Peña. Ms. Minerva Peña, Board Member asked, yes, and I noticed on all of these, cause I've been kind of looking at it and studying it and they are all from Hidalgo County. So, nobody in the Cameron County at all, has any kind of program here in Brownsville anywhere near by, Harlingen, we are the only one, cause I notice we always go to Weslaco, Edinburg, so, no one in Cameron County has any type of program to help our students? **Dr. Cantu replied, what I can tell you Ms. Peña is that Ms. Clough does her due diligence when it comes to looking for the best speakers, the best presenters to come and talk to our students. Our focus for these students is, one of the priorities is that we want them to be college and career ready and so when we look at speakers and we look at consultants, we look at what, who is the best out there and so, this, I am very, I can attest to the fact that she has done her due diligence, Ms. Diana Clough has done her due diligence in finding the most qualified to bring them**

to our students. Ms. Peña stated, and I don't mean to ask but I've been asked out in the community for the last 4 years, all our funds and tax payers' money is going to Hidalgo County and they want to know why we don't have that kind of training here. Maybe, so if anybody out there does have something, I would like for them to be able to, cause usually, they reach out to us, I don't see us going to them. Usually, vendors come knocking on your door, consultants are knocking on you every day, I know that for a fact, we don't have to look for them because they're in line. But I just want to make sure that were being fair because for the last 4 years, our monies have been going to Hidalgo County and its tax payer's money from Cameron County, thank you. **Dr. Cantu stated, yes ma'am.** Ms. Gonzalez stated, Dr. Chavez. **Dr. Jesus H. Chavez, Interim Superintendent stated, let me say to the Board and the community that we are very open to any qualified vendors that are out there, I do have an open-door policy as well and so anybody who'd like to come see me, please come see me, we'd love to do business with you.** Ms. Peña stated, thank you sir. Ms. Gonzalez stated, Ms. Lopez Valdez. Ms. Daniella Lopez Valdez, Board Member stated, and I just wanted to thank Ms. Clough for all the work that she does, I know that you go above and beyond for our kids and just with everything. With the Adopt an Angel and everything that you do, we really appreciate it, so thank you. Ms. Gonzalez stated, I would just obviously like to add to that, I know this is a very busy time for you but it is the same throughout the entire year. So, thank you and your team out there for all that you guys do, but Mr. Ortiz does have a follow up. Mr. Ortiz stated, just wanted to say, I know that this is a great program and I also said that Ms. Clough is doing a great job out there with our homeless, it's just that I, for transparency purposes, I just wanted out community to know, okay, because a lot of them, may not even know that we offer these type of programs and this is why I'm all about marketing and promoting our district. And the more that we do that, the more that our community will be aware of, so, thank you ma'am. Ms. Gonzalez stated, Ms. Peña has a follow up. Ms. Peña stated, yes, and I do want to say Ms. Clough is outstanding, our district is the way it is and the homeless group could not have a better supporter than you and I'm not just saying that because you are here, you are outstanding. But, if anybody in Brownsville or in Cameron County has a program, come knock on our doors, she is the most nicest, friendliest person that I know and she is a blessing for our children. But I want the community near Brownsville to come in, knock on our doors and show us that you have something that we can help you with, don't be afraid to come knock on our doors. And thank you Dr. Chavez for opening the door because that's what we need, cause they say, hey, how come you don't get anybody from Cameron County, well if you don't knock on our doors, we don't know you exist. So, please, thank you, everyone, feel free to come and knock on Ms. Cloughs door, she is an excellent person. So, thank you for your hard work. Ms. Gonzalez stated, let's vote. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, motion passes, 7, 0, unanimous.**

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval for Coaching Excellence in Organization, of Edinburg, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Funds: 278 & 280 \$20,000.00. ** (7-0-0)

5. Recommend approval for Vision Ed Group dba College 1st Program, of Mission, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Funds: 278 & 280 for a total of \$33,000.00 for 6 Camps. **

Ms. Jessica Gonzalez, Board President stated, motion to approve. Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Gonzalez stated, Ms. Peña has a question on this. Ms. Minerva Peña, Board Member asked, yes, Dr. Chavez, it says 6 campuses, so is this something we are going to try for these 6 campuses and if it works out, we move it on or is this a one-time thing, those 6 campuses get it and then it's done and over with, how is that going to work? **Dr. Jesus H. Chavez, Interim Superintendent of Schools stated, let me have Dr. Cantu address that.** Ms. Peña interjected, I'm sorry, camps, well, what is it for, 6 camps, so its only going to be 6 camps, period and its going to include all our children in the whole district, or how is that going to work? **Dr. Nereida Cantu, Deputy Superintendent replied, it is 6 camps, you are correct Ms. Peña and it includes 300 students and 150 parents also. So, this is, focusing again, once again, on our homeless youth students.** Ms. Peña asked, and would this, is this the first time we do something like this or have we done this in the past with others? **Dr. Cantu replied, we have done this program also with our parents also and some of our students during the summer and the camps involve, for example, space and exploration, robotics, environmental science and what it entails, it's a hand on camp where students actually participate with the hands-on activities and they have a completed project at the end of a camp. So, it's a very, it's a fun way to teach our students skills that we are wanting them to learn.** Ms. Peña stated, and thank you and if it's something that's positive, lets continue doing this Dr. Chavez, cause we need to give as many experiences to our children as we can. Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member asked, ma'am, this is just for the homeless? **Dr. Cantu replied, yes, it is being funded by the American Rescue Plan, however, we have offered these camps to other students also in the summer and I suspect that we will do that again this year.** Mr. Elizondo asked, I see that there is 300 here and then the previous one there was 200, so, is there less homeless than the previous? **Dr. Cantu replied, no, what we do is its based on age group sir, the camps are, there's different activities and depending on the complexity of the project, different age groups are invited.** Mr. Elizondo stated, okay, I just wanted to make sure that everybody is included cause this one shows 300 and the previous one said 200, so, that's a hundred dollars, a hundred, I guess, homeless children difference there, make sure that everybody is included. **Dr. Cantu stated, everyone is included at some point sir.** Mr. Elizondo stated, thank you. Ms. Gonzalez stated, no further questions, please vote. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, motion passes, 7, 0, unanimous.**

Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval for Vision Ed Group dba College 1st Program, of Mission, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Funds: 278 & 280 for a total of \$33,000.00 for 6 Camps. ** (7-0-0)

6. Recommend approval to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year with Dr. ET & Company, of Weslaco, Texas. Categorical Fund: 206 in the amount of \$6,000.00. **** (Consent Agenda)**
7. Recommend approval to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year with Dr. Zelaya Educational Consulting LLC, of Bryan, Texas. Categorical Funds: 278 & 280 in the amount of \$49,000.00. ******

Mr. Eddie Garcia, Board Member stated, motion to approve. Ms. Jessica Gonzalez, Board President stated, second, Mr. Elizondo has a question on this. Mr. Carlos Elizondo, Board Member asked, yes ma'am, real quick, can you give us a run down on what this portion of this project is compared to the others and what is this offering our kids? **Dr. Nereida Cantu, Deputy Superintendent replied, yes, the mission of this organization is to empower communities to create generational impact on educational opportunities. And so, what this will do is, various districts are using it and it's a partnership with higher education institutions. So, I think the twist here is that how do we make that connection, that bridge to higher ed and also with organizations around the country to empower and motivate our students to succeed.** Mr. Elizondo asked, is there a number of participants in this one? **Dr. Cantu replied, yes sir, in this one we are estimating an approximate 200 students.** Mr. Elizondo asked, so what's the difference between all the other ones, ones 200, 300, this one is 200, I mean, is there different demographics or different age groups or why is there a difference in, in numbers? **Dr. Cantu replied, so, we look at is, we look at the activities that are going to be done sir or the projects that are going to be done and different groups are invited. However, I will tell you that if we have students that, let say, we are at 200 and we have other students that would like to join, 10 more students, we will not deny the opportunity for any student.** Mr. Elizondo stated, thank you, that's what I was trying to get at, make sure that everybody is included, thank you. Ms. Gonzalez stated, no further questions, lets vote. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, motion passes, 7, 0, unanimous.**

Motion made by Eddie Garcia, seconded by Jessica Gonzalez, and unanimously carried to recommend approval to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year with Dr. Zelaya Educational Consulting LLC, of Bryan, Texas. Categorical Funds: 278 & 280 in the amount of \$49,000.00. ** (7-0-0)

8. Recommend approval for Region One Education Service Center, of Edinburg, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Fund: 206, 278, & 280 in the amount of \$7,000.00. **** (Consent Agenda)**
9. Recommend approval for Rosa Linda Cruz Counseling & Wellness Services, LLC, of Los Fresnos, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Fund: 206 in the amount of \$5,000.00. **** (Consent Agenda)**

10. Recommend approval for Region One Education Service Center, of Edinburg, Texas to provide consulting services for students in the Youth Connection Project for the 2023-2024 and 2024-2025 school year. Categorical Fund: 278, & 280 in the amount of \$13,000.00.
**** (Consent Agenda)**
11. Recommend approval to purchase Desktop Fingerprint Scanners for the current Time and Attendance System from Time Clock Plus in the amount of \$759,360.00.

Ms. Jessica Gonzalez, Board President stated, motion to approve. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees asked, may I have a second?** Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Gonzalez stated, Mr. Ortiz has a question on this. Mr. Frank Ortiz, Board Member asked, yes, Dr. Chavez, once again, who do I address this to? **Dr. Jesus H. Chavez, Interim Superintendent of Schools replied, yes, we can address it to Mr. Cespedes, I know he's got other staff here as well and Ms. Mary Garza is here as well.** Mr. Ortiz asked, Mr. Cespedes, and I'm going to ask several questions at one time due to the fact that I think I'm on the clock and I don't want to run out of time before I start asking the additional questions. What concerns me is this, 760 thousand one-time payment that the district would have to pay for these 2,800 desk top finger print scanners. I now it's a one-time payment and I believe that the life expectancy is about 20 years for these, for these items. Now, I know that it's for the purpose of trying to do away with paper timesheets and I know that they are going to be distributed to our educators but I know that this is so that they can transfer from one job to another, for extended day, tutorials and summer school, but not all of our educators do extended day, tutorials and summer school. So, if that's the case, how are these 2,800 desk top fingerprint scanner going to be managed? Now, my additional question is that is there an app, and I understand, according to the backup here, that the computers that the teachers have right now do not allow them to go into these other job positions that they have after school. Now, is there an app, another app that can be embedded into these computers that would not cost us so much money? And if we go in this direction, what is the savings in the long run to the district? **Mr. Alejandro Cespedes, Chief Financial Officer replied, yes, thank you Mr. Ortiz. So, the reason for these fingerprint scanners, it is for all of our teachers to have at their desk tops. So, if I can just give a little bit of background, so, we have been using the biometric, you know, clocking in and out system since 2007, then when Covid hit and a lot of people worked from home and even then, we went to the web-based clocking in and out, which I think that's what you are referring to as the app. So, the way that works is, the employees were not using their biometrics, they were simply, you know, clocking in and out through the app or on the desktop as long as they were connected here to the network. So, when we started gradually, everybody coming back out of Covid, we did have concerns from our educators and other staff, but because our educators, every single one has a desktop or a laptop. When we came back, we still allowed our educators to be able to clock in and out from the desktop, however, as you said, because it only allows them to clock in and out from one job, a lot of our composite forms for the extra tutorials and for a lot of these extra duties, you know, it was a lot of accumulated paperwork. Not only on the, on the, on the teacher or on the principal but also coming in into our Payroll Department to process. And so, with these scanners, it's going to be able to do it biometric and so that's going to give them the allowability to be able to change jobs. Not only that are they going to be able to change jobs but it will also, just like everybody else, they will**

still have that safety that they have the concerns of using that one single clock. Having to go, you know, every campus is different, some campuses have 4 or 5 clocks, having to go to that clock and clocking in and out. So, each one of them would have it there on their desktop, it is via a USB, but that was the reason why we were doing this for all of our educators is, its different reasons. It's for the allowability to change jobs, to be able to still do it from their, from their desk, but most importantly, that was going to not only automate our processes, but it is going to help us in being more accurate in our timekeeping and it think that's very crucial, when we, you know, pay our teachers, just like any employee, its very crucial for us to be as accurate as possible, you know, in our clocking in and out. Ms. Gonzalez stated, Ms. Garza has a question. Ms. Denise Garza, Board Member asked, Dr. Chavez, may I? **Dr. Chavez replied, yes please.** Ms. Garza asked, Mr. Cespedes, currently we use the biometric system and we used that web based during Covid and a lot of our staff were using their phones during Covid. Is there any way that that app can be installed into the desktops already that we, we are already using biometric and did we even go out for bid? Due to the amount, usually when we are spending something this expensive we go out for bid, were there any other vendors out there who could provide this at a cheaper cost? Or even look at our current vendor, Biometric, which is Timeclock Plus to see if maybe, sometimes these programmers, if we ask them we want to add certain reports to our system, you know, they'll work with us and they will tell us like, yes, we could offer this to your school district. Did we check with Timeclock Plus? **Mr. Cespedes replied, yes, this is coming from Timeclock Plus, the reason we went with it is because they already the ones that provide the timekeeping software, so, we wanted to keep it within the same software. And as far as being able to explore other options, again, it was because their, it's all within the same, so we would have to explore whether its compatible or not. And as far as on the cost, they actually, this is at a 40, 45% discount rate and again, this is a one-time cost, there is no annual cost or annual maintenance to this. The reliability on these is great, they last anywhere between 15-20 years, but again, the most important part was for us to try to automate some of our processes. I think in the long run, it will more than pay itself off, it is a process though, and I want to make that clear, its not from one day to the next that our teachers will be able to clock in and out from these jobs. They, it also takes, you know, habit, for them to be able to know to do this, you know, on a regular routine basis. But this is something that we had explored within Timeclock Plus for that reason, that its within their own software.** Ms. Gonzalez stated, I'm sorry, Ms. Peña has a question. Ms. Minerva Peña, Board Member asked, I noticed you said, it will pay itself with the time, okay, and does this, do they have to be in our school buildings to be able to clock in or can they clock in from other. Lets say, God forbid, we have another pandemic and we go home, we are going to be able to use it from home? **Mr. Cespedes replied, no ma'am, right now, all of our clocks, any, whether you do web based or whether you do the biometric, has to be within our network. Now, the ones for web based, you can disable that but right now its all enabled, so, for example, our teachers, if they clock in and out through the web based which is like the desktop instead of the biometric, it has to be within the network, within the school wi-fi.** Ms. Peña stated, and the problem that I'm having, I noticed you said it's a one-time fee just like the stipend, it's a one-time fee. See, but that's not going to get anybody anything to be able to get something at home and help their bills. So, I see what you are saying but I'm not very comfortable with this because you say it's taking shortcuts for the people at the top who do the job and all it does is, before you know

it, we are not going to need you to be doing it cause we are got a machine doing your job and I don't want to, I'd rather have you than the machine. And I understand where this is coming from but we've gone year after year after year, new, new, new for the same thing and I just don't see this as something that the school district can spend money on when we keep saying that we are short of money and we are going to be careful cause next year we are not going to get any money for this, we are not going to get any money for that. But here we are coming in and asking us to give you almost a million dollars for something that we can do without right now because I trust my employees, they are coming to work and they are doing what they are supposed to. Otherwise, then we need to terminate those employees if you think there is any problem with that, but for us to be telling the public that we don't have money to give stipends, we don't have money to give raises, but we have money to give vendors in the millions? I have a very big concern with that because I'm here to make sure our community gets what they need to keep our employees employed, it's nothing personal, it's just that I don't believe that this is something that the district needs right now because every year I see somebody coming in and we spend millions and we still in the same spot. So, for that reason, I'm very uncomfortable with this so thank you. Ms. Gonzalez stated, Mr. Ortiz has a follow up. Mr. Ortiz stated, no, I just think that we need to look at some options you now, currently, we're doing paper timesheets, you know, you know, we just need to be frugal and you know, if paper time sheets, you know, is the way to go for right now till we look at other options or other apps as was mentioned earlier, I think that's the best way to go at this time. Ms. Gonzalez stated, Dr. Chavez would like to say something. **Dr. Chavez stated, if I may make a suggestion, I guess as I look at the information, I think one of the things that maybe we can do a better job of and maybe bring some additional information to the Board is, if you look at, let's say the 15-year life span of these or even longer than that, I believe there's some great savings here that could be had over the long term. I remember that this is a one-time expenditure, right, so its not ongoing, as I think about employees and technology, you know, we are always going to be very careful with that so that we don't just let people go, right. And then, of course, we also have an attrition rate and so we always accommodate employees whenever we have technology coming in and making us more efficient. Ill give you the example of, at the Cabinet meeting this week, we all had our laptops and I don't know how many reams of paper we saved, but that's just an example of the power of the technology Here, I believe that this product is going to save us a lot of time, it's going to save us a lot of paperwork and yes, you know, as you think of, of staff, it may even, on the long term, reduce some staff. One of the things that, you know, we are going to talk about later of course is the budget and as we think about employees, you know, we will always accommodate employees, even with the technology that we have. And so, I guess my suggestion is that, you know, let us go back, give this a little bit more study, bring you more information and not to say that, you know, it would be approved on the second time. The other thing I'm concerned about here is that it is at a discount, I mean, we have been able to obtain a very good discount, my fear would be that, you know, we'd want to implement this 3 years down the road and pay twice the amount at a time when were not, were going to be even in a maybe more difficult situation two years down the road, three years down the road. So, let, let us, let us take a look at it and you know, if we decide that yes, there is sufficient rational for it, you know, well bring it back and if we don't, at that point then we will drop it.** Ms. Gonzalez stated, Ms. Garza has a follow up. Ms. Garza stated, thank you Dr. Chavez and I think most importantly, we

would like, I would like to see a demo and hear from our payroll clerks because, ultimately, I know they are the ones that get all these timesheets and you know, the extra duty pay and all that, I would like to hear from them to hear their input along with a demo to the software. That way we can see, you know, how it's going to help our district in the long run. **Mr. Cespedes interjected, and if I may, its not just for, the automation process affects many people, like I said, its everybody from our teachers, you know, having that extra duty to fill out a paper form and then having to pass that along to our principals for approval and going so forth. And then with our payroll clerks and our payroll staff and I want everybody to know that the composites, these, its one of many, many duties that they have and so we have to keep that in mind. Because the more manual work there is, the more time consuming it is and so that's all we were asking for, is the automation to make them more efficient. Its not that they will do less work, we want our employers to, our employees to be more efficient and I think using some of the technology that's available out there would definitely help address that. But we would definitely take the recommendations, you know, into mind and we can revisit this.**

Ms. Gonzalez stated, Mr. Elizondo has something and then I have something. Mr. Elizondo stated, real quick, just, I want to, if may you can clarify something. So, you want the biometrics at the desk tops, right? **Mr. Cespedes stated, that's correct sir.** Mr. Elizondo asked, as so, how is that going to be able to transition them from one job to another job? And you don't have to answer that, maybe later you can bring that, just a question. And then also, could you not do that without the digital scanner and just have them electronically put in their user name and password? **Mr. Cespedes replied, yes, they are able to do that, its not able to transition to a different job.** Mr. Elizondo asked, so how is a finger print going to do that, you know, I mean, you still have to log in right? **Mr. Cespedes replied, right, you still have to log in, so, with the finger print, if I'm not mistaken and I can, that way I don't give you misinformation on that.** Mr. Elizondo stated, I mean, yeah, those are just questions maybe you want to bring to us, so these are the thoughts that I'm having, so, the finger print is going to say, Carlos Elizondo is Carlos Elizondo regardless, how does that transition into what you are telling us here, that by putting my finger here it's going to tell me, okay, I'm going to go to this other job. **Mr. Cespedes stated, right.** Mr. Elizondo continued, you know, I know that for a fact I have to log in, time, digital time clock, but its user name and password and then I transition there where I'm going to be at, ER, ICU, OR, whatever it is, but it's the same user. **Mr. Cespedes stated, we will get that information sir.** Mr. Elizondo stated, thank you, those are the questions, maybe you can bring it to us later. **Mr. Cespedes stated, yes sir.** Ms. Gonzalez stated, okay, so, Legal, I would like to amend my own motion, so, I will amend my motion to table this item instead. Mr. Garcia stated, second. *Mr. Nick Maddox, Legal Counsel asked, madame President, we are just going to constitute that as a withdraw and a remotion, if that's okay?* Ms. Gonzalez stated, and I'm sorry, Daniella Lopez Valdez had something. Ms. Daniella Lopez Valdez, Board Member asked, I just wanted to make sure, so, the, the, you said that we were going to be saving 40 to 45% discount, is that, would that affect us tabling this right now, would that affect the discount that we would get if we would bring it back next year? **Mr. Cespedes replied, that would be something that we would have to discuss with the TCP and see if, but it could affect it, yes.** Ms. Peña interjected, and if I may? Ms. Gonzalez stated, Ms. Peña. Ms. Peña asked, and yes, and one thing we need to keep in mind, we are the ones that are holding the money and they want to sell their product, they are not unique, they are not unique. So, for them to say, you know, we are going to make you pay more, well no problem, you'll lose us as their.

So, I want to make sure that we know that we are trying our best for the district, that's what we are looking out for, thank you. Ms. Gonzalez stated, okay, so then we have no action on this item, we move forward to the next. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, yeah, she did, she, the, yeah, withdrew the motion.** *Mr. Maddox stated, so there's now, so there's now no motion on the table so we can entertain a motion to table or we could just move on and take no action.* Mr. Garcia stated, I'd like to entertain a motion to table this item. Mr. Elizondo stated, second. Ms. Gonzalez stated, stated, lets vote. **Ms. Perez stated, give me one second ma'am, table item 11, is it XA11, right.** Mr. Elizondo stated, hey, Mr. Cespedes, just real quick, there's other companies out there that do timeclock. **Mr. Cespedes stated, yeah, there are.** Mr. Elizondo asked, you don't want to discount, we can always go out and look to see what the market says, right? **Mr. Cespedes replied, yes, there are other time keeping softwares out there, yes sir.** Mr. Elizondo stated, thank you. **Ms. Perez stated, please vote.** Ms. Garza asked, Mr. Cespedes, I'm just curious, how it identifies the change in job, because if I'm still doing my same job on the same campus but now it's extended day and I reclock in, I just want to see that demo, how it identifies the new job? **Mr. Cespedes replied, yes, and we can get that and like you said, we can do a demo for the Board at maybe one of the Budget Committee meetings.** Ms. Gonzalez stated, perfect, okay, lets vote. **Ms. Perez stated, motion passes, 6, yes, 1 no.**

Motion made by Eddie Garcia, seconded by Carlos Elizondo, to recommend approval tabling agenda item X. A. 11 - Recommend approval to purchase Desktop Fingerprint Scanners for the current Time and Attendance System from Time Clock Plus in the amount of \$759,360.00.

The following vote was recorded

Yea: Mr. Elizondo, Ms. Garza, Mr. Garcia, Mr. Ortiz, Ms. Gonzalez, Ms. Peña
Nay: Ms. Lopez Valdez
Abstain:

Motion Carried: 6-1-0

Amendment: Item 7 Change Order of the Day and move After X. A. 11

8. Recommend approval to continue supporting and incentivizing the acquisition of the Bilingual or ESL certification, BISD personnel who were employed with the District and became Bilingual or ESL certified as of July 15, 2018, will receive the one-time \$500 stipend as evidenced by their SBEC Transcript.

Ms. Jessica Gonzalez, Board President stated, motion to approve. Mr. Eddie Garcia, Board Member stated, second. Ms. Gonzalez stated, Dr. Chavez would like to address this. **Dr. Jesus H. Chavez, Interim Superintendent of Schools stated, yes, I'd just like to make a few comments and then we ask staff if there are any additional questions. Currently the district pays teachers who become Bilingual/ESL certified, which is something that we encourage, we pay them a 500-dollar stipend upon completion and getting certified. We went back to look at our records and I want to say, 3 years, maybe 4 years, back, and we found teachers who had on their own, gone to get their Bilingual certification or their**

ESL but at that time, the district was not awarding the 500-dollar stipend. So, I want to make it very clear that this is a stipend for those individuals who have not received the stipend already. So, again, our suggestion is that we move forward with this item. Ms. Minerva Peña, Board Member interjected, move to approve. Mr. Carlos Elizondo, Board Member interjected, just want to make sure that. Ms. Gonzalez stated, Mr. Elizondo. Mr. Elizondo continued, Mr. Ortiz was the one that brought this to light if I'm not mistaken, so thank you Mr. Ortiz for bringing it up and considering everybody that's involved. Ms. Gonzalez stated, yes, go ahead Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, thank you Mr. Elizondo, I'd also like to thank Dr. Chavez, okay, for bringing this up, I just want to make sure that all of our employees, you know, that they are all treated on the same, you know, level. Specially those that went out there and did it on their own and I know that we started offering the stipend after the fact, you know and I just wanted to make sure that our employees got compensated for doing what the district and the state was asking them to do. So, Dr. Chavez, thank you very much for that. Ms. Gonzalez stated, Ms. Peña. Ms. Peña stated, and also, I want to piggy back on what Mr. Elizondo and Mr. Ortiz said, because thank you sir, because I've had questions like that in the past, well how come I didn't get it and I said, well, that's something that needs to be brought up. So, thank you for bringing it up and thank you sir for agreeing that its fair to go back and do that, so thank you very much, I appreciate it. Ms. Gonzalez stated, please vote. **Ms. Pat C. Perez, Executive Assistant to the Board of Trustees stated, motion passes, 7, 0, unanimous.**

Motion made by Jessica Gonzalez, seconded by Eddie Garcia, and unanimously carried t recommend approval to continue supporting and incentivizing the acquisition of the Bilingual or ESL certification, BISD personnel who were employed with the District and became Bilingual or ESL certified as of July 15, 2018, will receive the one-time \$500 stipend as evidenced by their SBEC Transcript. (7-0-0)

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

1. Recommend the approval of payments for construction services and/or engineering services throughout the District in the total amount of \$4,519,813.34. **(Consent Agenda)**

C. Recommend approval of Budget Amendments:

1. Recommend approval of Budget Amendment #014 in the amount of \$8,962,741.00 for Local Funds. (Reallocation of \$114,741.00, Categorical Fund Balance of \$6,300,000.00, Unassigned Fund Balance of \$1,608,000.00 and Assigned Fund Balance of \$940,000.00). **(Consent Agenda)****

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

1. Recommend approval for continued services of professional development with Learn By Doing, Inc. for the 2023-2024 School Year and specifically for the High School Math District Staff Development training in the amount of \$2,750.00. **** (Consent Agenda)**
2. Recommend approval for the Administration to continue collaborative service agreements with the Gladys Porter Zoo, Brownsville Historical Association and the Brownsville Museum of Fine Arts in the amount not to exceed \$89,480.00 from budgeted Local Maintenance Funds. (Annual Agreement) * **(Consent Agenda) (Daniella Lopez Valdez abstained X. D. 2)**

E. Recommend approval of the following Bid(s)/Proposal(s)/Purchase(s):

1. Recommend approval to renew CSP #23-167 Property, Windstorm, Hail, Boiler and Machinery Insurance to McGriff, Seibels & Williams of Houston, Texas for the 2024-2025 plan year for a one (1) year contract. This is the final year of the original contract. **(Consent Agenda)**

XI. Board Member Request(s)

A. Action Item(s)

1. Discussion, consideration, and possible action for a one-time \$1,500.00 retention stipend to be paid to all BISD employees. The goal of this retention stipend is to help reduce the number of employees leaving the District. (Board Agenda Request Carlos Elizondo/Board Support Frank Ortiz)

Mr. Carlos Elizondo, Board Member stated, I make a motion to approve. Mr. Frank Ortiz, Board Member stated, second. Ms. Jessica Gonzalez, Board President stated, before we start discussion, let me have Dr. Chavez and maybe Mr. Cespedes say a few words. **Dr. Jesus H. Chavez, Interim Superintendent of Schools stated, I was at a meet and greet for secondary teachers, I guess about a week ago and one of the things that I talked about was that, you know, in my 35 years, looking back at when I started out as a teacher, became an administrator and then 17 years as superintendent. I remember only one time, one time during those 35 years that our employees, both me being an employee of the district and being superintendent for 17 years, only one year, when the districts I was with did not give a teacher salary increase. And, you know, those of you who were there that evening might recall that I also said, I've worked with Boards in Harlingen, Corpus Christi, Roundrock and I've never met a Board Member who doesn't want to do well by our teachers, right? And yes, provide as much as they can in a salary increase and so, I wanted to repeat that again here tonight, that, you know, I'm certainly for providing an appropriate salary to our teachers and I've always, as superintendent, done my best, even in hard times, to find dollars for a teacher salary increase. So, I wanted to make that comment early on. The Board Members, all of you have received information from me and actually, you received information from me twice in the Board Letter. I sent information here, I'm going to say, like two weeks ago, to talk about our budget situation and just gave a narrative of that. And here, most recently, I went ahead and provided some additional information as it relates to the retention stipend. And just to review some of the information that was provided, as was mentioned earlier, because one of the things about me is that I do want to be very transparent, particularly to our teacher organizations you know. As it relates to the district budget situation and our community as well. I also like to go speak to groups out there and I've already asked some of them that, please invite me because I would like to come out and tell you the great things that are happening in Brownville ISD and also talk about the challenges. As we know, we are in a deficit budget situation, this current year, now, I need to emphasize, nothing that Brownville ISD did wrong. The reason we are in that deficit is as a result of the use of property state values which we're required to do when the local values are significantly below the state property value. And so, the state then basically says, you should have received more dollars from your tax payers, and because you didn't, you don't qualify for the state aid that we promised you. and so, they were getting ready to take 22 million dollars, the district appealed that decision**

or that, you know, declaration and they were able to reduce that amount to about the 15-million-dollar deficit that we are currently carrying. And so, that's where we stand today, now, keep in mind that as we move forward into next year and approve the same level of budget, we are still in that 14, 15-million-dollar deficit. TEA, along with other educators, including superintendents have said, we have got to be careful of that ESSER cliff. And we call it the ESSER cliff because, you, know, we were fortunate, because of Covid, to receive significant federal funding in round one, round two and round three. This year, after this year, Covid dollars will no longer be there and so we, the district, then have to cover some of the ongoing expenses and so, what are the most significant ongoing expenses that we have, that we currently are funding with ESSER funds? Well, we have a 2 million dollar amount the covers counselors' salaries as well as reading teacher salaries. We have a 4 million dollar amount out of ESSER funds that we are using for educational software, educational software that I really don't see us saying no, we don't want that anymore. Now, we may be able to cut some off of that, but I think for the most part, you know, a significant part of that software is going to be necessary. In addition to that, we are using 4 million dollars for tutorials, which our students greatly need and of course, the transportation to get them back home, you know, after the program that afternoon. So, all together, ESSER funds, its 10 million dollars, right, and we've got to cover that in next years budget or a significant portion of that. Can cuts be made? Yeah, we're going to have to, I think, look at some cuts. But you put together the 14 million deficit that we have as a result of the property value piece, you add to that the 10 million dollars, so we're at 24 million dollars deficit to begin our budget process for next years budget. And so, I just wanted to lay that background as far as where we are financially. As you think, because some people talk about the healthy fund balance that we have, I mean, I've heard, you know, that said, right, 132 million dollars, well, if you start taking off the 14 deficit that we are going to use this year, you know, it brings that amount to about 116 million dollars. Then off of that you take the 24 for next year and so you're below 100, you are about a 92-million-dollar deficit, I'm sorry, a 2-million-dollar fund balance left over from the 132 that you started with. So, so, I mention this just as background information, you know, are we able to do some level of retention stipend? I believe so, although again, the 1,500 dollars is going to cost over 9 million dollars, that's on top of these deficits that I've already talked about. My worry, long term for the district is that as you think of the 24 million dollars that's ongoing, some of that is, are ongoing expenditures. The 10 million certainly is, of, you know, counselors' salaries, reading teachers' salaries, educational software, the tutorials, those are ongoing costs. You know, are we going to be able to cut the 14, the other 14 million dollars? I don't think so, I mean, I think a good portion of that are ongoing expenses. So, really, just a caution that as we use, as we use fund balance dollars, that we keep in mind that longer term picture. I did meet with the professional staff and one of the things they cautioned me on is, we don't want, we don't want the district to ever let, you know, be eliminating positions and be letting go of personnel. And I hope to never be there, I mean, I've been through that and some of you here who were, you know, in these jobs in 2011 when the, when the state cut 6 billion dollars off of education, we've been through that. So, I never want to go back to that, so, here only a caution that, you know, we, we, we be prudent as, as prudent as we can be and you know, maybe, maybe satisfy both sides, right, from the standpoint of yes, we, we can give, we maybe we should give a retention stipend to all employees of some level. I guess,

bottom line, I would not support, I would not support the 9 million dollars and the 1,500 dollars and I think we heard that also from the teacher organizations, I mean, they'd rather, you know, have us wait a bit and see how much we can do in a salary increase. I'm going to be looking for dollars for that, I hope we can get some level of salary increase, I can't promise you and amount tonight. I hope to do that, it's going to take a lot of work on everybody's, everybody's side, right? Cause we are going to have to look hard at the budget, we are going to have to make some cuts to find some dollars, we are going to have to find some efficiencies. So, so, that's the big picture look that I wanted to share with you this evening as you make this, this most difficult decision because remember what I said earlier, I mean, I'd love to give as much as we can. But I also have to look at the longer term and remember, at the end, you know, what is best for everyone, our kids, our teachers our employees, we gotta look at the whole piece and you know, make these considerations. Thank you so very much for allowing me to speak tonight. Ms. Minerva Peña, Board Member interjected, may I? Ms. Gonzalez stated, thank you Dr. Chavez, I would like Mr. Cespedes, before discussion, to also give his, the, let us know the fiscal implication of this. **Mr. Alejandro Cespedes, Chief Financial Officer stated, yes, just like Dr. Chavez, I think he kind of went over it, on the fiscal implications. You know, well over 9 million dollars, directly from our unassigned fund balance. As you all know, this is all based on a lot of assumptions, right, for example, the comptroller should be releasing their preliminary values later on this month. So, that might be another issue or we'll find out or our property values at the CAD issued where they will lie on compared to the comptroller ones, we know that there's already 4 special sessions that have gone on and we have zero dollars. And my only recommendation was that I am also 100% for giving our teachers and all staff additional funding, given if, you know, we get that backup from the state. Waiting to see what the state says on additional funding, we know the money is there, its sitting in the state budget, they just have to come to some agreements. But that would be my recommendation, I know that the Board wants to do something today, but I would highly recommend that we maybe wait and see until the state gives us a definite answer on additional funding and we can definitely address this later on.** Ms. Gonzalez stated, thank you Mr. Cespedes, we will now begin discussion, Ms. Peña. Ms. Peña stated, and I know and I appreciate, you know, where you are coming from Mr. Cespedes and Dr. Chavez, but, unfortunately, your pay scale is not the pay scale of our teachers and our employee that are in desperate need of money right now. Fortunately, you and I don't need that because God has blessed us and we've been able to have everything we need without having to worry to go do a second job and pick up a part time job because we can't make it. Because when you have people that are making decisions earning over 6 digits it's really easy to make a decision not to give the money out to those earning 25 thousand dollars a year. And I've always been a firm believer, there's always money, you will always find it. There is more time than there is life and there is more money than there is time, that's how I was raised and I've been blessed to be able to see that and live that all my life. And I firmly believe that right now, we need to help our employees, we need to help them 100%. I do not think it's going to put us in a deficit where we can't come back and do better, I do believe that the state is going to give the money that we need and that we deserve and because we are talking to people, we have our Board Members that have gone up there, it's going to happen. But right now, we need to tell our employees that we believe in you and we are going to give you, 1,500 is not, no offense, its nothing, it really is. And it's really easy for those of us that make 6 figures or

earn that in our homes that we don't see what those that are making 28 thousand, 30 thousand a year, how on earth they are living. And it breaks my heart for people to come up here and say, well, we don't need to do that, why would you say that? You need to make sure that you take care of the weakest and those that need the most around you to make sure you keep excelling and going to the top. Because that's what destroys us at the end, those that have the less and those that are the weakest because we didn't take care of them and we need them to continue to grow and be strong. So, I, I hear what you are saying, I am very cautious of it, but I stand firm in believing that we need to give our employees that 1,500 dollars to show them that we care about them, we don't want them to leave us and we need them to keep making BISD the number one district, here, in the state of Texas. So, that's just how I feel about it and I respect your opinion but I feel that we can still do it and give them the 1,500. Ms. Gonzalez stated, thank you Ms. Peña, Ms. Garza. Ms. Denise Garza, Board Member asked, Mr. Cespedes, question, I know right now, currently, our HR, our Finance team, along with our Payroll, they've been working on the TRE to make sure that the TRE that was approved by our voters, gets paid out December 22nd, if a stipend were to be paid today, approved today, is it even doable to even have that out December 22nd? Because I know our staff has been working tirelessly to make sure that everybody gets that TRE that was approved. **Mr. Cespedes replied, yes ma'am, as you know, we had a small team working on it since September, they have been doing all the testing, they are getting ready to process it, so once its ready to process, we have, again, it's a collaboration between our HR staff and our Payroll staff. If you all can just keep in mind that, you know, they still have to process two bi-weekly's, which is the upcoming bi-weekly payroll, the monthly payroll and on the bi-weekly one, that's for January the 5th, because that one has to be processed before we leave on break next Friday. They are also working on the rollover of all the benefits, cause as you all, we are changing carriers, so all that has to be updated as of January 21st, again, has to be done before we leave. And again, that still doesn't take away from the real regular monthly tasks, right, all the paper form composites and everything else they have to do. I believe in December we also do stipends, you know, the Bilingual stipends and other stipends. So, that's still all their work, we usually, also in December, have to deal with, usually we have a bit of a, our retirees that retire in December, those also have to be calculated. So, just of all that to be kept in mind for our Payroll staff and our HR staff, you know, the burden that it will put on them. I don't see it, you know, being paid out in December, but ultimately, the Board will decide.** Ms. Gonzalez stated, Mr. Ortiz has a question. Mr. Ortiz asked, well, more a comment than a question, you know, we are always thanking our educators, our frontline workers, how great of a job they do on a day in and a day out basis. We always tell them that our district is the way it is because of them, you know, and our employees, our teachers, you know, they are there on Saturdays for UIL, they are there for Spelling Bee, they don't get compensated for any of this. You know, yet they spend a lot of time, their own time, for our students that make this district what it is and it's because of them. And it's their commitment and many, many times, I hear it over and over, thank you for what you're doing, thank you very much, congratulations. Well lets show them, lets not just tell them, that's just my comment, my thought here. Ms. Gonzalez stated, Mr. Elizondo. Mr. Elizondo stated, real quick question, I mean, I stand strong with what I said, I know that's a lot of hard work but you get paid very well to work right and so does everybody else. But we are not looking at is, we are talking about teachers, what about the individuals that drive the buses, these 1,500 dollars is probably is probably what they make in a whole

month. You also gotta make sure that you consider that, the people that clean the schools, this is probably a whole month that you are considering. For the administrator, it's probably two weeks of this or maybe less, right? But we got to make sure that we also think of the individual that's going to benefit 100% and most of these individuals are single parents, you know, with a bunch of kids in our school district who continue to come here on a daily basis and give up their time, on the weekends as well, to make sure that every kid get what they deserve which is the best education. So, you look at it, and I understand, Dr. Chavez, 9 million dollars is nothing to laugh about, but we haven't laughed about it before either when went out and put 8 million and 9 million in a school for IT, right. When we transitioned our IT Department over there. That's 8 million dollars, nobody batted an eye. We also paid a million dollars, or 140 thousand dollars on chillers, we didn't bat an eye on that either. But we are considering not giving these individuals, over 6 thousand employees, something that they deserve, it's not something that you are giving them out of kindness, they deserve it, they've already worked for it. They've gone in, day in and day out, on weekends, to make sure that our kids get what they need and they don't ask you for anything else. Its not something, its not a gift, its they've earned it. Second of all, how much ESSER monies do we have still available that we have to spend by the end of the year? **Mr. Cespedes stated, I don't have the exact amount of how much we have, but I know that all the ESSER money has been already allocated to be used.** Mr. Elizondo asked, its over 75 million dollars, am I correct? **Mr. Cespedes replied, yeah, in total that we received, yes sir.** Mr. Elizondo asked, that's still pending that we need to spend? **Mr. Cespedes replied, well, its all been allocated, so it's a matter of when it will be spent, whether it's, you know, some of it on HVAC or some of it on our instructional portion.** Mr. Elizondo asked, we don't bat eyes, our eyes when we look at the 4, 5, million dollars to put an AC unit on top of school right, but we're batting and we're thinking about doubting ourselves to give 1,500 dollars to the most precious commodity that the school district has, is our employees? That's the issue that I have, we've made decision in the past, very difficult decisions, this is probably one of them too. I say, we don't know the future, but I can tell you what, BISD is not going to fall, when you give the employees, the most deserving employees, a measly 1,500 dollars, right before Christmas, when its most needed, when they are going to be with their family members. And I can guarantee you, 1,500 dollars is probably not what they need, the probably need a lot more, this is just something that we can give them right now. Was that my time? *Mr. Nick Maddox, Legal Counsel stated, yes sir.* Mr. Elizondo stated, three minutes went by fast, so, that's my two seconds. Ms. Gonzalez stated, Ms. Lopez Valdez. Mr. Daniella Lopez Valdez, Board Member stated, well, I remember in college I read a book called The Great Reset by (inaudible) and it talked about how it's so important that we continue to make changes to who are the people who are actually changing the world and ultimately, that is our Educators. And so, I'm a firm believer in always making sure that we are paying our educators exactly what they deserve and I think it is unfortunate that we are in this situation where we have not received new money and since 2019 from the state and inflation has gone up by 17%. I want to thank, Dr. Chavez and Mr. Cespedes for this, for this extremely amazing financial analysis that you have done of our district. I also agree with Mr. Ortiz and Mr. Elizondo on all of the points that you have made. I think its so important that we do recognize our staff and I also really, really want to thank our Payroll team, because I know you all are working non-stop to make sure that TRE, which is the ultimate 2% that our tax payers voted on that ultimately, not just raises a one-time thing, but it, a one-time stipend, but this raises their salary and their TRS. And I know you all have worked nonstop,

so, I don't want, I think that this is so important and if you all are here, please stand to be recognized cause I know, I see Mary, please so. **Mr. Cespedes interjected, and HR, HR just as much.** Ms. Lopez Valdez added, and just like you said, Mr. Elizondo, our HVAC's, God forbid something happened next year and we got, and we are down to 90 million and we gotta pay so much million on a new HVAC and then the state requires us to have what, about 88 million in our fund balance and then we are in trouble, right. Unfortunately, we cant predict the future so I think that its so important that we realize that we are literally preparing for the ESSER cliff, we are preparing for the fact that the state still has not allocated more money. They still have not told us that we are important enough, that our kids are important enough that they deserve it. They still have not told us that the teachers that work hard, hour, that work non-stop to change the world and to give our kids hope in the future, they still haven't given us any of that. So, I think it's important that it's our role that we look out for the longevity of the district, so, Mr. Cespedes, Dr. Chavez, is there another option, is there something that we can do to make sure that, you know, especially our teachers, right, that they get what they deserve and is there another option that we can look at that still gives them something but we also protect our district for the longevity? Ms. Gonzalez stated, Dr. Chavez. **Dr. Chavez stated, I guess this regards two options, let me first say that each of you did receive a scale, if you will, right, beginning at 300, which I know we wouldn't do, but moving from 400, 500, 600, 700, 800, all the way up to 1,500 per employee. And so, you do have that information and here, if you were to say, well, you know, I want to do half of the 15, then, then you have the corresponding amounts. The other thing I asked and we've prepared is, I don't know whether you all saw the article from McAllen. McAllen here recently did something a little bit different with tier TRE dollars. And so, anyway, Mr. Cespedes has a couple of other options for your consideration and so, I will let him pass that out to you and that way, you know, we can review it with you and again, just some options out there that you may have. Again, whether you go back to the scale and give, you know, 7, 750, 800, you know, you have those amounts in that sheet, but then you got a couple of other options here that are coming.** Ms. Peña interjected, question. Ms. Gonzalez stated, Ms. Peña. Ms. Peña asked, so, so, right now the money is being held up and we haven't gotten any money from the state, is that what we are being told here Dr. Chavez? **Dr. Chavez replied, yes ma'am, the, the during the regular session they approved some additional funding for education, but they could never agree on how to give it out. You know, what portion goes to basic allotment, what portion goes to special need, what portion goes to comp ed, all of those categories. That they didn't put into law, so the money is just sitting there and as a matter of fact, it has grown. You know, this last 4th, this 4th special session, I mean, I think the amount for education was like up to 6.2 billion dollars that they wanted to give, but the Senate and the House could not agree on that. So, the money is sitting in the state coffers, if you can think about it as the fund balance, right, the state fund balance, its there but they haven't passed the law to give it our to districts. Now, do we anticipate some money with regards to that, which is, you know, yes, I'm keeping my fingers crossed that they do send some money our way. But keep in mind what I said earlier, I mean, if we were to receive 20 million dollars for next year, well, we are still 4 million dollars in the hole. Remember, cause I said we, you know, we are starting next years budget with a 24-million-dollar deficit. So, I'm not looking to get new money from the state for us because we are in a deficit situation because of those two reasons. One, the ESSER monies and then secondly, the use of state property values as opposed to local values.**

Ms. Peña stated, okay, and with that said and I see where you are coming from sir, I really do and I'm going to say this again, it's very easy for the people that don't need that money, to make a decision not to give it to the ones that need it the most. Yes, the ones that need it the most are the reason we all have a position here and the reason that the majority have the 6 figure salaries that are sitting here. I am going to fight hard because they've earned it and they need it and we will, I really have faith that we are going to get money from the state, they are just dragging their feet because they want certain things to happen. But I really do have confidence in them that they are going to give us money. I just want to make sure we take care of our employees Dr. Chavez, that's just how I feel, thank you. Ms. Gonzalez stated, I would just, I'm sorry, I would just like to remind the community, and I'll just speak for my term, since I've been in office since 2020, we are, we thankfully given over 5 thousand dollars in stipends. Those 5 thousand dollars that we've given so far, have come from ESSER funds. The option on the table now, comes from our general fund balance, so, I just want to make sure that everybody understands that. And the reason that is important is because yes, we did need, recently, we needed chillers, thankfully we had a healthy fund balance so we could go out and spend for at least one, 46 thousand dollars, thankfully, just imagine if we didn't. I do worry about what comes in the future, I'm all for helping out the staff, I do understand it's a lot better to help them with a pay raise that will go towards their retirement system opposed to a constant stipend. Keep in mind we just gave a thousand dollars in August, so, again, I just want to make it clear, yes, we are having a lot of questions and concerns and its not that we are against this. But our job is to look at the big picture, our job is not to look at the 1,500, our job is to look at the 9.3 I think it is, 9 million dollars, that is our job. So, we have to be fiscally responsible, we have to make decisions for the district as a whole, not, we don't see an individual person. So, because of that, I do have concerns so I would actually like to make a motion to amend what's on the table now. Ms. Peña interjected, do we vote on the first one sir or you are telling us we are going to ignore that first motion we put out? *Mr. Maddox stated, yes, so madame President, Members of the Board of Trustees, when there is a motion on the table, another movant can motion to amend, we have to have a motion to amend, a second and then we have to have a vote to swap those motions. Then, the amended motion becomes the primary and we must vote again on that new motion. If the motion to amend vote fails, the original vote remains, I'm sorry, the original motion remains on the table.* Ms. Gonzalez stated, so, I would like to amend the motion on the table now to still give a stipend to staff but to give a thousand dollars for teachers, classroom teacher, teachers on record, 500 dollars to all other staff, including our part timers, that is my amended motion. Ms. Lopez Valdez stated, second. *Mr. Maddox stated, so, Board, now that we have an amended motion and a second, we need a vote to replace the original motion with amended motion.* Ms. Peña interjected, and I plead with my colleagues not to do this to the people that have voted for you to be here, don't do this to them, we have the money, we can do this. Ms. Gonzalez stated, Mr. Garcia. Mr. Garcia asked, Dr. Chavez, did you mention at one point, that something like this could lead to people getting pink slips, going on a shortfall of reducing our fund balance? **Dr. Chavez replied, well, longer term, longer term, that, it could be possible, right. Now remember, on the other hand, the other thing that I said is that I would always want to do my best and I hope future superintendents would also say this, right, I would always want superintendents to do their best not to get that situation where you literally have to cut individuals and let them go. But that's only occurred to us, in my tenure, once, with again, the 6 million dollar cut that the state made in 2011 where we literally had to go, you know, let go of, let's say, 50**

teachers and so on and so forth. Mr. Garcia stated, so. **Dr. Chavez added, I hope to never get there.** Ms. Peña interjected, are we there now? **Dr. Chavez stated, that is a possibility.** Mr. Garcia stated, that's, that's what I wanted to hear, if that was a possibility. Ms. Gonzalez stated, so we have a motion to amend right now, Pat, are we ready. Ms. Peña interjected, but ma'am, can I address Dr. Chavez please? Ms. Gonzalez stated, yes, go ahead. Ms. Peña asked, and I know what you are saying Dr. Chavez and I hear you all loud and clear, but right now, times are hard, you and I have a good salary, we don't have to worry about anything Dr. Chavez, there are people out there that are making a lot less and we are going to give the ones that make less, less money, how can we sleep at night? You are going to give those that earn less 500 dollars when they need it just to keep a roof over their head? Some of them can't even pay their rent, the water bill is going crazy, our light bill is going crazy and you are saying, you know what, I'm not worried about you, you do it how ever you can. I'm pleading with my colleagues, 1,500 dollars, it can be done and we are going to be okay. Ms. Garza stated, and I think, Ms. Peña, that's where Dr. Chavez is saying he'd rather look into budgeting for the new cycle to continue with pay increases versus these one-time stipends, I think that's what Dr. Chavez was trying to get at, am I correct Dr. Chavez? **Dr. Chavez stated, our staff really hasn't gotten into the budget preparation piece, right, we usually begin that around mid-January, February and get going with that.** Ms. Peña asked, why not give a thousand to everyone? **Dr. Chavez continued, one of the things, one of the things that I hope to do is, is to really look at our budget and look at it very seriously from the stand point of, you know, are there any efficiencies that we can gain that would give us dollars back. Are there any savings, I'm thinking of literally surveying all employees, now, again, for some of the staff, this is brand new to them, they haven't heard this. But its actually laying out for you, the Board again, part of the budget process, right, as part of our budget process, really surveying all of our employees and asking them, you know, are there ways that the district can save money, are there ways where we can look at cuts that don't impact classrooms and children. And identify those and you know, from that, there's going to be a list of ideas, we will have a team that will review those. Some of those we'll say no, we really can't do that but, these are possible savings, efficiencies, cuts that maybe could be made. Now, all of that to do several things, one, balance the budget, but as I said earlier, I mean, I'm always looking for dollars that yes, we can include in the teacher salary increase. I would hope that we can get there and so, yes, I mean, I would like to, to do our very best job to see if we can give a salary increase this coming year.** Ms. Peña asked, and sir, if I can? Ms. Gonzalez asked, you want to close up the comments? Ms. Peña replied, yeah, if, if we give everyone a thousand because you don't want to the 15 because you think it's too much, that's only 1.6 million dollars more to give everyone a thousand, but to give those that earn less sir, less money, I don't see it as, they work so hard. All our people that are bus drivers, all our people that are maintenance workers, all our people that are custodians, look at our schools, they shine, you walk in and they are perfectly clean and beautiful, they work their behinds off just like the teachers. And to say that they are worth less. Ms. Gonzalez stated, nobody is saying Ms. Peña, nobody is saying that they are worth less. Ms. Peña stated, and you sleep at night, well, you are going to say, you are saying they are worth less because you are going to give them 500, a 500 dollar less. Ms. Gonzalez stated, don't be putting words in anybody's mouth please. Ms. Peña stated, I'm not putting words, I'm just putting what. Ms. Gonzalez continued, and just a reminder that Dr. Chavez doesn't vote, lets all vote on the amendment. *Mr. Maddox stated, Board, we need, yes, thank you, we need to vote.* Ms.

Peña interjected, well I'd like to amend the amendment, I'd like to move to amend the amendment. *Mr. Maddox stated, its one vote at a time Trustees Peña.* Ms. Peña stated, ma'am, you didn't let us do the first vote, you let. *Mr. Maddox stated, that's what I'm calling for ma'am.* Ms. Peña stated, you didn't let him, you didn't let us vote on his first vote. Ms. Gonzalez stated, Ms. Peña, let him talk. *Mr. Maddox stated, because there's an amendment on the table ma'am.* Ms. Peña stated, so I want to amend the amendment, because we can do that. *Mr. Maddox stated, there's only one amendment at a time.* Ms. Peña stated, no, you can do an amendment to an amendment. *Mr. Maddox stated, you may, but the vote will still go in the order that the motions were made.* Ms. Peña asked, okay, so when do we vote on the amendment to the amendment? *Mr. Maddox replied, my recommendation is we vote on the amendment now so the Board knows which motion is debating.* Ms. Gonzalez stated, yes, we need to move forward so lets vote on the amendment. Ms. Peña asked, why didn't you let us vote for the first one, why did you not let us vote for the first one, it's not fair what you are doing to make us look bad. Ms. Gonzalez asked, Ms. Peña, Carlos has, Carlos has something to say. Ms. Peña continued, because we didn't vote on ours and you want to vote on hers, why are you doing this to us? Ms. Gonzalez stated, I'm sorry Mr. Elizondo. *Mr. Maddox stated, its Roberts Rules of Order ma'am.* Ms. Gonzalez stated, okay. Ms. Peña stated, I apologize. Ms. Gonzalez stated, Mr. Elizondo, go ahead. Mr. Elizondo asked, just real quick, on, who came up with option 1 Dr. Chavez? **Dr. Chavez replied, well, as I said earlier, I mean, we looked at that article from, from McAllen and then yes indeed, I did have a conversation with Ms. Jessica Gonzalez and there were some options that came up and so this was requested by her.** Mr. Elizondo asked, Ms. Gonzalez, you are the one that brought up option 1? Ms. Gonzalez replied, not necessarily option 1, actually there was quite a few options where we were trying to look for the fiscal implications of just how, obviously, zero was out of the question. It was more of, what can we do, what has been done in other districts, take into effect the TRE, also, that they will be getting and I know other districts, I'm sorry, I'm going out of the Roberts Rules, but, other districts are giving stipends and they are the ones that didn't do a TRE. So, it was tons of options that we went through. Mr. Elizondo stated, just, my thing is, I wish there was options where we would go out and give our vendors as much money as we have given in the past, you know, when we give it to our employees, maybe we should look into how much we can fight for them more than we fight for vendors. But, again, I mean, I don't, I don't think option 1 is something that I would go for because just like Ms. Peña said, it is less money for the people who need it the most, that was just my concern Ms. Peña interjected, could we reconsider. Mr. Ortiz interjected, we just need to be fair and equitable in my case. Ms. Peña continued, could we reconsider the thousand, its only 1.6, Dr. Chavez. Ms. Gonzalez stated, its my motion, not Dr. Chavez, he doesn't vote. Ms. Peña stated, yeah, but I want to ask Dr. Chavez his opinion, he's not going to vote but his opinion, 1.6 million more, Dr. Chavez, to make sure we help these people at the time they need it the most. Ms. Gonzalez asked, ready? Ms. Peña asked, can I have your opinion on that Dr. Chavez? *Mr. Maddox stated, just to clarify, the amendment on the table, I apologize, Dr., Go ahead.* Ms. Peña stated, go ahead sir. Ms. Gonzalez stated, you can (inaudible) so we can move on. Ms. Peña stated, stop telling him what to do Jessica, go ahead sir. Ms. Gonzalez stated, Ms. Peña. **Dr. Chavez stated, the, all options are on the table for the Board, you know, you have the 9-million-dollar option, you have these options, you can come up with other options, everything is on the table for the Board. And so, I would defer to the Board.** Ms. Peña asked, but my question to you is this, from 9 million to 6 million, that would be a less deficit, am I correct?

Ms. Gonzalez asked, ready Pat? *Mr. Maddox asked, just to clarify, the amended is 1 thousand dollars for all teachers, 500 dollars for all full time or part time non-teacher employees, is that accurate?* Ms. Gonzalez replied, correct. *Mr. Maddox stated, thank you.* Ms. Peña interjected, real quick, real quick, what about administrators, they don't get anything? Ms. Gonzalez stated, those are 500 dollars. Ms. Peña asked, okay, so then everybody that is a non-teacher you are going to give them 500 dollars? Ms. Gonzalez replies, part full and part time employees. Ms. Peña stated, okay. Mr. Elizondo stated, that's everybody, bus drivers, everybody. Ms. Peña stated, administrators in main office, Mr. Cespedes over there. Mr. Elizondo stated, yeah, that would be your full-time employees. Ms. Peña stated, yeah, well, that's what I'm asking, because teachers are. Ms. Gonzalez interjected, ready Pat? **Ms. Perez stated, please vote.** Ms. Peña stated, sorry, but I'm between a rock and a hard spot, I need to abstain on this because I think this is wrong because we can afford the thousand or the fifteen hundred. I'm sorry that Jessica met with Dr. Jesus and they make up the decisions before any of us. **Ms. Perez stated, motion passes, 4 yes, 2 no, 1 abstention.**

Amended Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, to recommend approval of a \$1,000.00 stipend for Teachers, and \$500.00 for all full/part time employees (non-teacher).

The following vote was recorded

Yea:	Ms. Lopez Valdez, Mr. Garcia, Ms. Gonzalez
Nay:	Mr. Elizondo, Mr. Ortiz
Abstain:	Ms. Peña

Motion Carried: 4-2-1

Mr. Maddox stated, okay, Board, the new motion on the table is the 1,000 dollars for teachers, 500 dollars for all full time and part time non-teacher staff. Ms. Gonzalez asked, so now we vote again, correct. *Mr. Maddox replied, yes ma'am.* **Ms. Perez stated, give me one second.** Ms. Gonzalez stated, okay, lets vote again. **Ms. Perez stated, give me one second ma'am.** Mr. Elizondo stated, so we have. Ms. Gonzalez stated, the first one, the first, the first vote, I'm sorry, or do you want to explain it? The first vote is to amend, to move forward with an amendment, now we are moving forward with the actual. Ms. Peña interjected, okay, show me that where, sir, in Roberts Rules of Order is, because I know that we, they voted for the amendment, is the amendment to give this, the 500 and the 1,000, was that not the amendment? *Mr. Maddox stated, the 11th edition, it is on page 104.* Ms. Peña asked, but I'm asking the question sir, wasn't the amendment the 500 and the 1,000, wasn't that the amendment that she made? *Mr. Maddox replied, yes ma'am.* Ms. Peña stated, so it passed. *Mr. Maddox stated, the amendment passed, yes ma'am.* Ms. Peña stated, so that means that it was amended to the 1,000 and the 500. *Mr. Maddox stated, and that is the live motion on the floor before the Board, yes ma'am.* Mr. Elizondo asked, was this conversation had before this meeting? *Mr. Maddox asked, was what conversation had before this meeting?* Mr. Elizondo asked, this amendment? *Mr. Maddox replied, how amendments work, yes sir.* Mr. Elizondo asked, no, the amendment, the process that just happened, was it a conversation between you and any other Board Member before this meeting? *Mr. Maddox replied, yes, I frequently discuss Roberts Rules of Order*

with the Board, its my job. Mr. Elizondo asked, I'm not saying that its not your job, but you, you orchestrated what just happened before this actually vote came in, that was my question if you didn't understand? *Mr. Maddox replied, no sir, I did not orchestrate.* Mr. Elizondo asked, so you didn't orchestrate this amendment and you didn't actually know the amendment was on that page before you came to this meeting? *Mr. Maddox replied, no sir and no sir.* Ms. Gonzalez stated, Pat, and just for the record, I'm actually going back, I have a screen shot of the Roberts Rules of Order, so, at 10:12 p.m. on Sunday night is what I was googling just to make sure that I had the Roberts Rules of Order correctly. And then yes, I did reach out to Legal just to make sure that I read correctly, Ms. Garza has something. Mr. Elizondo asked, so then it was a conversation prior to this meeting and that's a question to you Nick. *Mr. Maddox replied, I think I already answered your question sir.* Mr. Elizondo stated, and you answer it again if I ask you to. *Mr. Maddox asked, have I been asked a question about Roberts Rules of Order, yes, I have as Board Counsel.* Mr. Elizondo asked, did you orchestrate this, did you orchestrate this? *Mr. Maddox replied, no sir.* Ms. Gonzalez stated, no. Mr. Elizondo stated, okay. Ms. Gonzalez stated, go ahead Ms. Garza. Ms. Garza asked, Dr. Chavez, on this motion that was just approved, when would this be getting paid out? Because I know that we did discuss that, our staff is working very hard right now, so, just want to put it out there, when would this be paid out? Mr. Elizondo asked, before Christmas? Ms. Garza stated, first the TRE, well, that's why I'm, I'm asking this because I know when we went out and it got approved, our TRE, we told all our staff, and it was on a flyer, that all their back pay would be paid in their December paycheck. And I don't want to stop our staff from working on that to now work on a stipend for this month because we already went out there, on the record, stating TRE was going to be paid out in December. **Dr. Chavez stated, so let me make some introductory comments with regards to that and then Mr. Cespedes may want to add to this. We certainly are committed and we've communicated that it is our intent, our goal to do the 2% on the TRE and then in addition to that, to, to do the work for the decompression. So, so, those are the two things that we are committed to, and staff are continuing to work on that. Probably the best thing, the best statement I can make tonight is that we will do everything within our power to get this stipend in December. But if some unforeseen thing happens to us and we can't get there, then it will be in January.** Ms. Peña asked, are we short staffed in our departments? Ms. Gonzalez stated, Mr. Ortiz was next Ms. Peña. Mr. Ortiz stated, just a, just a question to Legal here, I know there is a motion on the table right now, I mean, I just feel, I mean, broken hearted that we are not treating everybody equitably. Our paraprofessionals, they are there every single day, they are the first ones to get there and they are the last ones that leave. So, my question to Legal is, in fairness for, to everyone, can this motion be amended and just say a thousand dollars across the board? *Mr. Maddox stated, the movant can amend the motion, a movant can amend a motion at any time, to amend and amendment I think it takes a super majority vote but I'll check.* Mr. Ortiz stated, I just don't feel that I mean, you know, it, I want everybody to get something, I truly do, but I just can't find it in me to say that we are going to give somebody 500 dollars and somebody else a thousand dollars. I think it should just be fair, equitable and across the board if we are going to do something right here. Ms. Gonzalez stated, and Mr. Garcia while Mr. Maddox researches. Mr. Garcia stated, well, maybe what we can do is table this completely, we're looking into January, into the possibility of maybe getting some extra funds, is that correct Mr. Cespedes? And at that time, maybe we can do, we might be able to do the 1,500 and if we just wait, anyways, right now, Payroll is going to have a difficult time in being able to

process this retention stipend. So, maybe we hold it, what better time, when they are going to be needing that extra cash in January, that's my comment. Ms. Gonzalez stated, Mr. Cespedes wanted to respond. **Dr. Chavez stated, yes, can I call on Mr. Cespedes please. Mr. Cespedes stated, just to clarify, Mr. Garcia, right, in January, we won't know if there is any additional funding because, well, we won't until there's a 5th special session called, we don't know when that will happen. And even if there is a 5th special session called, you know, you also have to come to an agreement. Dr. Chavez interjected, if I may though, maybe what he is referring to is the comment regarding the state appraisal and compare it to local and see whether we are in any more trouble or better off. Mr. Cespedes stated, right, that we will, you know, have a better idea of where we are at once the State Comptroller releases the preliminary property values. Dr. Chavez asked, and can you give a little bit more detail as what the positive situation would be, the good scenario would be and what the bad scenario would be? Mr. Cespedes replied, so, the way that works is every December, mid-December, the State Comptroller releases their preliminary property values, at that point, we compare it to our County Appraisal District property values and if there is a significant variance of more than 10%, then we know that TEA is going to use the state issued Comptroller values which could negatively affect or, you know, significantly affect our state funding which would, consequently, more that likely, more than the 15 million dollar deficit we are in right now. Best case scenario would be that its within that 10% variance and so, therefore, the state would keep using our County Appraisal District property value and so our deficit would still remain around the 15 million.** Ms. Gonzalez stated, thank you guys for doing all that for us, we are still pending a response so we will give it a little bit. Ms. Peña asked, may I? Ms. Gonzalez stated, oh, I'm sorry, Ms. Peña. Ms. Peña stated, yes, and like I said, I know Dr. Chavez, and I would like to, Jessica, for you to reconsider a thousand dollars across the Board instead of making some peoples job less than the other. Because we need all of us, we cant not just one of us, we need the maintenance workers, we need the custodians, we need the bus drivers, the bus monitors, the paraprofessionals. Ms. Gonzalez stated, we checked with staff to see how much, what's the fiscal implication of that cause I know that's what I've been doing all these past few days, is seeing what fiscal implications (inaudible). Ms. Peña interjected, well, its 1.6, its 1.6 million more, I totally understand and we have a deficit, I understand that wording, but in fund balance we have 132 million. And we are who we are, we stand out where we stand out because of the employees and I would like for us to please reconsider giving all of them a thousand dollars across the board and I think we will be okay, we are not going to fall in a worse deficit. Come January, I know that we are going to get the money we need from, right now they are fighting because of vouchers but I know we are going to get what we need, I have faith in that and we need to show our employees we have faith in them. Ms. Gonzalez stated, Mr. Maddox has a response for Mr. Ortiz. *Mr. Maddox stated, yes, Trustee, it's a simple majority, so it would be the same process as before until the Board lands on a final motion.* Ms. Peña asked, which means you can amend the amendment? Would you consider, can we as a Board consider that? Give everybody a thousand dollars across the board? Because I know how much they are hurting right now and I know you help a lot of people, we all do, when they come knocking on our doors and they are in desperate need, we can't say no, but we can help everyone. **Dr. Chavez asked, if I may, I don't know if this will help, I mean, I don't know if you all just want to split the difference and do 750 for everybody?** Ms. Peña stated, let's do a thousand for everybody, I love you, but guys, we need to do what we can right now,

please, a thousand, really, right now is really nothing. Guys, think about it, when we have to pay bills that we have to pay, look at our light bill, its gone up to 400 dollars. Ms. Gonzalez stated, Ms. Lopez Valdez. Ms. Lopez Valdez stated, I, when preparing for a Board meeting, it's very important to ask questions ahead of time and I know that Mr. Cespedes and Dr. Chavez, you've really done a lot to give us all the absolute information and like I said, we know what situation that we're in. And it's important that we don't look to be politically expedient on what it is that maybe somebody is asking for, its important for us to look at the long term of the district and all staff have, all of us have the opportunity to aske questions. And I am, I unfortunately, in my career and in business, I have had to let go of people, I've had to close stores that have hurt communities and unfortunately, until the government decides that they are going to support public education, we are literally preparing for winter. And we need to think about the future of the district, so I would like for us to think about the future. And when we first started, when I started 3 years ago, I believe our starting salary for a first teacher, for a first-year teacher was 45 thousand, it is now at 55,200, right Mr. Cespedes, with the TRE? **Mr. Cespedes stated, I believe it's at 54 thousand.** Ms. Lopez Valdez echoed, 54 thousand with the TRE, so, we have been doing what we've committed ourselves to the public of doing. In 3 years, we have raised it almost 10 thousand dollars for the starting salary for every teacher and I believe that in the end, if the state decides to not give any money to public education, our teachers are the ones that are going to be there non-stop and our kids deserve it. So, that's why I stand by my seconding of the motion of option 1 and I believe that we are going to continue to look at all the options to raise the salary to ultimately raise the TRS so that we can give our employees the benefits they have an continue to make sure that our kids have the best education. And if an HVAC goes out or if a roof fly's away, because we know that's already happened, we have the money in our fund balance to address those issues. So, I would like to go ahead and call the question and go straight to that, that motion. Ms. Peña stated, I really wish we can reconsider, it can be done, it can be done, we just don't want to do it. Ms. Gonzalez stated, we have a call to question on the table, I'm really torn with this, but I will amend my motion to do 750 for teachers and full time and part time staff. Mr. Garcia stated, I'll second that motion. Ms. Peña interjected, question, you are telling the teachers now they are worth less, you brought it down from a thousand. Ms. Gonzalez stated, oh my God Ms. Peña. Ms. Peña stated, I'm just telling you what. Ms. Gonzalez stated, I can go back, I can go back. Ms. Peña asked, why can't we give them a thousand across the board? We have the money, it can be done, we will be okay. Ms. Gonzalez stated, we have a call to question, I've amended my motion. Ms. Garza asked, Mr. Cespedes, the 750 for all our staff, it puts us at a 4.5 million estimated? **Mr. Cespedes replied, yes, about.** Ms. Gonzalez stated, so we have 750 on the table, for all our staff, let's vote since we have a call to question out. Mr. Ortiz asked, okay, does this also include part timers? Ms. Gonzalez replied, full time and part time. **Ms. Perez stated, please vote.** Ms. Peña stated, at this point, I'm going to vote for 750 and not for nothing cause it's a lost cause with this. Ms. Gonzalez stated, thank you Ms. Peña, Ms. Pat. **Ms. Perez stated, motion passes, 7, 0, unanimous.**

Amended Motion made by Jessica Gonzalez, seconded by Eddie Garcia, and unanimously carried to recommend approval of \$750.00 for a one-time retention stipend for all fulltime and part-time employees. (7-0-0)

XII. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 8:00 p.m.

XIII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 9:47 p.m.

Motion made by Jessica Gonzalez, seconded by Carlos Elizondo, and unanimously carried to recommend approval grouping under personnel items we are grouping Items 1, 2, 3, 4, 5, 6 and 8. (7-0-0)

A. PERSONNEL MATTER(S):

1. Presentation, acceptance and approval of Retirements. (6) **G 7-0-0**
Norma Abete, Michelle C. Davis, Maria E. Elliott Fernandez, Felix R. Garcia, Michelle E. Gardner-Vidal, Michael R. Mares
2. Presentation, acceptance and approval of Resignations. (6) **G 7-0-0**
Elizabeth O. Crum, Rosa Fuentes, Raul A. Hernandez, Elliot Quezada, Rodolfo Ramirez, Paula L. Soto
3. Personnel Update with Interim Superintendent (Dr. Jesus Chavez) **G 7-0-0**
4. Recommend approval of personnel for the 2023-2024 school year(s) – Athletic Trainer. Subject to receipt of all outstanding documentation. (2) **G 7-0-0**
Tushar Patel, Lorraine McWhorter
5. Recommend approval of personnel for the 2023-2024 school year(s) – Program Specialist. Subject to receipt of all outstanding documentation. (1) **G 7-0-0**
Estella Trevino Lopez
6. Recommend approval to reclassify the position of Security Camera Technician currently at Pay Grade 2 at 260 days to Pay Grade 3 at 260 days on the Employee Compensation Plan for the 2023-2024 School Year. **G 7-0-0**

Amendment: Item 7 Change Order of the Day and move After X. A. 11

7. Recommend approval to continue supporting and incentivizing the acquisition of the Bilingual or ESL certification, BISSD personnel who were employed with the District and became Bilingual or ESL certified as of July 15, 2018, will receive the one-time \$500 stipend as evidenced by their SBEC Transcript.
8. Recommend approval of Campus Professional Employee (L.O.) for change in salary for the 2023-2024 Fiscal School Year. **G 7-0-0**

B. ATTORNEY CONSULTATION

1. Staff Attorney

- a. Discussion, consideration and possible action regarding Docket No. 013-LH-10-2023; BISS vs. Martin Velasco.

Motion made by Jessica Gonzalez, seconded by Eddie Garcia, and unanimously carried to recommend approval to accept the agreement as discussed in executive session for Docket No. 013-LH-10-2023; BISS vs Martin Velasco. (7-0-0)

2. Board Attorney:

- a. Legal Update with Board Counsel.

C. INTERNAL AUDITOR CONSULTATION

1. Status of past, ongoing and completed Board approved audits.

D. BOARD SELF-EVALUATION.

E. REAL PROPERTY:

1. The Board of Trustees may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property. Tex Gov't Code §551.072. **No action**

XIV. Announcement(s):

Dr. Jesus H. Chavez, Interim Superintendent stated, yes ma'am, so, tomorrow, the 13th, we have the Community Tamalada at 5:00 p.m. over at CAB Cafeteria and everyone is invited. So, please join us if you can. This next one is for the Board and on Thursday, the 14th, the Port of Brownsville is giving their State of the Board and it's at a luncheon and it's going to be at the Ambassador Event Center. Are there folks here who would like to attend that? Ms. Gonzalez asked, at what time? Dr. Chavez replied, it's at 11:30, it's a luncheon with the Port of Brownsville, Thursday, this Thursday. Ms. Minerva Peña, Board Member asked, didn't we get an email, I think? Ms. Gonzalez replied, no, we haven't gotten one. Dr. Chavez stated, no, no, I don't believe so, so, I, this is going to be at the Ambassador Event Center and it's the State of the District, they do this on an annual basis, so, let us know as soon as possible, so, Eddie, alright, let me know if you can make it and you know, we'll arrange that. On the 19th, we have a Student Roundtable Discussions which relate to the superintendent search in the Board Room at 11:00 to 1:00 p.m. and we are arranging that. Ms. Peña asked, will it be a luncheon for them with snacks? Dr. Chavez replied, yes. Ms. Peña stated, okay, its lunch time. Dr. Chavez stated, there will be, they like to eat so, all of us do. On the 20th, we have the principals meeting at 12:00 p.m. at CAB cafeteria, that's a luncheon as well. We have the early dismissal that we talked about earlier at 12:00 p.m. for Friday the 22nd, of course, students will not be here, their last day is on the 21st. We also have a Police Officer Badge Pinning Ceremony on that Friday the 22nd at 9:00 a.m. at Hanna Buchanan Center. And I believe that's all I wanted to go ahead and announce for today, thank you. Ms. Gonzalez stated, I also have an announcement, you guys can please join me in wishing my colleague Ms. Peña a very happy birthday, she will be celebrating later on this week, so, happy birthday Ms. Peña from all of us here on the Board and the community. Ms. Peña stated, thank you. Ms. Gonzalez stated, Dr. Cantu. Dr. Nereida Cantu, Deputy Superintendent stated, yes, madame President, I just, Dr. Chavez, if I may provide a reminder, the Adopt an Angel distribution is on Wednesday the 20th and I know several of you adopted children. So, if you'd like

to join us, were going to be prepping and ready to take off at about 8:30 at CAB and we will be distributing the gifts to the students at the campuses and you have a choice of which campus you'd like to visit. Ms. Minerva Peña, Board Member stated, question. Ms. Gonzalez stated, Ms. Peña. Ms. Peña asked, if we adopted an angel, do we, when is the last day to turn in that gift for that person we adopted? **Dr. Cantu replied, it was last Friday but we will accept it late, yes ma'am.** Ms. Peña stated, late, because I forgot to bring it. **Dr. Cantu stated, that's okay.**

XV. Adjournment.

Motion was made by Jessica Gonzalez, seconded by Carlos Elizondo and unanimously carried to approve to adjourn the Rescheduled Regular Board Meeting at 9:53 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:

Jessica Gonzalez, President of the Board

Date

Attested by:

Denise Garza, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees
Administration
Board Attorney
Staff Attorney
Speaker/Presenter

(Minutes presented at Regular Board Meeting held on May 7, 2024)