



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT OFFICE OF THE SUPERINTENDENT

1450 Gillette Boulevard · San Antonio, Texas 78224 · (210) 977-7000 · Fax (210) 977-7017

Minutes of Regular Meeting

The Board of Trustees South San Antonio ISD

A Regular Meeting of the Board of Trustees of South San Antonio ISD was held Wednesday, April 21, 2021, beginning at 6:00 PM in the ADMINISTRATION BUILDING
1450 Gillette Blvd. San Antonio, Texas 78224.

CALL TO ORDER AND ROLL CALL

Trustee	Present	Absent	Late Arrival/Departed Early
Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado	X		
Shirley Ibarra Pena		X	
Homer Flores	X		
Ernesto Arellano Jr.		X	
Gina Villagomez	X		

Led by Michelle Martinez, Senior Executive Assistant

- PLEDGE OF ALLEGIANCE
- TEXAS PLEDGE
- PRAYER
- CALL TO ACTION

Led by Brad Domitrovich, Public Relations Consultant

CITIZENS TO BE HEARD

Mr. Rodriguez, Board President, read the board meeting rules of decorum aloud.

Tom Cummins, South San AFT, addressed the Board reading the following statement aloud:

Tonight we make the unusual request for the school board to table and investigate all teacher category non-renewals and terminations that are scheduled under Item 3 for executive session, as well as any resignations that may be submitted. There should be no rush to act by the board.

The district's past practice has always been to inform teachers of any concerns early in the school year, and if necessary, provide a growth plan or improvement plan with ample time for it to be completed. This was not done with any teachers I have spoken with. Instead, teachers were informed last Thursday, or Friday, or Monday that they were to be non-renewed or terminated at the end of the school year. There was no forewarning, no growth plan, no documentation, and no important questions answered. There was no reason for these teachers to have suspected this was coming. They were ambushed. They were given a deadline of Tuesday to submit a resignation, so there was no time for teachers to react. At the bottom of each letter the teacher was required to sign, Dr. Puig stated he would be glad to provide clarification and to contact him. On behalf of six teachers, I called Dr. Puig on Monday morning and left multiple messages asking for a meeting

where the teachers could receive clarification. No return call. I called numerous times over Monday and Tuesday, finally receiving a call from the secretary late Tuesday afternoon saying the superintendent had reviewed the documentation, but there would be no meeting. In past practice with superintendents such as Mr. Durbon or Dr. Saavedra, a meeting was always provided each teacher and on many occasions, the non-renewal was rescinded. But due to Dr. Puig's denial, teachers felt the only realistic choice was to resign. To me, these actions appear to be based on politics within the school, as all were doing their job well. Maybe it was based on personality differences, or being the scapegoat for an administrative failure. There are also indications of retaliation for filing a grievance or speaking up regarding concerns. One teacher was told it was because of an incident, but was never told what that incident was. Experienced and qualified teachers are being forced out. Not only does this hurt the teachers and the district, but other teachers see the politics being played out and are talking about leaving. Please do the right thing. Table the actions and investigate what is going on.

Mr. Rodriguez read aloud an anonymous email from address Southsancougar@gmail.com To our South San ISD Board members please I ask that you bring up my concerns that represent a lot of teachers concerns with regard to the TIA plan. A couple things you should know that us teachers find unjust, #1 the district never asked us people who were interested in being part of TIA designated team. The district quietly uploaded the documents to the district web page and didn't announce that they were available. It's outright offensive that the district is choosing to leave 4th-12th grade STAAR teachers out of the first year of the implementation of this grant surrounding districts focused on their tested subjects first which many South San ISD teachers have left. Teachers who are designated will have to share 25% of the pay with other teachers on campuses who may not even be designated. It's not fair and let's be honest not all teachers put in the same amount of effort. The district has been horrible in communication for teachers and doesn't allow us to have avenues to voice our concerns. Please help us voice our concerns. With great respect.

Dr. Puig asked Mr. Rodriguez to be recognized to respond to Tom Cummins' comments Mr. Rodriguez stated that per policy the Board of Trustees is allowed to address citizen's comments that reflect procedure, process, and factual information Dr. Puig stated regarding Mr. Cummins' comments, I want to make sure that we do separate fact from fiction tonight again separating fact from fiction and Mr. Tom Cummins said here, no need to rush, no need for the board to act. Well there is, the ethos here is about children, and so we are always going to act first for children. Children are the reason that we do this job, that's the reason our librarians are here tonight. So I want to make sure that's clear. The second thing I want to make clear, to separate fact from fiction in his document here that he just read aloud publicly on his digital podium was that teachers weren't given an opportunity to improve, and so, that's part of the process, we have to give teachers the opportunity to improve and that's what we've done. That's what the job requires, and so we do that at every turn. He also mentioned no documentation, you know we have legal counsel in house, in order for us to non-renew or terminate anyone, we have to have documentation, so any suggestion otherwise again is fantasy, so disappointed by those remarks. The other remarks about Superintendent myself not responding; let's be real clear I don't know who Mr. Durbon is and I don't know who Dr. Saavedra is and maybe that's the way they did business but the way we do business is we support our principals and we do a thorough, objective, factual, substantive review of the documents before we decide whether someone stays in the organization or not and that's exactly what happened and our attorneys have looked at all of that. So again, the suggestion by Mr. Cummins again resides in fiction and so it's disappointing. He did fail to mention that he called Trustees on this table, he made multiple calls to Trustees about these very issues but he failed to mention that in his email here so let's just make sure that we are going to be completely transparent here Mr. Cummins. Next he mentioned politics, personality differences, scape goats or administrative failure, I'm not sure, and then retaliation. These are some of the same themes that have existed for decades here but yet they have done nothing to advance the work that our librarians, our teachers, our staff are doing. This district and this board has been nothing but pro teacher, pro teacher. How have

we been pro teacher? Well from providing the COVID testing district wide, the vaccinations of every staff and if I am correct every employee got a significant bonus around December, November/December. So yes we are pro teacher but equally important we are pro student. And the reality here if we are honest with one another, is sometimes in business, it doesn't work out. Sometimes professionally there isn't an alignment between an employee and the district and that's ok. We have to handle that with professionalism. So I'm disappointed in Mr. Cummins approach tonight and so when the mention of administrative failure in his letter here is read publicly well then I have to defend this board and this district and the teachers and staff for doing the right thing. The only failure tonight is Mr. Cummins, and sir that's your failure to be professional in this process and because of your lack of professionalism I have called your boss at AFT, Mr. Zeph Capo, and have reported your inappropriate conduct and behavior with various employees in this district. We will not stand by it; we will not allow South San ever to be discredited out here publicly as he has attempted to do tonight. Consequently, you should be put on a growth plan and your behavior is unbecoming of anyone who should be representing teachers. Thank you Mr. Board President.

RECOGNITIONS

South San ISD Librarians

Brad Domitrovich, Public Relations Consultant, was called to recognize South San ISD Librarians.

Superintendent Seize the Future Award Recipient

Brad Domitrovich, Public Relations Consultant, was called to recognize the Superintendent Seize the Future Award Recipient.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Dr. Marc Puig, Superintendent of Schools, addressed the Board and audience regarding our COVID response. He stated the district is in Phase 3 and we have north of 75% of our students back on campus. He advised that zero transmissions have originated from within our schools. Almost 95% of our staff that want to be vaccinated have been. He stated that STAAR testing is underway, and he lifted up administrative professionals for their careful planning and sacrifice and commitment to our district. He informed of the next facilities committee/WCHS visioning meeting is April 26th at 4:30 PM. He informed that the teacher of the year banquet is April 29 at 6PM. He also shared that the Board has received congratulations from TASB, that we were accepted to present.

BOARD PRESIDENT'S REMARKS (NO ACTION / REPORT ONLY)

Gilbert Rodriguez, Board President, addressed the Board and audience stating there is some phenomenal work going on in the facilities committee and the budget committee through our zero based budget approach. He thanked staff for effort. He stated that STAAR testing thanked community for bringing their kids and making them available to participate. He mentioned the safety efforts with respect to COVID continue on the campuses. He stated that the XG Governance for the Board has 2 sessions left. He stated that our community visioning meetings have grown. He informed that baby paws had their ceremony at the zoo last weekend.

CONSENT

Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Board Meeting Minutes

February 25, 2021 Special Called Meeting

March 15, 2021 Special Called Meeting

March 22, 2021 Special Called Meeting

March 24, 2021 Regular Called
 April 7, 2021 Special Called Meeting
 CPR requirement waiver for seniors
 April Budget Amendments
 2021-2022 SSAISD IMA & TEKS Certification
 Selection and purchase of the Frog Street, Inc., PK Curriculum System
 Memo of Understanding between South San Antonio ISD Head Start and Family Service of San Antonio, Inc. for an Early Childhood Well Being Program (ECWB).
 Cost of Living Adjustment (COLA) from the Office of Head Start for FY 2021
 Memo of Understanding between South San Antonio ISD and Martinez Street Women's Center
 Memorandum of San Antonio Sports and South San Antonio ISD for Fit Family Challenge
 Audit Engagement Letter
 Missed School Day Waiver Due to Inclement Weather

Mrs. Alderete moved to approve the consent agenda items 1-5 & 8-11 as presented, Mr. Flores seconded and the Board of Trustees voted 5/0 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado	X		
Homer Flores	X		
Gina Villagomez	X		

CONSENT Items pulled

Item #- 6 & 7

Memo of Understanding between South San Antonio ISD Head Start and Family Service of San Antonio, Inc. for an Early Childhood Well Being Program (ECWB).
 Cost of Living Adjustment (COLA) from the Office of Head Start for FY 2021

Theresa Servellon, Chief Academic Officer, and Dr. Marc Puig, Superintendent, were called to present and answer questions related to this item.

Mrs. Prado moved to approve consent item #6 & 7 as presented, Mr. Rodriguez seconded, and the Board of Trustees voted 5/0 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado	X		
Homer Flores	X		
Gina Villagomez	X		

PRESENTATIONS / REPORTS

March 2021 Financials

Jeff Baum, Deputy Superintendent of Finance and Operations, was called to present and answer questions related to this item.

Academic Health Report

Theresa Servellon, Chief Academic Officer, and Lorraine Deleon, Executive Director of Curriculum & Instruction, were called to present and answer questions related to this item.

2021 #GrowWithUs Campaign and Enrollment Update

Dolores Sendejo, Deputy Superintendent of Transformation and Innovation, was called to present and answer questions related to this item.

Balanced Scorecard (BSC) update

Dr. Marc Puig, Superintendent of Schools, was called to present and answer questions related to this item.

CLOSED / EXECUTIVE SESSION

Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821

Discussion concerning personnel matters pursuant to Texas Government Code Section 551.074.

Consultation with Attorney regarding *James E. Schumann v. South San Antonio Independent School District*; Docket No. 051-R10-08-2020; 048-R10-07-2020; Before the Commissioner of Education, State of Texas.

Discuss the Superintendent's recommendation of professional contracts for the 2021-2022 school year.

Discuss proposed renewal of certain probationary contract professionals;

Discuss termination of certain probationary contract at the end of the school year in the best interest of the school district;

Discuss proposed renewal of certain term contract professionals;

Discuss the recommendation to propose non-renewal of certain term contract professionals at the end of the school year;

Discuss proposed renewal of non-certified term contract professionals;

Discuss the recommendation to propose non-renewal of certain term contract professionals at the end of the school year;

Discuss proposed renewal of non-certified term contract professionals;

Discuss the recommendations to propose non-renewal of certain non-certified term contract professionals at the end of the school year;

Discuss Term contract for certain professional currently in the third year of their probationary contract;

Discuss renewal, extension, or termination non chapter 21 employee contracts.

Section start time: 7:53 PM.

Section end time: 10:19 PM.

OPEN SESSION

The Board reconvenes into Open Session to consider action on items discussed in closed session.

Mr. Rodriguez asked for the Superintendent's recommendation on the Schumann/South San ISD item.

Dr. Puig stated: I recommend we approve the agreement as presented

Mrs. Alderete moved to approve the item as presented, Mrs. Villagomez seconded, and the Board of Trustees voted 4/1 to approve. Motion passed.

Vote:	Yes	No	Abstained
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Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado		X	
Homer Flores	X		
Gina Villagomez	X		

Mr. Rodriguez asked for the Superintendent's recommendation on contracts.

Dr. Puig stated: I recommend the board approve the master contract list with the exception of the following; Denise Orosco, Bobbye Hylton, Jenny Collier, Mark Weber, Caitlyn Brodell, Chad Doucet, Sherri Seaman, David Abundis, Jeff Baum, Dr. Lee Hernandez - those names and contracts will be brought back to the Board at the next meeting

Mrs. Alderete moved to approve the item as presented, Mrs. Prado seconded, and the Board of Trustees voted 5/0 to approve. Motion passed.

Vote:	Yes	No	Abstained
Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado	X		
Homer Flores	X		
Gina Villagomez	X		

Mr. Rodriguez asked for any other Superintendent recommendations on contracts.

Dr. Puig stated: I recommend the board approve the nonrenewal of Alicia Torres

Mrs. Alderete moved to approve the item as presented, Mrs. Villagomez seconded, and the Board of Trustees voted 5/0 to approve. Motion passed.

Vote:	Yes	No	Abstained
Stacey Alderete	X		
Gilbert Rodriguez	X		
Connie Prado	X		
Homer Flores	X		
Gina Villagomez	X		

ADJOURNMENT

Mrs. Alderete moved to adjourn the meeting, Ms. Villagomez seconded, and the Board of Trustees voted unanimously to adjourn the meeting at 10:22 PM.

ATTEST

Ernesto Arrellano Jr., Board President

Shirley Ibarra, Board Secretary

NOTICE: This meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, Sections 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Superintendent. Closed meeting, if required and if authorized by the statute, will be conducted prior to the conclusion of the meeting for any item listed on this agenda.

NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees

will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session.