



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the Months of February and March 2022

SUBMITTED BY: Alejandra Salinas / Griselda Rodriguez

OF: Secretaries

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: June 14, 2022

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees approve the Board Minutes for the Months of February and March 2022

TAPR PUBLIC HEARING – February 16, 2022

Regular Board Meeting – February 16, 2022

Special Called Meeting – February 22, 2022

Special Called Meeting – March 8, 2022

Regular Board Meeting – March 23, 2022

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

February 16, 2022

In Attendance

David H. Gonzalez, Superintendent of Schools

Board of Trustees

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

A Public Hearing - TAPR of the Board of Trustees of United ISD was held Wednesday, February 16, 2022, beginning at 5:15 PM in the United ISD - Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, Texas 78043.

Ms. Aliza Oliveros called the Public Hearing to order at 5:15 p.m.

Stephen Trautmann – stated that a quorum is not required

I. Open Public Hearing

Aliza Oliveros – stated for the record that this Public Hearing was now open.

A. Texas Education Code §39.306 and §39.362 Presentation of United ISD's Annual Report Including the TAPR (Texas Academic Performance Report) and PEIMS Financial Standard Report, describing the District's Educational and Financial Performance

Angelica Sanchez (DEIC Chair) – introduced herself and stated that information will be presented on the Texas Academic Performance Report and the PEIMS Financial Standard Report describing the district's educational and financial performance.

Cristina Casanova (Executive Director for Instructional Accountability) – stated we are here today to talk about the Texas Academic Performance Report. She stated that before she begins with the percentages, and due to the state of disaster caused by the pandemic, 97% of UISD students learned remotely and virtually last year and most of UISD teachers delivered instruction from a remote setting. She added that the numbers she was about to present reflect last year's school year. She also stated that there are seven sections to the annual report but she will focus on the

academic performance portion. Ms. Casanova proceeded to present the information on the academic performance. (Report available upon request)

David Garcia (Associate Superintendent for Human Resources) – stated he would give a brief overview with regards to Staff Information. He mentioned that the information is compiled by the state is reflective of the 2021 school year. He proceeded to present the Staff Information (Report available upon request)

Emma Leza (Associate Superintendent for Curriculum and Instruction) – stated that her part of the report is to determine the accreditation status. She said the state sent a letter at the beginning of this year stating that because there was no A through F rating, the state would also not grant any accreditation and would just leave us as is. She added that our accreditation historically has always been on point and we have not had any PEG campuses listed for about three years so based on the instruction and everything that we have been doing, we expect to continue to meet the accreditation status. Ms. Leza stated this report will be uploaded to all the campuses' websites so parents can have access to it and added that the campuses have already been presenting this information through their PTC's. She stated they are looking to meet their objectives for the CIPs that were approved by the board at the beginning of the year.

Laida Benavides (Chief Financial Officer) – stated she will be presenting a lot of financial data and added that it's dollars that were from 2019-2020 because we just turned in our audit numbers from 2021. She said this information is from a year ago and it will be revenues, expenditures, tax rates and fund balance. Ms. Benavides proceeded with her portion of the report. (Report available upon request)

Annette Perez (Director for Discipline Management) – Ms. Perez proceeded to present her portion of the report regarding disciplinary infractions. (Report available upon request)

Laida Benavides – stated that based on our Title IV 21st Century Schools Part A Student Support and Academic Enrichment Grants, we have to have a report that supports our District #2 Goal of a safe and nurturing environment. Ms. Benavides added that there are a couple of activities that we support with Federal money and if we have to throw in our own local money we make sure that our Goal 2 is supported. Ms. Benavides continued with report on several district activities. (Report available upon request)

Emma Leza – stated that it is important to note that not only are we about graduation but also if we look at the numbers that we have here, this is from the institute of higher education. She added they are giving us data and letting us know how our students are doing in two and four year universities and overall 75 percent of our students, at their first year in a two-year college or four-year university are having overall GPAs of 2.0 or higher. She said that means our students are leaving our schools well prepared for college and moving forward and that is very important for us as we get them ready for secondary ed. Ms. Leza informed the board that they can see all of these reports on our website and everything that by mandate we need to have on the website. She added that this year has been unprecedented with many challenges but given the information that we presented, our curriculum, our delivery of instruction remains very formidable and we are here focusing on student growth. Ms. Leza thanked the C&I Department for working diligently to ensure that at the end of this year every single one of our students that has come back, shows

growth in their instruction, reading, math, science and social studies. She said that is our commitment to our students, to our superintendent, to our board, that is what we are here for and that is what we will deliver.

Aliza F. Oliveros – asked that C&I staff please stand to be recognized. She thanked them for everything that they do and for going above and beyond.

Emma Leza – mentioned that the DEIC teachers were also at the meeting and stated they have done a remarkable job.

Aliza F. Oliveros – asked DEIC members to stand to be recognized.

1. Public Comments

No Public Comments

2. Close Public Hearing

Aliza F. Oliveros – stated for the record the time was 6:24 p.m. and this concludes the meeting.

David Gonzalez – stated for the record that we had no public comments for the this meeting.

II. Adjournment

Aliza F. Oliveros – stated for the record that this Public Hearing was now adjourned.

Ramiro Veliz, III, President

Juan Roberto Ramirez, Secretary

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

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

February 16, 2022

In Attendance

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Board of Trustees

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Aliza Flores Oliveros, Vice-President – PRESENT

Juan Roberto Ramirez, Secretary – PRESENT

Francisco "Frank" Castillo, Parliamentarian – PRESENT

Ricardo Molina, Sr., Member – PRESENT

Ricardo Rodriguez, Member – ABSENT

Javier Montemayor, Member – PRESENT

A Regular Meeting of the Board of Trustees of United ISD was held on Wednesday, February 16, 2022, beginning at 6:00 PM in the United ISD - Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, Texas 78043.

Aliza F. Oliveros – I will not open the meeting because we are pending one member to make a quorum but we will proceed with recognitions.

I. Roll Call, Establish Quorum, Call to Order

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

The meeting was called to order at 6:34 p.m.

III. Pledge of Allegiance

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

IV. Recognitions

A. High School Graduations

V. Public Comments: Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or

complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

Rene de la Viña – I'm here to speak on behalf of our non-vaccinated school employees and also for our members who are not vaccinated. I filed a grievance against the whole school district in reference to this because we feel that this is not fair. This is a pandemic, nobody is to blame for this. This is the first time this has ever happened. I don't know why you are punishing these employees who refuse to get vaccinated. That is their right, whether it's religious, health, or whatever. You should respect that and your logo says "We are United", well, let's show that instead of punishing them. We have a teacher that was docked \$800.00 because she had to go home because she tested positive, one of our non-vaccinated employees. I don't think it's fair that because they're not vaccinated, they are going to be punished or docked out of their own checks because they don't have enough school personal leave or sick leave days versus the vaccinated employees who get up to twenty days paid and they're covered. They don't touch their personal leave or their sick leave. We don't think that's fair, we are asking you to do the right thing. This grievance looks like it's going to be heading toward a Level Three grievance. We already had our Level Two grievance hearing this week and it's going to Level Three with the Board and I am hoping that you will change the policy or pass an administrative order or do something to include everyone. Let's treat all school employees the same. You know and I know that is the right thing to do. Again, this is a pandemic and I'm going to ask you again, to look at your heart and conscience and let's treat all school employees the same. If they don't want to get vaccinated, so what? What's the big deal, let them but don't punish them because they refuse. That's not fair, and again I filed a grievance which I didn't want to but if I need to take it to Austin to the Commissioner of Education then we'll do that. I don't feel that they are being treated right or being respected. They are hard-working employees. Just because they are not vaccinated, doesn't make them any less than those that are vaccinated. I'm not just talking about teachers, I am talking about all school employees that are not vaccinated. Please do the right thing and lastly, thank you all very much for changing the Public Comments where anybody can come and talk about anything as long as they don't disrespect anybody. Thank you.

Melissa Castro – I am an English teacher and Lyndon B. Johnson High School. I've come here to express my genuine concern over the UISD school board's choice in denying unvaccinated educators and paraprofessional employees paid sick leave due to Covid infection. This decision has left me feeling discriminated against and uncared for primarily because those that decided to get the shot are rewarded with 20 days of sick paid leave and those that did not suffer a deduction of personal sick days and pay cuts. This decision is unethical because it fails to consider variables such as how one may react after receiving the novel vaccines. One does not have to look long and hard to find that Covid vaccines have adverse serious side effects on certain people. I do not believe it is logical to penalize me or any of the teachers for deciding to look out for our well-being and making a personal choice for our bodies to not get vaccinated with any of the newly created vaccines. The reality is that nothing in this world is one size fits all. There's some people that die from peanut allergies, there's people who are allergic to shellfish so how can a school board decide to put the vaccine as a one size fits all for all of the educators? I discussed my concern with one of the school board members and I was replied with "your employer has approved this incentive benefit in the best interest of the district". I can't see how this decision is beneficial for all school employees. If it is, why have I received a \$700.00 pay cut? Why do I have to worry about how I'm going to support my livelihood now? Why do I have to think about getting a second job? The lingo that these are just consequences of what happens because you made this personal choice to not get vaccinated, is not any different from saying they're forcing me to get vaccinated. In addition, I add that a vaccine only protects the individual who receives it, therefore, one does not jeopardize anyone but him or herself from getting a vaccine. So, what is the punishment for? One can still get Covid with the vaccine, one can still spread Covid with the vaccine. The latest variant, Omicron, that just went rapid, infected anyone with a vaccine or not. Dr. Calixto Lopez from Stat Emergency advised me that I had the variant Omicron and my best course of action was to let it run its course, and I did and I got better. For three days I had negative results and I was still not able to return to

work because of UISD's protocols that forced me out of the classroom for ten days. I was very willing and very capable to go back to work. Lastly, if the school board has so much faith in the vaccines, then why the incentives for those who have it, who are essentially more protected with the vaccine? Everyone has their personal convictions to do what they choose with their bodies. I am no one to judge or discriminate. Thank you.

Aliza Oliveros – just as a reminder to those giving public comments, if we don't respond to your questions, it's not because we don't want to, it's because we are not permitted to respond to anyone during public comments. Please understand that we are not permitted to do so.

Edna Olmeda – I am here to ask that you reconsider including, instead of excluding, unvaccinated employees on UISD's EPSL incentive. I will begin by stating that there is no current policy or mandate which requires UISD employees to be vaccinated. When the district decides to use government funds, such as ESSER, there should be no discriminatory criteria to exclude employees. UISD is a public school entity. Funded by the government with the local 64% of property taxes, which we all pay, and federal 8%. As such, if the days that are being reimbursed are allocated to those who are vaccinated, so their personal days will not be used, then all employees should be entitled to the same incentive/benefit as anyone else. Why should we be punished and obligated to use our own days, while others aren't? Only because we aren't vaccinated? As if we had done something wrong. We have not done anything wrong. We have contributed as much time and effort as those who are vaccinated. We have worked just as hard and just as safely as they have. The only thing we have done is chosen to not be vaccinated, which is our First Amendment right. The reasons shouldn't matter. While the law of discrimination may not apply to this, this is and should be considered an act of unfairness which is a violation of our ethics code. Furthermore, for a district that thrives on instilling equality and is based on being united, I will quote the phrase which is often used in letters and meetings such as these. We are in this together, we, the unvaccinated, feel you have let us down. We are not united nor in this together. We have been segregated, excluded, and made to feel like we have done something wrong. Yet, we continue to work and teach, especially those SEL lessons which promote what we have been denied, equality, fairness, and our right to choose. For this reason, I ask that you reconsider and include all employees, regardless of their vaccination status, in the EPSL. Let's practice what we preach. Thank you.

Yesenia Escobedo – Thank you for your time and I know you cannot respond to my questions but I'm just going to say it as I wrote it. Today I stand here to express concerns that trouble us, the relatives and friends of your employees. There is no doubt that the pandemic has disabled many in our community. This pandemic has not only impacted our finance but as well the mental health of millions. With rising prices of food and gas and untold amounts of anxiety, the board has added the stress of pay cuts and limited paid sick leave. I stand here looking for a promise of change or a fair solution for all employees at UISD who are at a disadvantage simply for delaying the vaccine that has not been federally mandated. I also stand here representing my stepfather. He's a custodian and like I said it's affecting him, all faculty, and it hurts me. I am an engineer, scientist, and a small business owner and it still impacts us so I ask you to consider the voices of those who are not heard. Thank you.

Julissa Garza – I am here to ask you board members to reconsider the punitive coercive, unfair sick leave for all unvaxxed employees that I feel you decided based on your personal beliefs, misinformation, and your own interests. Allowing unvaccinated employees in the workplace, and taking some other measures as punishment for being unvaccinated doesn't do anything to increase the employee's health or safety nor does it reduce the risk of covid transmission in the workplace. The argument that the vaccinated are protecting the unvaxxed is mute, therefore it doesn't matter if I get the vaccine or not. It is not protecting the people around me at all. Why are you pushing ineffective vaccines as a source of incentives on your employees if our state has not mandated it? Oh but some of you may say that you're not forcing us to get the vaccine, you will just not get paid if you get sick from covid. Well if that is not medical coercion then please tell me what is. Most people need to make money to eat. I don't know about you but I am far from wealthy. I earn a living to provide food and shelter and health care for my family. As a single earner of my family of seven, this month I had to pick and choose which bills to pay, what has to wait, and what can't. I don't think it's fair that we have to be put in that position because of your

decision not to consider every single factor in our lives. This incentive has created a morale issue and has cost employees to quit their jobs which may be particularly taxing at this time when we are struggling at the schools to manage the shortage we already have. To say that we are united and we come out of this as a more unified district is a misrepresentation. Honestly, clearly, we are not treated equally or fairly. This has caused undue mental and emotional anguish to an already overworked and stressed staff. The district that punishes; pushes compassion and social-emotional learning activities with their students yet forgets about who delivers those lessons, their teachers. With this in mind, I ask you to consider the medical coercions and provide equal sick leave pay for all employees, not just me that I am here. I ask you to please reconsider that. Thank you.

Erika Rendon – I am going to start with a quote. "This is a pandemic of the unvaccinated". This quote is from our current President in office. I find this quite funny because two years ago, it was just a pandemic. There was no vaccine so there was no one to blame but its origin. We didn't know how to deal with the whole covid issue. The approval to develop a vaccine for covid was given and it was created in 11 months compared to other vaccines that took years to develop. Now everyone needs to get the vaccine. In my opinion, anyone getting the vaccine is a guinea pig. We don't know the side effect but we'll find out in the future years to come. At first, we were told by the CDC that the vaccine will keep you from getting covid. Then it might keep you from getting covid mild side effects, then you will get covid but you won't be in the hospital with a ventilator. Now we have people who have been vaccinated who or dying in the hospital as well as some of those that are not vaccinated. Just recently, people with comorbidities are not more at risk of dying than anyone else according to the CDC. All of this is very fluid. I can say that after two years of dodging covid, I contracted covid from a person that was actually vaccinated so can we really say that the unvaccinated are the ones that are spreading covid? Furthermore, you are meddling with our pay and our ability to put food on the table and pay our bills while the vaccinated get paid to spread the covid because they can still contract and spread and they're compensated. I actually know teachers that are fully vaccinated and already on their third time contracting covid. They get their 20 days of paid sick leave, granted the CDC changed the requirements of confinement again and now says its only five days of confinement and you may return to work. For the unvaccinated and those not fully vaccinated who do not have any more days, it means that they will be docked between \$355-\$375 per day. So let's do the math, \$355 times 5, that's \$1775 that will be docked from our paychecks. That, for me, is my house payment. That means that I will now fall one month behind on my mortgage because my district believes that without my vaccine I am spreading covid and therefore I should be monetarily punished. Let's say I'm not feeling well and I have to stay home another five days. If you double that for my paycheck, you dock it from my paycheck because I'm not vaccinated. Do you see where this is going? By the end of the year, the unvaccinated and those who are not fully vaccinated will be working for the district for free and will be living in the streets. I'll end with this, teachers wear many hats. We are teachers, counselors, nurses, mediators, moms, grandmothers, etc. This pandemic has affected all of us. Some in more ways than others. As teachers, regardless of what we've been through, we're asked to care for our students' social-emotional well-being. We give lessons every morning that have been provided to us by the district. But who's taking care of our social-emotional well-being? If not changed, this EPSL will cause more emotional turmoil and will definitely cause the district future retention. Thank you

Miriam Orta – I have never done this before. I have always been a good employee but why do you mess around with my check? I have worked over 12 years formally working for the United Independent School District. I was hired as a diagnostician assistant however, somewhere along the years someone changed my title to office aid special ed for the department's convenience of course. I work hard, I work responsibly with etiquette. I am a woman, I am spiritual, I am conscious and I am a daughter I am a wife and I am a mother of four amazing children. I am here to advocate on my behalf and as well, I am the voice for countless other colleagues who fear to stand up here, who fear speaking about discrimination based on medical personal religious choice, for those that are afraid to say that they are positive with covid or have someone sick with covid or been in contact with someone with covid and they come to work anyway because they fear they will not get paid for being a victim of this world pandemic. I am here to call for equity and unity and I am asking to live up to the name united by offering the same benefit or incentive to all employees regardless of private medical acts of consciousness or religious status. We are living in a time of uncertainties and rules are constantly changing. What must remain

true and steadfast is our freedom of sorority and bodily autonomy and medical choice. As educators, we fully understand the importance of FERPA but we also understand HIPAA, the law that protects private medical information. I question the legality of collecting private medical information and using it to offer benefits or incentives as you call it, to one group over another. Building an incentive system for experimental drugs is unconstitutional. It's like pregnancy, that's a choice, then you all pay maternity leave anyways. Covid 19 is not a choice. Independently, on inoculation status, many have the shot and there are many test subjects with even three shots of the experimental drug. Any of those, either vaccinated or not vaccinated, got the virus. Many were very ill and needed to stay home to heal. Then we have the opposite where they were not that ill and could go back to work. Vaccination is a choice. It's part of the little free choice or freedom that we still have left in this world. At least in this amazing state of Texas. I strongly feel discriminated by this incentive and I invite you to reflect and revisit the unjust practices of offering a benefit to one group and denying it from another group based on their medical status. I invite you to reflect on this fact, both groups of employees, those receiving or not receiving the experimental drugs or inoculations, face illnesses, face absences, depending on the individual condition. I invite you to not also discount natural immunity. During this time of inflation and increased prices, we need our pay. As for me, I did not have any more state or local days available, therefore I was docked from my work nearly \$600. No person in this institution is perfect and there is a remedy. Please offer the incentive or benefits to all employees of our district and may we remain truly united. In the packets, I provided to you its only a few people with adverse reactions to this experimental drug that have died. You can read it on your own. Thank you.

Aliza F. Oliveros – I know we are not allowed to comment directly but we can make a general comment so I'd like to say that we appreciate you taking time out of your evening to come and speak your opinions to us, voice your concerns to us. Mr. De la Vina is very good at making sure that we pay attention and calls our attention to the things that he feels are important to the members, not only to his members but to all employees of the district. Beyond that, I can't comment unfortunately but thank you for your time.

VI. Consent Agenda Items

- A. Approval of Interlocal Agreement Between the City of Laredo and United ISD for Public Health Services
- B. Approval of Monthly Disbursements
- C. Approval of Property Tax Refunds for the Month of January 2022
- D. Approval to Adopt Resolution Regarding Review of Investment Policy and Strategies
- E. Approval of Awarding Bids, Proposals, and Qualifications
- F. Approval of Boundary Changes for the following: United High School, John B. Alexander High School, Herrera Middle, Trautmann Middle, Trautmann Elementary, De Llano and Malakoff. These boundaries will become effective 2022-2023 School Year

Motion: So Move

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

MOTION PASSES

VII. Items for Individual Consideration

A. Approval of Donations

Mr. David Gonzalez read the donations into the minutes for a total of \$77,400.

Motion: So Move

Moved by: Francisco Castillo
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

B. Approval of Board Minutes for the Months of August 4, 2021, September 2 & 15, 2021 and December 16, 2021

Motion: So Move

Moved by: Francisco Castillo
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

C. Discussion and Possible Action Regarding Redistricting of United Independent School District Trustee Districts Due to 2020 Census

Mr. David Gonzalez – regarding this item, it is a project that administration, via Mr. Mike Garza and attorney Jaime Garcia, has been working on with our trustees and the redistricting attorney Rolando Rios. Mr. Rios has decades of experience in redistricting and also has worked with UISD redistricting in 2010. In addition, our general counsel, Mr. Garcia, has been assisting Mr. Rios on this matter and he is here tonight to provide some information. At this time I will call upon Mr. Garcia.

Jaime Garcia – long story short on this, the background on this is very 10 years there's a census. As we know the 2020 census was significantly delayed due to litigation. We didn't receive official census numbers until late fall of 2021. We began working with the district's redistricting attorney, Rolando Rios, who has decades of experience doing this and we're presenting tonight two plans that are constitutional, meaning they are within the 10 deviations of the ideal population for each of your districts, which is around 26,000 people. Just a little bit of background, the areas of major growth were of course the deep south and the far north being districts one and four and districts five and seven. All other districts effectively stayed the same because you were pretty closer to the ideal population. So the plans that we are presenting tonight are Plan C Plus Modified Version Two and Plan B Plus. These are two plans that we worked on in mini-workshops with the trustees and these are the two plans that have come up tonight for discussion if you so choose and approval if there is one.

Aliza F. Oliveros – why don't we do this? Maybe get a motion and a second and open it up for discussion. Do we have a motion?

Javier Montemayor – I make a motion to approve Plan C Plus Modified Version

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion: *Francisco Castillo – I have not had a chance to Mr. Garcia. Remind me again which are the districts with the biggest growth.*

Jaime Garcia – the districts with the biggest growth or biggest variance were ..

Francisco Castillo – No, the population growth

Jaime Garcia – It would be districts four and district seven and district one and district five had the least amount of growth over the past ten years.

Francisco Castillo – the area that we have to contest is Mr. Montemayor's district and mine and we still haven't agreed so that's one of the things that I would like to have the rest of the board members consider that if anything, I would not vote for Plan C plus I would ask that you follow up and table this item until Mr. Montemayor and I have a chance to meet.

Javier Montemayor – to begin with I think we've had sufficient time to go over these plans. I've proposed my plan two weeks ago with Rolando Rios. We went over several different versions. Mr. Castillo proposed his plan. There's not a significant amount of difference between the two with the exception of east of the plantation area which Mr. Castillo wants to give over. I think the notable changes in my district is that my district will grow. It will grow significantly on the northwest side being the Legacy Gym area and the new development of the apartment complexes all the way to Shiloh which I agreed to give up to Mr. Gilpin back in the last redistricting because his parents lived in that area. But it blocks it off and it's clean but I need to grow to the east and so I'm taking the plantation area under both plans that one that Mr. Castillo's proposing and my plan except that I don't go as far east as Mr. Castillo is proposing. Those are the only difference in it. The only reason I hesitate to extend this any further is because I've had sufficient meetings with yourself and Mr. Garza and Mr. Rios. I'm ready to go today. This is an election year, this is coming around. I want to say that the applications for candidacy should start sometime in June. Early voting starts right around the corner and I'm picking up new territory which puts me at a disadvantage in campaigning in that area versus somebody who doesn't have to campaign for another two years. That's the only issue I have in extending it further because tomorrow, whatever plan is approved, again, they're not significantly different, they are pretty much the same thing except mine goes to Estate drive which is right where the Golds Gym is and Mr. Castillo's goes further down to Winfield drive. That's not a significant change. I think my plan is fair, both deviations are 9.69, and they're both constitutional. I think my proposal is fair and

so I put my proposal up for approval by the board. And tomorrow I need to start campaigning.

Francisco Castillo – to clarify, yes we have a very small difference as I see the map as it was presented so we both had two meetings with Mr. Rios, we both submitted plans. We've never actually had a chance to talk face-to-face with Mr. Montemayor. I think we could have resolved this already. My only point is that when you extend it east, it would be a major roadway which is Winfield boulevard. That is important for voters to understand and know where the dividing line is when you cut into a neighborhood you don't just want to cut into average streets. You want to be able to have as many as, a significant major arteries, and make the voters aware of where they're going to go vote and who's representing them. That's why my plan is fair. I think my plan considers that looking at the voter's perspective and I realize I am not for re-election until two or three more years but when I came in I assure you I walked everything. I did everything with the support of supporters. I was there every inch, if you will, of the district and I went out and sought the votes that I needed. I realized that is about the only way you can do it. I don't think my plan is way off and I think we could have already discussed this and handled it before bringing it so if you do I will make a counter-motion that we approve Plan B Plus.

Stephen Trautmann – We are going to need a second on that.

Motion: So Move

Moved by: Francisco Castillo

Seconded by: Ricardo Molina

Discussion: Javier Montemayor – the issue of whether it's a major artery or a street, is not a factor in the re-districting. All this area attends Col. Santos Benavides, all this area attends United Middle School, all of this area attends Alexander High School. As far as who their representative is, I could understand if your representative is from the United South area and you're over here in Col. Santos and in the Winfield area, then I could see that but here, Plantation as well, they all go to Col. Santos or Dellano or Herrera or United Middle School, just like the students from the Wendy's area.

Aliza F. Oliveros – I agree Mr. Montemayor, I think the counter-motion is unfair to you because you are up for re-election and Mr. Castillo, you had plenty of time. You knew your district way in advance before you campaigned and that's not being fair to Mr. Montemayor. I think it's being extremely unfair to Mr. Montemayor because he is the only one giving here. You already have that territory. Those are new constituents that he needs to go and campaign with and he has tenure here on this board and I feel like the counter-motion is unfair.

Francisco Castillo – I'm just going to say, I know that the school boundaries are important for our parents, referring to the voters. The voters can help themselves by knowing the boundaries of the districts. Like I said, it's a very minute area that I really don't understand why we haven't already agreed on this and that is why I'm still proposing the ...

Aliza F. Oliveros – and I think if it's such a minute area you should be a little more flexible and willing to help Mr. Montemayor.

Javier Montemayor – I appreciate that. It's a fair discussion. School boundary changes and district boundary changes are always a touchy subject.

Aliza F. Oliveros – we will call the question I guess. So for the counter-motion all those in favor say aye.

In Favor: Francisco Castillo
Against: Juan Roberto Ramirez , Javier Montemayor, Aliza F. Oliveros

MOTION DIES

Stephen Trautmann – now we have Mr. Montemayor's motion.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Ricardo Molina, Juan Roberto Ramirez, Javier Montemayor, Aliza F. Oliveros
Against: Francisco Castillo

MOTION PASSES

D. Approval of RFQ No. 005-2021 Architectural and Engineering Design & Construction Administration Services for the New UISD Food Production Center

David Gonzalez – just for the record, I did talk to the board members who are not here today and they asked that we table this for a Special Called meeting sometime early next week.

Aliza F. Oliveros – do we have a motion for that?

Motion: So Move

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

MOTION PASSES

E. Approval of Boundary Changes for the following United South High School feeder Elementary Schools: Ruiz, Salinas, Zaffirini and Bonnie Garcia. These boundaries will become effective 2022-2023 School Year

Gloria Rendon – the reason we had to put some of these items on individual consideration was that there were some changes after the instructional and business committee last week. For the record, we are not moving the Cheyenne Subdivision. That is not the recommendation, so they will be staying at Bonnie Garcia instead of going to Killam Elementary. The only change for Bonnie Garcia is the Rancho kids which are 18 students who will be going to Ruiz Elementary.

Aliza F. Oliveros – that change comes from administration or?

Gloria Rendon – discussions, through discussions

Motion: So Move

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

MOTION PASSES

F. Approval of Boundary Changes for the following Lyndon B. Johnson High School feeder Elementary Schools: Centeno, Perez, Roosevelt, and Veterans. These Boundaries will become effective 2022-2023 School Year

Gloria Rendon – These were as presented

Motion: So Move

Moved by: Aliza F. Oliveros
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Unanimous

MOTION PASSES

G. Approval of Boundary Changes for the following Middle Schools: Ricardo Molina, Lamar Bruni Vergara, Los Obispos, Antonio Gonzalez, United South, and Perales Middle Schools, due to the opening of Ricardo Molina Middle School and to better balance enrollment at campus effective 2022-2023 School Year

Gloria Rendon – We do have changes here, kind of the same with Bonnie Garcia. We are not moving the Cheyenne Subdivision to Gonzalez Middle. They will be staying at United South Middle. The only subdivisions that will be moving out of United South Middle are the Dorel Apartments, Moreno, Loma Alta, Candle Factory, and Villa Del Sol. There's about 129 students that we will be moving out of South Middle School to Gonzalez.

Motion: So Move

Moved by: Aliza F. Oliveros
Seconded by: Juan Roberto Ramirez
Discussion: None
In Favor: Unanimous

MOTION PASSES

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

Mike Garza – we recommend approval as presented.

Motion: So Move

Moved by: Aliza F. Oliveros
Seconded by: Ricardo Molina
Discussion: None
In Favor: Unanimous

MOTION PASSES

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at 7:18 p.m.

A. TGC 551.071 Consultation with Legal Counsel
TGC 551.074 Personnel Matters

1. Superintendent's Duties and Responsibilities
2. Discussion Regarding the Appointment of Principal at Salvador Garcia Middle School

B. TGC 551.071 Consultation with Legal Counsel
TGC 551.076 Deliberation Regarding Security Devices or Security Audits

1. Student Activity Funds Audits: Elementary Schools - B. Garcia, Muller, Roosevelt, Perez, Newman, Salinas, De Llano, Veterans Memorial, San Isidro, Prada, Trautmann and Benavides
2. Student Activity Fund Audits: Middle Schools - Lamar Bruni Vergara
3. Transportation Dept. TEA School Transportation Allotment
4. Sick Leave Bank and Catastrophic Leave Follow-Up Audit
5. Status of Ongoing Audits

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

The Board reconvened from Closed Session at 7:44 p.m.

Aliza F. Oliveros – for the record no action was taken in closed session.

A. Action Regarding the Appointment of Salvador Garcia Middle School Principal

David Gonzalez – the recommendation for principal of Salvador Garcia is Dr. Jonathan Martinez

Motion: So Move

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

MOTION PASSES

X. Adjournment

There being no further business before the Board of Trustees, the Regular Board Meeting of February 16, 2022 was adjourned at 8:15 p.m.

Motion: So Move

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

MOTION PASSES

Ramiro Veliz, III, President

Juan Roberto Ramirez, Secretary

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

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

February 22, 2022

In Attendance

David H. Gonzalez, Superintendent of Schools

Board of Trustees

Ramiro Veliz, III, President – PRESENT

Aliza Flores Oliveros, Vice-President – ABSENT

Juan Roberto Ramirez, Secretary – PRESENT

Francisco "Frank" Castillo, Parliamentarian – PRESENT

Ricardo Molina, Sr., Member – PRESENT

Ricardo Rodriguez, Member – PRESENT

Javier Montemayor, Member – PRESENT

A Special Called Meeting of the Board of Trustees of United ISD will be held Tuesday, February 22, 2022, beginning at 12:00 PM in the Student Activity Complex, Fine Arts Building, Room #1, 5208 Santa Claudia Lane, Laredo, Texas 78043.

I. Roll Call, Establish Quorum, Call to Order

II. Announcement by the Board President calling this meeting of the United Independent School District to Order. The record showed that a quorum of Board Members was present, that the meeting had been duly called, and that notice of this meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

The meeting was called to order at 12:05 p.m.

III. Pledge of Allegiance

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

IV. Public Comments:

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes.

Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator, are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate.

Public comments shall not be used for personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (LOCAL). Pursuant to Section 551.042 of the Texas Government

Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

Tricia Cortez – Director of the Rio Grande International Studies Center – we are a co-founder of the Clean Air Laredo Coalition that got started in the fall. There is a presentation and you all should have a copy of it. We didn't find out about this until we started getting phone calls from investigative reporters and from EPA Region 6. We started to do some research and understand more about the issue of ethylene oxide and how dangerous this air toxin is and the level at which they are emitting this air toxin into our air. We didn't know prior to this. It is important to understand that the rules of the game at a national level have been changing on ethylene oxide. It was five years ago that the EPA reclassified it as a known human carcinogen and right now and today as a matter of fact there is a public hearing and we're going to speak quite a few people from the coalition and we hope you all can submit comments by the end of March. The EPA is going through a change in the rules regarding ethylene oxide and the level of emissions. This is a colorless, odorless gas, it's highly flammable, it is a very small unstable molecule that can penetrate through all sorts of things which is what makes it so effective as a sterilizer, what makes it so dangerous. What the EPA does is monitor and regulate several hundred air toxins. Ethylene oxide is among the top three most severe of these air toxins and one of the reasons it's mutagenic and it goes in and it starts to change the DNA within cells. What is very important is when the EPA reclassified ethylene oxide as a carcinogen they also stated that it is 60 times more toxic to children than previously estimated and 39 times more toxic to adults than previously estimated. This is all in your PowerPoint, this is the volume of emissions which they have been emitting every year, this is self-reported data by the company that they turn in to the EPA to give you an understanding of where Laredo ranks nationally. In 2019 and for many years up to 2019, we were the second or the third-largest emitter of ethylene oxide in the country. Right now, based on their 2020 self-reported data, we are in the top five or six so we're still pretty up there to give you an idea. Outside of Chicago, a community called Willowbrook mobilized and organized. That sterilization plant was doing about a fourth or a third of what midwest does, and they mobilized to stop that. The last thing I want to do here is just show you this scarlet map. These are EPA-generated maps and what it does it looks at the level of cancer risk due to exposure to industrial air pollution. That scarlet red means that you live in that area. Your risk of getting cancer through industrial air pollution is 95 to 100 percent higher than any other citizen in the United States. It is a very significant public health issue. I urge you all as a board, to join the coalition as Laredo ISD has, Webb County, and the City of Laredo. Join the coalition as trustees and appoint one or two of your administrators. We need to find solutions to put an end to this public health threat in our community. Thank you very much.

Sheila Serna – Climate Science and Policy Director – I am here today to talk about the pressing matter of midwest sterilization in regards to ethylene oxide, commonly known as ETO emissions, being released in our community. My background is, that I was a former TCEQ Air Quality investigator. I was an investigator from 2015 to 2020. I have first-hand experience with midwest sterilization. I conducted several investigations at their facility. I observed firsthand the blind eye that TCEQ turned when I first discovered that ETO emissions were not properly being recorded and read from their gas chromatograph prior to 2018. Science from EPA's 2016 ETO review as Tricia showed you, has shown us that exposure to ETO is 60 times more toxic to children than previously estimated. Children are the most vulnerable to air pollution since they breathe more rapidly, spend more time outdoors, and are more prone to mouth breathing which significantly increases the dose of pollution reaching the lungs. I am here to tell you that TCEQ does not know the actual risk in our community because they have not conducted any air quality monitoring even after the community and school district expressed concern. We cannot blindly accept what they say without any science or data including air monitoring. As members of the school board, you took an oath that states you would execute the duties of the office of school board trustee for UISD and would do the best of your ability to preserve, protect and defend the

constitution and laws of the United States. We are asking you to uphold that oath and protect the health of our community's children and everybody else. We are asking you not to turn a blind eye as our state agency has done. We ask you to join the clean coalition, contribute to our cause and contribute to helping us find solutions. Thank you.

Edna Ibarra – (Resident and Parent at Muller) I'm a resident at La Bota Ranch and I'm also a member of the Clean Air Laredo Coalition. I am here as a parent, concerned and simply outraged and disappointed that we, as a community, are being left to fight on our own. An industry that puts profit before people. Our kids' first line of defense is you guys, the district. We are relying on you guys to protect our kids and however, we find ourselves fighting our local politicians and state agencies on our own because UISD is turning a blind eye on this issue and mentioning that it's midwest's fault for polluting our air. Look at what is happening right now to our community. There is no water, there is a boil water notice, you cancel schools, give bottled water to campuses affected, and you take action. Why? Because we need water to survive and operate. What happens with the air that we breathe? What actions are you taking? We need air to breathe, it's not a choice. Our kids, kids in our district, in your district are being forced to breathe cancer-causing agent, and yet no action is being taken. My kids, my, self and all of us in our community are breathing this agent and nobody is doing anything because "they're meeting TCEQ standards" I am not saying that sterilization is something we don't need, if anything, these past two years have shown us how important our medical community is. However, the way I see it is that we are a sacrifice for those who need the medical equipment and that is not right. I'm asking UISD to take action, join the coalition, join our fight, protect our kids. That is what we are here to do. Do not turn a blind eye, our kids need us. Parents, UISD Board, and our politicians like I said, we have no choice but to breathe air. Thank you.

V. Items for Individual Consideration:

A. Approval of RFQ No. 005-2021 Architectural and Engineering Design & Construction Administration Services for the New UISD Food Production Center

Sepulveda & Associates representatives presented information on the new UISD Food Production Center. (presentation available upon request)

Cavazos Architects representatives presented information on the new UISD Food Production Center. (presentation available upon request)

Juan Homero Sanchez Architects representatives and Ulta Architects presented information on the new UISD Food Production Center. (presentation available upon request)

Able.City Architects representatives presented information on the new UISD Food Production Center (presentation available upon request)

KNRG Architects representatives presented information on the new UISD Food Production Center (presentation available upon request)

Cordy Jackson – good afternoon members of the board. That was the last of the five presentations you heard today. In each of your stations, you received some scoring sheets that when you're done you can give us back so that we can tabulate for you if you wish. Thank you.

David Gonzalez – Mr. Rangel is our Assistant Superintendent for Facilities and Construction and is also available for any questions if you have any questions for him.

Francisco Castillo – you have a staff recommendation

Enrique Rangel – yes we do Mr. Castillo. We had a committee of eight administrators and we interviewed extensively all five firms and based on the criteria, it was very difficult because all the firms are qualified but the key for us was the capability to meet schedules and deadlines and budgets. The size of the firm, what is the production capability so the recommendation of the staff was to recommend Able.City Architects as the most qualified firm. Of course they are in a team with Pfluger Architects who submitted this, very experienced in this type of facility, very complex. And it's just a matter of a few points here and there and they all have great qualifications but the capability to meet the deadlines with this special project having to do with TxDot and it's extremely fast track and meeting budgets. That was one of the key decisions for the committee so we bring to the board that recommendation.

Stephen Trautmann – a board member is also inclined to make a motion based on the top three ranking and there could be discussion based off of that as well.

Francisco Castillo – we can only hire one right?

Stephen Trautmann – you can only hire one but the options are to go with the staff recommendation, a board member can make a motion with them ranked as they saw them or we can go strictly on tabulation. This is basically up to the board's decision at the end of the day in consensus.

Ramiro Veliz, III – we will move on to agenda item V-B and we will revisit V-A after we finish tabulating the scores.

Francisco Castillo – I make a motion to accept the staff recommendation of Able.City

Ramiro Veliz, III – before we get a 2nd, we will get the tabulation from our voting here

Stephen Trautmann – we do have a motion on the floor. I don't know if there's a second behind the staff recommendation?

Motion: So Move

Moved by: Francisco Castillo

Seconded by: Javier Montemayor

Discussion: Ricardo Molina – the only discussion is why are we here if we're going to take the recommendation from staff?

Ramiro Veliz, III – within discussion I think we have the tabulations

Female voice (?) – inaudible....

Ramiro Veliz, III – we want to see where we're at there but we'll follow through with the motion

Cordy Jackson – the highest ranked vendor was Sepulveda & Associates with 158 points. The second highest ranked vendor was Able.City with 154 points and the third vendor was JHS Architects with 141 then Cavazos with 140 and KNRG with 122 points.

Ricardo Rodriguez – I want to make a motion to stick with the highest vendor

Ramiro Veliz III – Okay so do we proceed with the first motion?

Stephen Trautmann – No, so basically Mr. Rodriguez's motion got a second from Mr. Molina and takes precedent over the first motion

Ramiro Veliz, III – We follow on that second motion

Stephen Trautmann – that is correct, the motion on the floor is to go with what Mr. Rodriguez said of the highest rank.

Ramiro Veliz, III – ok so the motion on the floor is by Mr. Rodriguez, seconded by Mr. Molina to go ahead and hire Sepulveda as the highest ranked. Do we have any discussion on that?

Motion : So Move

Moved by: Ricardo Rodriguez

Seconded by: Ricardo Molina

In Favor: Ricardo Rodriguez, Juan Roberto Ramirez, Ricardo Molina

Against: Francisco Castillo, Ramiro Veliz, III, Javier Montemayor

MOTION DIES

Ramiro Veliz, III – we go back to the original motion by Mr. Castillo to approve recommendation from staff and we had a second by Mr. Montemayor

Motion : So Move

Moved by: Francisco Castillo

Seconded by: Javier Montemayor

In Favor: Francisco Castillo, Ramiro Veliz, III, Javier Montemayor, Juan Roberto Ramirez

Against: Ricardo Rodriguez, Ricardo Molina

MOTION PASSES

B. Discussion and Possible Action Regarding Modifications to a Resolution of the Board for Extension of District-Provided Emergency Paid Sick Leave for Eligible District Employees

Javier Montemayor – I had a brief discussion this morning with staff and legal counsel. There's a lot of different options and different ideas that I'd like to have the board look at and consider within the current resolution that we have and we just passed about a week or two ago. Ms. Oliveros is not present but she was a co-sponsor so I would ask that we table this to the March committee meetings in early March.

Jaime Garcia – the committee meetings will be on March 8th I believe.

Ramiro Veliz, III – ok, so we have a motion to table by Mr. Montemayor for the next committee meetings on March 8th, do we have a second?

Motion: So Move

Moved by: Javier Montemayor

Seconded by: Juan Roberto Ramirez

Discussion: *Francisco Castillo – I wanted to say that I have not had a chance to talk to anybody other than what I see as far as the speakers that came to us last time. I can't say no. They were articulate, they were speaking from the heart. I love that they were very much professional about it. I did not have a chance to congratulate them or thank them enough that they kept it very civil. I think in my mind, I'm going toward the idea of trying to give them some incentives, additional incentives, different incentives for them to get immunized because at the end of the day, we're all in this together and I do not feel that I want to, as their words "were being punished" I don't want to punish the people that did get vaccinated, who took advantage of this opportunity so if I can just say my particular view is I would like to see them get something so they can come and get vaccinated.*

Ramiro Veliz, III – I think that the time, by us pushing it to March 8th will allow us to come up with some type of compromise and some solution. I know it's only a fraction of our employees that are not vaccinated so hopefully we can come to a good understanding and compromise or even just clarify.

Javier Montemayor – let me just clarify what the current policy is with regards to paperwork and contacts and things like that. Perhaps we can do this in executive session at the next meeting so we can have an opportunity to elaborate more on this.

Jaime Garcia – yes, we would be able to go under consultation with legal counsel if you wanted to discuss this item. And just to make sure the board is aware, there's also the individuals that came last week. There is also a pending grievance that was filed against the district by those named individuals that is still pending at Level Two.

Ricardo Molina – I think we have over 90% of our employees vaccinated. So what is it gonna say if we allow people that are not vaccinated to get the same time as the other people that make the effort to get vaccinated. And first of all, we need to look at our children, and then you have to look at the employees that they work with. They also have rights. It's their right not to get vaccinated, fine, but then the

children and the employees that work with them have the right also for safety. They don't want to wear a mask, fine, but it's the right as a district to look out for children, employees, and fellow employees they work with. They are already working with children without a mask and they're not getting vaccinated that's two different dangers. I think personally, I take it like it's not fair for the other employees.

In Favor: Unanimous

MOTION PASSES

VI. Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of February 22, 2022 was adjourned at 1:44 p.m.

Motion: So Move

Moved by: Javier Montemayor
Seconded by: Francisco Castillo
Discussion: None
In Favor: Unanimous

MOTION PASSES

Ramiro Veliz, III, President

Juan Roberto Ramirez, Secretary

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

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

March 8, 2022

In Attendance

David H. Gonzalez, Superintendent of Schools

Board of Trustees

Ramiro Veliz III, President, - ABSENT

Aliza Flores-Oliveros, Vice-President – PRESENT

Juan Roberto Ramirez, Secretary – PRESENT

Ricardo Molina Sr., Parliamentarian – PRESENT

Javier Montemayor, Jr., Member – PRESENT

Ricardo "Rick" Rodriguez, Member – PRESENT

Francisco "Frank" Castillo, Member - PRESENT

A Special Called Meeting of the Board of Trustees of United ISD will be held Tuesday, March 8, 2022, beginning at 6:08 PM in the SAC Room #2, Fine Arts Building, 5208 Santa Claudia Lane, Laredo, Texas 78043.

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

Mrs. Aliza Oliveros calls this meeting to order and establishes quorum at **6:17 PM**.

III. Public Comments

Comments shall be limited to current Board agenda items, student recognitions, or charitable causes. Comments are limited to three minutes per speaker, except Non-English speakers who require a translator are limited to six (6) minutes. The presiding officer may waive or modify these time limits as appropriated. The speaker will be informed when he or she has one (1) minute remaining. Public comment shall not be used for personal attacks by the speaker against District employees, or students. Speakers who engage in personal attacks, or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding employees, public officials, students, or parents must be resolved via the appropriate complaint process, as stated in BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

NO PUBLIC COMMENTS.

IV. Items for Individual Consideration:

A. Discussion and possible action regarding modifications to a Resolution of the Board for Extension of District-Provided Emergency Paid Sick Leave (EPSL) for eligible District Employees

A motion is made for the sole purpose of open discussion.

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Juan Roberto Ramirez
Any Discussion:	

Javier Montemayor - So, I was one of the ones who supported this item and wanted to bring up to the board again. I know we have had discussion in the past with regard to how we are going to treat our employees who are vaccinated versus those who are not vaccinated. I know some of the board members have indicated their sentiments on this. But, I wanted to at least have a discussion after we had a slew of people come forward and state their positions in other board meetings. To begin with, I am vaccinated and I encourage people to become

vaccinated. I think it is safe, but when it comes to employees, I have to say that, all our employees are required to perform according to their contracts. They are required to report to work. They are required to perform in the classroom. They do not control what students are vaccinated or what students are not. From what I understand whether you are vaccinated or unvaccinated, that does not mean you cannot contract covid-19. It does not mean that you cannot spread covid-19. It does not mean that you cannot become violently sick and pass away from covid-19 even if you are vaccinated.

I think that what I have understood from the experts is that, if you are unvaccinated, you run a high risk of becoming deadly sick and even passing away. So, even still that being the case I think we should treat all employees all united employees the same. Whether you are vaccinated or unvaccinated.

The issue with tracking at the HR level has become burdensome from what I understand. Trying to keep track of those who are vaccinated versus those who are not. We have issues with who has exposures versus contacts.

And on that line, what are we going to do in August. If we are encouraging our employees to... we are going to give them the incentive (the 20-day incentive). Because they are vaccinated today. What happens in August. What does vaccinated mean. Does that mean one shot, or does that mean two shots. Does that mean getting boosted? Is it going to be encouraged? I heard today it is going to be treated like the flu. Some people decide to get flu shots, others do not. What is going to happen in the fall? How are we going to treat those employees in the fall? Does that 20-day rule end at the end of their contract in May.

David Gonzalez - My understanding (and I know counsel is here) is the first 10 or the extra ten days which would be the 20 days would be for the ones who got the booster.

Counsel – The resolution expires at the end of this calendar year on December 31st.

Javier Montemayor – So, the 20 days applies through, December 31st. Now, I have looked at other policies across the state, I have looked at San Antonio, policies in McAllen. From what I have read, all those policies are vaccinated or unvaccinated free. They do not distinguish between who gets the extra days or not. That being said, I think even the employees who are unvaccinated, they have made a personal choice. And, they know the risks that they are running by not being vaccinated. So, I think they should all be treated equally. They should be allowed to get extra days if they are going to contact. If they run the risk of contracting that virus at the campus.

Ricardo Rodriguez – How many days are they given?

Javier Montemayor – They are only given what the state is allowing, which is the 5-days state days and 5-local days.

Ricardo Rodriguez – I agree with you, in some but, you do not want to take the vaccine, and because I lost a loved one to that. So, it hurts but, I think that if you do not want to get better, it is their choice. So then I feel like, we should just give them what the state gives them. But if the district is giving extra on top of that so that they can get vaccinated so that we can have more security, for the betterment to be more controlled. Because remember our children are also involved here. And I think that if we are going to give extra on top of what the state is providing, let us give them what the state is giving for the ones that do not want to take it. And I think, whoever is taking the booster shot and the rest of the shots and taking out all the shots that are there available for protection we should give them with the district. United is giving the extra.

Aliza Oliveros – That is the way it currently stands. Right?

Stephen Trautmann – Yes, the first 10 days or if you have 2 shots the Moderna or the Pfizer and then for the second 10 days, I believe you need to be boosted.

Aliza Oliveros – Am I correct that the second 10 days come with a second diagnosis of covid. Or is it all in the first time they have covid.

Jaime Garcia – In practice, it can all be within the first. So you would have to have the booster to access the second 10 days.

Javier Montemayor – And I understand that this issue has been discussed before and that it may not pass muster with this board but I think it needs to be said. I think all employees run that risk, whether boosted, and vaccinated, boosted or not, we still require them to all go to to campuses. We want to attract our employees which is a major issue that we have had. Some people do not want to go, some people do want to go. We want to keep those employees, but even substitutes for that matter. Because we want to bring those employees back. I believe we need to treat them all equally. They are all UISD employees. We have many good teachers who have chosen not to get vaccinated. We have some strong employees who have chosen not to be vaccinated.

I do not agree with that decision but, I do not get to make that call for them. But at the end of the day, you can all still get covid two or three times in a school year even if you are vaccinated. And you can still die, even if you are vaccinated. So, I do not think the rule that we have pushing the extra days for an exchange for a vaccine necessarily meets what we are trying to accomplish. But, that is the discussion I wanted to have.

Jaime Garcia – To have clarity Mrs. Oliveros, the district superintendent's office has worked with our office to come up with regulations as allowed by the resolution and one of those regulations is the return of employees five days after exposure. So on day six, so in theory it would be very difficult for all 20-days to be taken by that employee at once. They are supposed to return on day six after testing positive if they no longer have worsening symptoms

and they no longer have a fever without the use of fever reducing medication. So, that has been the regulation that has been implemented.

David Gonzalez – Which is the closest to the practice that the CDC has provided.

Jaime Garcia – Correct! It is in line with TEA guidance and it is in line with the Centers for Disease Control (CDC) guidance.

Aliza Oliveros – And I agree with Mr. Rodriguez. It is a very sad and sensitive issue particularly for people who have lost a loved one to covid. Fortunately I have not. But at the same time they were very touching stories that we hear at the last board meetings. And a lot of what all of them said, made sense, made real sense. Everything that Mr. Montemayor has said. The one thing for me that kind of puts this on a legal plain for me was discrimination. And so, I kind of looked at it from that angle. And thought you know what, everything they are saying is true. We know a lot more about covid. We know that, I do not want to repeat what Mr. Montemayor said but everything he said is true and it coincided with everything they were saying and then you tie in the word legal issues and discrimination and I thought we needed to fix this. This needs to be fixed.

Ricardo Molina – Mr. Garcia, I agree with Mr. Montemayor and everybody else, but the district, more than 90% are vaccinated. So, they are making the effort to get vaccinated. Like they said, they have rights, to wear masks, they have rights to get vaccinated, but how about the kids they are servicing. They are in the classroom. They are not vaccinated. The kids, the teachers that are vaccinated, they are working with those people. They have rights also. And it is the right of the district to pay 10 days. They have rights to wear masks, they have rights to not get vaccinated but how about the other people. Mostly the children we serve the children first and then the employees. So we are looking at the employees but how about the kids. They have one hundred percent more rights than anybody else in my opinion. So if they do not get vaccinated they do not get paid for the days, if everybody is making 90% the effort, what are we going to say to those people. "Ok, do not get vaccinated, we are still going to pay you the 10 days." I think that is a motivation, and I repeat myself for the kids. Protect the kids first.

Ricardo Rodriguez – I think you are right about that. If you all look at that sign, what does it say there. "For the children". We are United ISD. So that is all I am going to say, that I think we are speaking for the children in all fairness.

Mike Garza – I just wanted to clarify, that at the time this resolution was passed in January, we had the 10-day requirement that you could come back to work, regardless if you were positive or negative. That technically got you out of the exposure range in terms of being able to. So, that changed to five days. So in reality somebody using all 20 days is probably highly unlikely. Plus, you would have to have the booster status to be able to even qualify for the second 10 days.

Aliza Oliveros – So, should we tweak it and reduce the number of days?

Jaime Garcia – That is a position that Mr. Montemayor has proposed for you all tonight.

Francisco Castillo – I did want to see if we reviewed any kind of a medical physicians. Anybody who can give us an opinion about this because, I know there is a lot of literature both ways of what can happen if you get vaccinated. The people who came and spoke with us. I have to give them my respect because they were speaking from the heart, I thought. I still feel that way. However, I believe that when we started this matter of vaccination, we were incentivizing our staff to get vaccinated. It was an incentive. I believe that if my numbers are correct, 95% have complied. For our staff to get vaccinated in one form or another. That is what I am hearing. So, there is a 5% group that does not believe in it, does not agree with it. My only thing that I would like to see, and this might be something the staff would have to bring back to us is, how can we encourage those that do not like to get vaccinated. To actually do get vaccinated with some incentive. Give them time back that they lost perhaps. The idea is that all our children be protected. And I believe as strong as the rest of the board members, if we are going to protect our children, our staff, let us see if we cannot encourage those that do not believe in the vaccine, will actually get it. And that is how I would approach it, in my mind. I want to see everybody vaccinated.

Jaime Garcia – Mrs. Oliveros, to the point in the discrimination, just to be clear for the record, there is a religious and a medical exemption where you can still qualify for this incentive. Which is still currently an incentive for the district's offering.

Javier Montemayor – I believe the key word is "incentive". That is what kicks you out of the whole discrimination issue. Let me just clarify, I think we are all here for the children. I think a lot of those probably teachers that came up to talk to us that were not vaccinated are just as motivated to be there for their kids. I think they want to be there for their kids. Here is the question (addressing Jaime Garcia), what is the difference in a vaccinated person, which we have let us say 95% of our district is vaccinated, this is where Mr. Castillo had indicated. Let us say, a vaccinated teacher goes to her classroom, can he or she spread the covid-19 virus in that classroom?

Jaime Garcia – The science says, yes.

Javier Montemayor – So what is the difference between that individual and a teacher who, make a personal decision not to get vaccinated. What is the difference with that between those two individuals in a classroom. They pretty much have the same effect to our students. The only difference is, this vaccinated teacher may become violently ill and pass away. But they can both still spread it. So the encouragement I get and I think we are all here for, I do not want to hear that we are not here for the kids and the other ones not. We are all here for the

kids. I think those teachers who are unvaccinated are also there for the kids... I am vaccinated. Were they required to be there, they can both still contract it, they can both still spread it, both vaccinated and unvaccinated. So, it becomes the same issue. If we want to give it as an incentive you know, I voted for it the first time around, but after speaking to those teachers, after speaking to those employees, I felt that it was important that we at least attempt to modify it again.

Stephen Trautmann – Really quick, I think this stat is important we got it today, this afternoon. Basically between August 16th to February 21st of 2021-2022, There was 1,880 positive intakes through human resources. Of those 1,880 which were positive, 1,678 were vaccinated, 202 were not. It comes out to about 90% of the vaccinated people being positive intakes.

Ricardo Molina - I think the incentive is the 10 that they are getting like everybody else. That's the incentive. But the other people they are getting the vaccine they get the 10 days, if they do not get the vaccine they do not the 10 days. If they get the vaccine that is the incentive so they can get the 10 days. Plus, like I repeat keep the kids safe. The people they work with also.

Jaime Garcia – If they get the vaccine, or if they are qualified for a medical or so.

Aliza Oliveros – So, I wish I had known, and I am sorry that I did not know. That when we had the group of people before us, because one individual spoke about, one individual not being able to take the vaccine for a medical cost. So, if she had filled out the form claiming a medical exemption, she would have qualified for the incentive.

Jaime Garcia – It is very likely without knowing more.

Aliza Oliveros – We should have brought that up for one, but I mean I am curious why she would not do that. Maybe they did not know they could claim an exemption form. And if you are adamant about something being wrong with the vaccine and you are just totally against it, I guess they could claim a religious exemption. Because their spirit does not agree with it. In essence, everybody qualifies for this incentive if they just fill out the exemption form. It is a matter of doing that. Am I correct?

Jaime Garcia – In theory, it is correct.

Francisco Castillo – But they would have to claim religious and I do not know that they would want to.

Aliza Oliveros – Or medical. I mean religious is that I am spiritual and my Spirit does not allow

Francisco Castillo – That is why I am saying that they would have to explain that.

Aliza Oliveros – But, I do not think we scrutinize the exemptions do we.

Jaime Garcia – It is very difficult. Legally speaking, to question a sincerely held religious belief under the current fifth circuit case law. So basically, everybody qualifies for this incentive. Then why are we discussing this. Sorry, because I did not know that, I am admitting that I did not.

Jaime Garcia – Well I think it is also to Mr. Montemayor's point of maybe looking towards the future.

Javier Montemayor – That needs to be clarified because what you have right now as far as vaccinations. The definition of vaccination is not very clear for going into, I even think even going into August and after December 31st. What is the requirement going to be for those individuals to qualify if we are going to extend it after December 31st, what is going to be the issue.

Ricardo Molina – Mr. Garcia, who are the eligible district employees.

Jaime Garcia – Eligible district employees are those that are full-time and have received at least two doses of the vaccine, or the J & J one dose, and then for the 20-day (the second 10 days), it is having received the booster. But you are also considered eligible if you have a valid religious or medical exemption. I also wanted to point out I do not think that it was mentioned at the public comment, when the employees spoke. But, there is FDA approved I believe one of the vaccines is FDA approved "fully" not under emergency use authorization anymore. Pfizer, is FDA approved.

Javier Montemayor – I think we have to hear it out in November.

Aliza Oliveros – So, Mr. Montemayor for the record can you please clarify what the modification is that you want in the motion.

Javier Montemayor – I was going to ask that all district employees be given or be put on the same level. As far as given the incentive, or given the days with no mention of an incentive and just be given extra local days by the district. I think that is what we are doing here. We gave local 20, 20 days at the local level. Based on as an incentive, So there is actually five days plus fifteen more.

Jaime Garcia – Ten plus ten. The regulation with the superintendent's authority with the resolution is that they are supposed to return after five days. Unless they have worsening symptoms or fever without fever reducing medication.

Javier Montemayor – My modification was just to make it equal across the board. Not as an incentive, just giving the local days if they cannot or assuming they were to contract.

Stephen Trautmann – So just to clarify, basically vaccinated/unvaccinated just get rid of that part of the resolution.

Javier Montemayor – That is the way I have seen the other resolutions and I have read other resolutions across, at other districts. They do not designate vaccinated versus unvaccinated. You get extra days because we assume that they are at a high risk. Everyone is at a high risk for contracting the virus at the campus because they are all coming back in. So, most districts were just extending those days at the local level.

Jaime Garcia: And it was still 20 days?

Javier Montemayor: Even by policy they were revising the policy which I think that you and I discussed, versus what we did.

Jaime Garcia – Correct, they were revising DEC (LOCAL) as opposed to a resolution. Just to clarify also, the 20 days, no requirement for vaccine.

Aliza Oliveros – 20 days, no booster.

Ricardo Rodriguez – I would make a different motion, I would say to just leave as is, for those employees that are still waiting for them to come back and fill out whatever it is they need to fill out. They have exemptions. They qualify for that.

Aliza Oliveros – So basically it is your motion to keep the current resolution as is and just reach out to those who are not receiving the benefit so that they have an opportunity to comply with the exemption.

Mr. Ricardo Molina seconds Mr. Ricardo Rodriguez's motion.

Mike Garza – So, just to clarify so that the board is fully aware, there is a requirement for clergy person or individuals to sign off on the form. We may have to look at that from a legal perspective. That is going to be a requirement. Medical exemption you would need a licensed U.S. Doctor to also sign-off on it. So, it is not simply somebody saying "hey I believe in this", there has to be some confirmative item. But, we may have to look at that from a legal perspective. We can actually require that.

Ricardo Molina – I would like to second the motion.

Francisco Castillo – Are we still in discussion? (Overlapping conversations)

Legal counsel reminds the board that we need to give an opportunity for Mr. Montemayor's original motion. Mrs. Oliveros calls for any additional discussion.

Francisco Castillo – In view of Mr. Rodriguez's comments. I would want to know maybe for the board purposes, what message are we saying to those that did utilize the incentive to, when we asked them to get vaccinated, they came. And willingly did it. And I worry about that message. So, I think that we need to be consistent. We want to encourage vaccinations. Thank you.

Aliza Oliveros – For the record I agree with vaccinations as well, but I also believe in parity and I believe that statistically and scientifically where we are right now, we know that a vaccinated person can spread the disease, can get sick from the disease and can die of the disease.

A motion is made to leave the resolution as is and to reach out to the unvaccinated employees to make them aware of the claim exemptions available.

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

All In Favor:	Ricardo Rodriguez, Francisco Castillo, Ricardo Molina
All Against:	Javier Montemayor, Aliza Oliveros, Juan Ramirez

MOTION IS A TIE

Javier Montemayor – Mr. Javier Montemayor expresses the concern of addressing all employees equally. That they should all be receiving the same amount of days whether vaccinated or unvaccinated. His motion is to extend the Emergency Paid Sick Leave, for all district employees.

Motion:	So Move
Moved By:	Javier Montemayor
Seconded By:	Aliza Oliveros
Any Discussion:	No Additional Discussion

All In Favor:	Javier Montemayor, Aliza Oliveros, Juan Ramirez
All Against:	Ricardo Rodriguez, Francisco Castillo, Ricardo Molina

MOTION IS A TIE (Resolution Stays As Is)

B. Discussion and possible action regarding Clean Air Coalition

The board discusses the Clean Air Coalition's matters of concern including the possibility of closing certain campuses sitting in the alleged areas of greater risk and perhaps even appoint 1 or 2 board members to participate in the Coalition discussion.

Perhaps including Mr. Juan R. Ramirez, Francisco Castillo. And Aliza Oliveros shared that they would like to be included or taken into account.

A motion is made to appoint Mr. Castillo, Juan Roberto Ramirez and Aliza Oliveros to participate in the Clean Air Coalition.

Motion:	So Move
Moved By:	Ricardo Rodriguez
Seconded By:	Javier Montemayor
Any Discussion:	

Ricardo Molina expresses his thoughts regarding the last time that Clean Air Coalition was given the opportunity to speak at a UISD meeting, they mentioned that the district was turning a "blind eye" to the situation and how that was not the case. Rather, he said the City and the federal government cannot shut down the areas where all the pollution is coming from. "We just want to know what can we do, if the city and the federal government cannot take care of the pollution, what is United going to do?"

Javier Montemayor – I agree with that. I think the city needs to lead role in modifying their ordinances and maybe even making them retroactive to MidWest plant and I think everybody follows suit after that.

Aliza Oliveros – If I could add to Mr. Rodriguez's motion to have maybe an alternate.

The board modifies Mr. Rodriguez's motion to appoint Mr. Juan Roberto Ramirez, Aliza Oliveros, Francisco Castillo and Javier Montemayor as an alternate to the Clean Air Coalition on behalf of United ISD.

All In Favor:	Unanimous
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MOTION PASSES

IV. Adjournment

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

All In Favor: Unanimous

MOTION PASSES

There being no further business of the UISD Board of Trustees, this Special Called meeting of March 8, 2022 is adjourned at 6:49 PM.

Ramiro Veliz, III, President

Ricardo Rodriguez, Secretary

These Minutes were completed by Griselda Rodriguez, and submitted for approval by the UISD Board of Trustees at the June 2022 Regular Board Meeting.

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

March 23, 2022

In Attendance:

David H. Gonzalez, Superintendent

Board of Trustees:

Ramiro Veliz, III, President - ABSENT

Aliza Flores-Oliveros, Vice President – PRESENT

Juan Roberto Ramirez, Secretary – ABSENT

Ricardo Molina, Sr., Parliamentarian – PRESENT

Francisco “Frank” Castillo, Member – PRESENT

Ricardo “Rick” Rodriguez, Member – PRESENT

Javier Montemayor, Jr., Member – ABSENT

A Regular Board Meeting of the Board of Trustees of United ISD will be held Wednesday, March 23, 2022, beginning at 6:00 PM in the UISD Student Activity Complex, Auditorium, located at 5208 Santa Claudia Lane, Laredo, Texas 78043.

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

One or more board members may appear via video conference. A quorum of the board will be physically present at 5208 Santa Claudia Lane, Fine Arts Building/Room #1, Laredo, Texas 78043, in accordance with Section 551.127 of the Texas Government Code.

I. Roll Call, Establish Quorum, Call to Order

Aliza Oliveros calls this meeting to order at 6:01 PM. Quorum is established.

II. Announcement by the Board President calling this meeting of the United Independent School District to Order. Let the record show that a quorum of Board Members is present,

that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

III. Pledge of Allegiance

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

IV. Public Comments

Comments are limited to three minutes per speaker except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public Comments shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks, or use insulting, profane, threatening, or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (LOCAL). Pursuant to 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public, unless such response is a recitation of District policy or a statement of specific factual information.

The Honorable Congressman Henry Cuellar presents the district and the community with information on funds being provided to south Texas. Sitting as part of the Appropriations and Agriculture Appropriations Committees. "With the last Recovery Act, we were able to bring about \$127.5M that came in to United ISD where you all decided where to use" says Congressmen Cuellar. As part of the House Appropriations Committee, Congressman Cuellar is committed to increase funds to areas like school lunches, Title I schools, the Gear Up Program and Migrant education, Special Education and the Individuals with Disability Education Act (IDEA) among others. Congressman Cuellar informs the board that he has been working closely with Mr. Hector Perez, UISD's Assistant Superintendent for Technology, in looking at possibly getting internet for the Rio Bravo and El Cenizo areas. A project that is requiring approximately \$2.6M to do. The congressman thanks each of our board members for the opportunity to address the district and the community.

Mrs. Aliza Oliveros – thanks the Congressman for the support to our district.

Rene De La Viña - Rene De La Viña - Good evening honorable board members and superintendent Gonzalez for the record Rene De La Viña, TSTA's full-time president. The teachers that are members at the Veterans Memorial Elementary School in the south side they are saying "how come they are not getting stipends for gas like all the other south side schools". They said that they are driving the same amount of miles just like the other south side schools. If you can look into that I would really appreciate that. Also, I just want to mention I am proud to say that TSTA will be giving several \$500 scholarships to the students of United ISD and LISD, and we are very proud of it. Lastly, in reference to our special education students superintendent Gonzalez, we are having that special ceremony that we have every year for the special student of the month ceremony. I am also going to be at the LISD board meeting and I will be asking the same thing. Because I know that on TV they are always recognizing the 8th graders of the month which is fantastic but now we need to also include our students that are special education they are always being left out and would they need to be included just like everybody else. Lastly, Mr. Veliz, my deepest condolences to you and your family thank you God bless you. I just want to comment that Henry Cuellar, he's my former classmate and he always brings a lot of money to Laredo, he always does that, he always will, he is doing a great job, thank you.

Gabriela Dueñas from the TAMIU alumni association - Good afternoon members of the board thank you very much for the opportunity to speak here tonight. My name is Gabby Dueñas and I am the President of the TAMIU Alumni Association and I would like to talk to you about the fellowships program the management fellows program and how it can be beneficial for UISD. First of all Fellowship programs are not new in fact they have been around for quite some time now. They can be found in City management and private companies alike. They are way to attract the best talent. Fellows are expected to fill specific positions and rotate departments and even work on specialized projects, this is the type of Fellowship that I would like you to consider for you while at UISD. Now, many Fellowship programs have been adopted by some of the most innovative cities such as San Antonio, San Francisco, New York, Austin, Dallas and Houston. I also want you to think of the fellowships program as a tool for the district. This is a way for you to obtain some of the best qualified professionals in the field to help you on daily tasks or whatever specific projects you are working on at the moment. I want you to step away a little from thinking that you would be helping out recent graduates to step into the world and rather use their talents for your students for your teachers and for your benefit. And last but not least in regards to what I just said, some of the classes that we take as part of the N B A program allows us to identify specific problem root causes such as surveys, identify the data and just interpret that just for you guys to decide what is the best measure to be taken. Thank you, thank you for your time.

Franchesca Ramirez (TAMIU PASA) - Good evening members of the board my name is Francesca Ramirez and I am a candidate for TAMIU's Masters Administration program. I am in my second semester where I have successfully completed the courses of Introduction To Public Administration, Research Methods and Administrative Law and I am currently enrolled in Program Evaluation. I did not wake up one day wanting to pursue a master's in Public Administration, rather it is an intention that I have nourished with

my personal mission of advocating for the under representative and underserved. I knew that learning needed to begin with the classroom whereas Google can only take me so far. As I continue working towards graduation, the exploration for opportunities such as the management fellows program becomes essential. Opportunities as such need to exist in Laredo as we risk losing our innovators and our Trailblazers to other cities. I am in favor of the management fellows program as it would open a door for opportunity not only for myself but for countless of others who are working tirelessly for professional development and administrative experience prior to career applications. For my closing statement I leave with this; I joined the MPA program to make a difference, I urge the board to recognize the interest, to be Trailblazers and to see the change that you want to see thank you.

Victor Treviño Jr. - Good evening everybody for the record Victor Treviño Jr. Thank you for giving me the opportunity to speak and support the management fellowship program. I am a local attorney, a commercial pilot and a broker and a native Laredoan. The biggest investment that you can make in creativity and Innovation is invested in your local talent far and far between, the most important investment you can make as we have seen time and time again without local talent we are subjugated to cycles of mediocrity and unfortunately a patron system that does not advance. My grandfather the late Dr. Malakoff always said that, Laredo would always run into problems because we did not invest enough into our medical environment our medical professionals and as we can see we suffered greatly because we did not retain enough medical providers. And we are hopefully fixing that problem but we do not want to run into that situation with regards to our school and our education. Is very important to invest in that leadership. We have, or by having some of our own employees basically have the investment support and backing of the board to enrich their skills within their respective fields, you cultivate loyalty and most importantly retention which is the foundation of every great institution. I hope you support this program and thank you for giving me the time to speak.

Victor Vazquez - Good evening to everybody my name is Victor Vasquez, I came to talk about the item number seven, management fellow program. I have nothing against you guys but right now I don't think we have the money for it. I want to vote against it because we don't have the money. We here at every other board meeting that Mr. Rene De La Viña is coming and asking for money for the teachers and they're not getting any either. So, I think you know we should not waste more money in a program that we do not need. It probably will work, it might not work, but right now I don't think the teachers, the teachers need the money. Thank you.

Jose Ovando - Good afternoon, for the record my name is Joe Ovando, I would like to start by sending my condolences to Mr. Veliz. Moving on, I have a child a daughter who was in 3rd grade and she just started this after this pandemic in the new school that I don't want to name the horrible name that it has. She started going to that school and the library is not equipped. They didn't have any books and she wanted to get a book out and there weren't any books and I was surprised that in this school there are no books in the library. But we do want to fund this management fellows program? Last time that I was here, I called it one of the dumbest ideas I've ever seen but then they came up with even worse dumber ideas when they started protecting that past attorney. I am not against what the other people the people that are in favor of it I agree with them I completely 100% agree with them, and it's a matter of funding. And me, it's costing me a lot of money to keep my child in school and for my child not to have books. Yes, I agree that they should

(TAMIU) should have opportunities, especially here in Laredo that we should keep our talent here I completely agree with that however, I don't have the money for that. And if I had to choose between that and the book in my child's Library I would prefer a book right now. I don't want to extend this too much but I just want to leave it at this, that it is a matter of funding it is not a matter of principle just a matter of funding. And I know that the school district is running through a very tough time money-wise and if they get this or if they approve this it's just going to cut back and something else. I don't know why and I may be wrong but this is just my personal perception is that a person came to me and complained about the personal relationships that exist between superior and subordinates at the school district. This lady was specifically talking about I know that there are rules here and you cannot name a trustee and I am not going to name him but she was worried about the advances that this person was making at her and she felt very uncomfortable. She said "If I say something all this is going to cost is just a problem for me and I am going to get fired". I think that there should be a policy where those personal relationships between trustees and the employees of the school district should be completely prohibited. I understand if you're married when you're already married when you're coming to the position but there should be a rule against that and that is one of the most horrible things that you can do is press somebody about their job. That is all I have to say thank you so much.

V. Recognitions

A. GIRLS CROSS COUNTRY TEAM

B. BOYS CROSS COUNTRY TEAM

VI. Consent Agenda Items

A. Approval of the 2022-2023 District Goals

B. Approval of missed school instructional day for various campuses due to water outage

C. Approval of monthly disbursements

D. Approval of property tax refunds for the month of February 2022

E. Discussion and possible action re rescind the award RFP 066-2021 District Wide Pest Control Services due to the withdrawal of awarded vendor

F. Approval of CSP (Competitive Sealed Proposals) as the method of procurement for the construction of the road extension of Aquero Blvd., related to the construction of Juan Roberto Ramirez Middle School

- G. Discussion and possible action to recommend to the Board of Trustees approval of CSP 080-2021 Reconstruction of Various Athletic Fields at United South High School and LBJ High School
- H. Approval and recommendation of JOC 005-2021 Water Bottle Filling Station at current water fountains on UISD Campuses
- I. Approval of updated tabulation of RFP 007-2021 Drinking Water, which was approved at the June 23, 2021 Regular Board Meeting, due to a price increase as per vendor memo dated on March 3, 2022
- J. Approval of awarding bids, proposals and qualifications
- K. Approval of District forms for the following: employment contracts, addendums, supplemental duties and letters of assurance for 2022-2023 School/Work Year

A motion is made by Mr. Ricardo Rodriguez to approve items VI.-A through VI.-K.

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

MOTION PASSES

VII. Items for Individual Consideration

A. Approval of Donations

Superintendent Gonzalez asks the board to graciously accept the following donations:

- A donation was received from IBC for \$1000.00, for the UHS Cheerleaders.
- A donation was received from San Juana Rodriguez a representative for Trautmann's Cheer parent in the amount of \$1067.75 for the cheer team.
- Trautmann Middle School Cheer parent San Juana Rodriguez the amount of \$2550.00 for the Trautmann cheerleaders.

Grand Total of \$4,617.75

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

MOTION PASSES

B. Approval of revisions to the 2022-2023 Academic Calendar

Mrs. Gloria Rendon addresses the board and ask to change the start date for the 2022-2023 Academic Calendar, from August 15th to August 10th. Which would allow three straight weeks in December 2022. "We project that any covid issues that we would have, hopefully a loner window for individuals who may be infected to stay at home", says Mrs. Rendon.

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

MOTION PASSES

C. Discussion, clarification, and possible establishment of the UISD Management Fellows Program

Mr. Francisco Castillo makes a motion to approve the establishment of the UISD management fellows program.

Motion:	So Move
Moved By:	Francisco Castillo
Seconded By:	Aliza Oliveros
Any Discussion:	

Aliza Oliveros – Mrs. Oliveros starts her discussion by thanking the public that came out to speak at public comments. "I agree that we are here to serve our community", said Mrs. Oliveros. She moves on to state that this is not the right time for this program and that the district has other priorities that take precedence over the need for a new program. Mrs. Oliveros expresses her view that should the

district have a fellows program in place, that it would be best to start with district students that are studying to be teachers. "Because they already give of their time." And that being an educational establishment, it is only right that the opportunity would go to teachers first and should financial possibilities exist then they would expand.

Francisco Castillo – Mr. Castillo mentions that this program had been approved in May 18th, 2021, but there was lack of action from administration. According to Mr. Castillo it is not about funding or lack of it. "I know we have the ability to fund things, when we want to get things done" says Mr. Castillo. Mr. Castillo goes on to say that he brought this item back again because it is worthwhile and it is an investment that could help not only for TAMU students but anyone with a masters in public administration, in the nation.

Ricardo Molina – Mr. Molina expresses that he feels that United already has enough Dr's, and asks administration to look into this and do it in-house, with people (staff) that we already have. "We have a lot of PhD's, a lot of masters, a lot of degrees in the district already, so if we have to go out and get people. I think we have enough people in-house". Mr. Molina states that this is the best solution there being lack of funds and teachers and staff want raises.

Francisco Castillo – Mr. Molina are you willing to amend the motion to say, to Create the program in-house, have a masters in program administration?

Ricardo Molina – I would leave it up to administration. (Overlapping conversations)

Ricardo Rodriguez – Is there a motion out there?

Aliza Oliveros – For clarification she says she is not against the MPA program and talks about being fair with student teachers that the district already has and that are putting in the time without getting paid. "Basically working for free for the district. Why would we go pay another program. That was my point".

All In Favor:	Francisco Castillo
All Against:	Ricardo Molina, Aliza Oliveros, Ricardo Rodriguez

MOTION IS DENIED

D. Approval of requests from Board Members in re: use of Board of Trustees Discretionary Funds for various campuses and departments

Mr. Mike Garza states that there were no additional requests other than what was presented to them in their packet.

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

All In Favor:	Unanimous
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MOTION PASSES

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The board adjourns into Closed Session at 6:30 pm.

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

- 1. Superintendent's Duties and Responsible**
- 2. Discussion regarding the appointment of principal at Washington Middle School**

**B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.072 Deliberation Regarding Real Property; Closed Meeting**

- 1. Report on negotiations with Potential Holdings, LLC regarding the presentation of a schematic of a portion of the private USD's street, Santa Monica, as part of an agreement pertaining to such street, pursuant to which access would be facilitated to property owned by Potential Holdings, LLC**

**C. TGC 551.071 Consultation with Board's Attorney
TGC 551.087 Deliberation regarding Economic Development Negotiations**

- 1. Deliberation regarding Economic Development to discuss and deliberate commercial and financial information received from renewable energy project developers related to the construction of renewable energy project(s) and**

possible offer of financial incentives related to one or more applications for an Appraised Value Limitation on Qualified Property under the Texas Economic Development Act, Chapter 313 of the Texas Tax Code

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

The board reconvenes from closed session at 7:14 pm.

A. Action regarding the appointment of Washington Middle School Principal

The superintendent's recommendation for principal of Washington Middle School is Juan "Johnny" Herrera

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

MOTION PASSES

- B. Possible action with respect from Potential Holdings, LLC regarding the presentation of a schematic of a portion of the private UISD's street, Santa Monica, as part of an agreement pertaining to such street, pursuant to which access would be facilitated to property owned by Potential Holdings, LLC**

Kenny Valls – Good evening board members. The recommendation is to continue to negotiate with Potential Holdings, LLC regarding a presentation of a schematic of a portion of the private UISD's street, Santa Monica, as part of an agreement pertaining to such street, pursuant to which access would be facilitated to property owned by Potential Holdings, LLC as directed by UISD board and administration.

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

MOTION PASSES

- C. Consideration and possible action to accept for consideration one or more Applications for an Appraised Value Limitation on Qualified Property under the Texas Economic Development Act, Texas Tax Code, Chapter 313, assess an Application fee, and authorize the Superintendent to review the Applications for completeness and submit such Applications to the Comptroller**

Stephen Trautmann – The recommendation is that the board accept for consideration Gransolar Texas Two, LLC's application for an Appraised Value Limitation on Qualified Property, accept for consideration Gransolar Texas Three, LLC's application for an Appraised Value Limitation on Qualified Property, set a standard application fee of \$80,000.00 for each application and authorize the superintendent to acknowledge receipt of each application and application fee, review each application and upon a determination that such applications are complete, work with the Underwood Law Firm to submit each application to the Comptroller as set out in Chapter 313 of the Texas Tax Code.

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

MOTION PASSES

- D. Consideration and possible action to retain school finance consultants Moak, Casey & Associates to assist the District in processing and evaluating the financial impact of Gransolar Texas Two LLC's Application for Appraised Value Limitation on Qualified Property**

Stephen Trautmann – The recommendation is to retain the firm of Moak Casey and associates as school finance consultants to assist the district in processing and evaluating Gransolar Texas Two, LLC's Application for Appraised Value Limitation on Qualified Property and authorize the board president to sign the engagement letter with Moak Casey and Associates to secure such services.

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

MOTION PASSES

- E. Consideration and possible action to retain school finance consultants Moak, Casey & Associates to assist the District in processing and evaluating the financial impact of Gransolar Texas Three LLC's Application of Appraised Value Limitation on Qualified Property**

Stephen Trautmann – Once again the recommendation is to retain school finance consultants Moak, Casey & Associates to assist the District in processing and evaluating the financial impact of Gransolar Texas Three LLC's Application of Appraised Value Limitation on Qualified Property and authorize the board president to sign the engagement letter with Moak Casey and Associates to secure such services.

Motion:	So Move
Moved By:	Ricardo Molina
Seconded By:	Ricardo Rodriguez, Francisco Castillo
Any Discussion:	NONE
All In Favor:	Unanimous

MOTION PASSES

- F. Discussion and possible Board action to approve extension of the time period for considering Siete Wind, LLC's Application for an Appraised Value Limitation on Qualified Property pursuant to Chapter 313 of the Texas Property Tax Code**

Stephen Trautmann – The recommendation is for the district to adopt a resolution as participant and extending the time period to consider and take action on Siete Wind LLC's Application for an Appraised Value Limitation on Qualified Property pursuant to Chapter 313 of the Texas Property Tax Code and extend such time to December 31, 2022 the maximum amount of time is noted in the comptroller certification of January 11, 2022 and authorize the superintendent to provide notice of such extension.

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

MOTION PASSES

IX. Adjournment

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

All In Favor: Unanimous

MOTION PASSES

There being no further business before the United ISD Board of Trustees, this Regular Board Meeting of March 23, 2022 was Adjourned at 7:21 PM.

Ramiro Veliz, III, Board President

Juan Roberto Ramirez, Board Secretary

*Minutes completed by Griselda Rodriguez, Secretary.
Submitted for Approval at the June 2022, Regular Board Meeting.*