

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **26th day of June, 2025**, the Board of Trustees of the Brownsville Independent School District met in a **Special Called Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Daniella Lopez Valdez	President
Minerva Pena	Secretary
Carlos Elizondo	Board Member (arrived at 5:33 p.m.)
Denise Garza	Member
Neida Ruth Soto-Grantland	Member
Frank Ortiz	Member

ABSENT:

Jessica Gonzalez	Absent
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ALSO PRESENT:

Dr. Jesus H. Chavez	Superintendent of Schools
Eric Flores	Attorney for the Board

ALSO ABSENT:

None

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

- I. Meeting called to order by Daniella Lopez Valdez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Jesus H. Chavez, Superintendent.**
- III. Pledge of Allegiance led by Daniella Lopez Valdez, Board President.**
- IV. Roll Call.** Daniella Lopez Valdez, Board Member announced we have Ms. Denise Garza, Mr. Frank Ortiz, Ms. Minerva Pena and our newest Board Member Ms. Neida Ruth Soto Grantland.

Ms. Daniella Lopez Valdez, Board President stated, it is so, we are so thankful to have you here with us today and we are excited to have you hit the ground running on a very important meeting and I will go ahead and let you say a few words.

Ms. Neida Ruth Grantland stated, thank you so much, President Valdez. I appreciate that. And from here on out, Neida Ruth Grantland is fine. The Soto Grantland is hyphenated because of family preference, but you can just call me Neida Ruth Grantland. It takes too long sometimes to call the whole name. I want to

thank the community. First of all, I would like to offer my condolences to Erasmo Castro's family. I feel that losing a family member, I not only feel it, I know that losing a family member is a very difficult thing to do. My daughter passed away a year ago, and I know what the family is going through, but I do want to offer them my prayers and my condolences. I want to acknowledge our Board President, Dr. Chavez, and our Board members for the confidence that they have placed in me. I really do not take it lightly.

Carlos Elizondo arrived at 5:33 p.m.

My experience and reputation in this district have always been based on respect for others a Servant heart I've always felt that the children of our community deserve everything that we can give them and by children I don't mean just little ones. I mean the older students as well. I want you to know that I come into this position out of a heart of service. I come into this position wanting to do what's best. My vote will always be in favor of children, the district, staff, families, and it will never be based on popularity or any other such political thing. That's not who I am. I think many of you know that and I want to assure you of that. I hope to do well by this position and I ask you to keep me in your prayers. And I have to tell you one thing, when I got here today, I got here before any of the other Board members because I had to get this stuff taken care of. And I saw the reserved for Board Members, right, and there's seven of them and I thought, Okay, does it start from right to left? Do I do place seven or does it start from right to left, do I do place seven? Or does it start from left to right, do I do place seven? Well, I chose left to right just because that's the way we read, right? And so, I did park in the seventh parking spot. But anyway, thank you, I've been welcomed very beautifully and I so appreciate it. I appreciate Judge Nelson for having sworn me in. He's a lifelong friend. He and his wife are wonderful people. My husband for the support that he gives me and everything that I do. And all of you, it was nice yesterday seeing everybody that I had not seen in many years and so I appreciate it. I hope to do well by this. Thank you.

V. Recommend approving the agenda of the Special Called Board Meeting of Thursday, June 26, 2025, with any corrections/deletions.

X. A. General Function Item(s)

- X. A. 2 Page 1 will be replaced with Page 1a**
Page 15 will be replaced with Page 15a
- X. A. 3 Page 2 will be replaced with Page 2a**
Page 3 will be replaced with Page 3a
Page 4 will be replaced with Page 4a
- X. C. 2 Page 1 will be replaced with Page 1a**

Handout 1 added to official minutes

Ms. Lopez Valdez stated, thank you so much, Ms. Grantland. For the record, Ms. Perez, Mr. Elizondo has joined us. Dr. Chavez, I know you have some updates for us. **Dr. Jesus Chavez, Superintendent stated, yes, before we get to the agenda, do you want to go ahead and read the item and then I'll go ahead and indicate the other information.** Ms. Patricia C. Perez, Executive Assistant stated, **Recommend approving the agenda of the Special Called Board Meeting of Thursday, June 26, 2025 with any corrections or deletions.** Ms. Denise Garza, Board Member stated, Motion to approve. Ms. Daniella Lopez Valdez, Board President stated, second.

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the agenda of the Special Called Board Meeting of Thursday, June 26, 2025 with the corrections as stated by administration. (6-0-0)

VI. Recommend approving the minutes with any corrections:

- A. Regular Board Meeting of Tuesday, April 1, 2025
- B. Regular Board Meeting of Tuesday, May 6, 2025

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approving the minutes of the Regular Board Meeting of Tuesday, April 1, 2025 and Regular Board Meeting of Tuesday, May 6, 2025, with no corrections as stated by administration. (6-0-0)

VII. Superintendent's Report: * SB1566

A. BUDGET HEARING:

1. Open Public Hearing - Proposed Budget and Proposed Tax Rate for the Fiscal Year 2025-2026.

- a. Presentation of the Brownsville Independent School District 2025-2026 Proposed Budget and Proposed Tax Rate.

Ms. Mary Garza, Interim Chief Financial Officer stated, good evening Board Members, Madam President, Dr. Chavez, members of the Board and audience. The agenda for today on going over the proposed budget is we're going to review the student enrollment history, the projections and the staff ratios, review of the 25-26 proposed budget, look at the fund balance history, the comparison of property values and tax rates and the amortization schedules for debt service. So, the district history in enrollment back in 1997, we had 40,494 students, 41 campuses, down forward to 2025, the year that we are about to close, our PEIMS data enrollment is 36,140, we have 47 schools, we have 5,744 employees, of which 2,526 were teacher FTEs. For 25-26, the projection based by grade level from early childhood to 12th grade, the projection is 35,050 students, and the PEIMS snapshot for 2024 was 36,140. That's a projected decrease of above 3%. Now, there's different factors as to why our enrollment has been declining. One is the decrease of birth rates. The other is the decrease in, well not the decrease, it's the mobility of families within the city. And as the city grows, it has expanded outside of the BISD jurisdiction. So now families and neighborhoods, depending as to where they're at, they may either go to Los Fresnos ISD to the north or to the East Point Isabel ISD or the West San Benito ISD. Plus, we also have charters. In a graphic perspective, the ratio of the students to staff, as you can see, the blue line is decreasing, right? And we have the yellow line, which is our teachers, and the red line, which is the non-teacher staff. So we always want to keep the teachers and the non-teacher staff declining in the same format that the students are, because if it doesn't, that means we have too much payroll in our budget. So, our proposed, based on the enrollment of 35,000 students, our budget is being projected to be for our general fund, which are the funds that are required to be approved by the, our education code. It is Food Service, so we list Food Service by itself. Then we list the other categorical funds and general fund. For a total budget revenue of \$514 million, we're going to be taking \$17.1 million out of fund balance, and the total expected expenditures will be \$531 million. The \$17 million deficit is less than last year's deficit. At

the time that we approved our budget last year, the projected deficit was 23. All our federal funds and our debt service. Our debt service fund is another fund that is required to be approved. That's the last fund listed. That's to pay our voter-approved bonds. Our payment for 25-26 is going to be \$12.8 million. After this year's payment, the balance to pay our remaining outstanding bond is going to be a little over \$4 million. And that will be no more debt service after that. The only way we would have another debt requirement is if the district were to pass any new bond issues. Our budget broken down by function and major object. Our payroll costs, which is the 6,100, represents 76.6% of our total budget. Our functions 11, 12, and 13, which is instruction, instructional resources, media, and instructional staff development, those are 52.8, 1.4, and 2.7. That's where the bulk of our budget goes to. Our function 41, which is general administration, that is 2.1%. In a graph format, this is how our revenues come in. Our local revenues, which is our taxes, investment, and miscellaneous funds that come in, it's \$86.6 million. The money coming in from the state for the different allotments is \$403 million, and federal, it's \$102.7 million, for the total of \$592.3. Our expenditure budget, broken down by function or by group, our instructional categories, which is functions 11, 12, and 13, is \$346.4 million, and it represents 56.9 of the total budget. Instructional school leadership is \$35.8 for 5.9 percent. Student support service, that is \$109.2 for a total of \$17.9 percent. Administration, which is function 41, \$12.6 million for 2.1 percent. Support service non-student, that's our function 51, 52, and 53. That's 79.5 for 13 million, I mean, sorry, 13%. And community services is \$4.7, 4.8%. Debt service is \$18.3, or 3%. Construction is \$1.5, which is 0.2. And then our JJAP is the \$0.1, and for 0% of the total. Our audited fund balances for the last several years. And this is all fund balance based on our audit book. We generated in 18-19 \$477.3 million in revenues. We had expenditures of \$491.7 for a decrease of \$14.4. Our beginning balance was \$216 and our ending balance was \$201. 19-20 was the first year when the pandemic started. Our fund balance dropped to \$185,000 and then the two the three years of ESSER which is 2021, 21-22 and 22-23 our fund balance grew to two hundred and thirty-six thousand. 23-24 was the last year that we were closing out the ESSER funds, the ESSER grants, so in order to be preparing for the ESSER the ESSER Cliff, once those funds expired, our fund balance started to decline. The 24-25, that year has not closed, so that is based on the projection of what we adopted. One thing to keep in mind is the \$23 million is not going to materialize because of the fact that the state approved and assessed the local property values to the district, which meant that we were going to get a little bit of extra funding. So the \$23 million deficit is not going to materialize. For 25-26, based on the projection, we're going to have, we have a 17 million. The state did allocate additional funding to school districts, but that money was earmarked for specific purposes. It was not left to this discretion of the local control to decide what to do with those funds. Now this is all fund balances combined. Our unassigned fund balance, we're going to be ending based on all the drawdowns that we did from fund balance for this year, for the budget amendments that we brought to the board, we're going to expect to be ending at about \$111 million. Our deficit is going to bring, our projected deficit will bring our fund balance down to about 96.7. If there

are no changes to the funding sources and everything stays stable and our expenditures stay constant to where we don't increase or make changes, right, in the items that we embedded into the fund balance, we have reoccurring costs. And those reoccurring costs were the raises that we're allocating this year, right? They're going to be repeating, so we're going to have to sustain it. That's not considering new raises. That's just stabilizing and keeping what we are doing right now. In the budget, we are approving the three items that we mentioned during our last budget meeting that we were going to be setting aside three million dollars for HVAC. We're going to be setting aside two million dollars for technology devices, 500,000 for priority schools, and we're going to begin the phase of doing the structural repairs to the stadium so the first year of three of 1.3 million dollars. So that's basically about 14.7 million dollars that's embedded in the budget from our previous presentations, from the last board meeting, budget meeting that we had. So that's going to be a reoccurring, right? So, if nothing else changes, our \$111 million in unassigned fund balance will go down to approximately 96.7 for 25-26. For 26-27 it would go down to 82.9 and for the 27-28 school year it would go down approximately 69. Now that's just anticipation, anticipating that there are no changes to any funding formulas and sources coming in, and we don't reduce any expenditures. Everything stays the same. But there's constant change, right? Our revenues are going to change based on what happens to enrollment and ADA. And depending as to what we're going to be doing as far as resizing or adjusting our district. Our property values. In 2024, the certified values in July came in at \$8.5 million. The freeze taxable was \$294 for a total of \$8.2 million. At the end of April, our 25 preliminary taxable values came in at \$9.4 with taxable freeze of 396 for a net of 9 billion. That's an increase of 779, which is an increase of about 9.4 overall. Two things to keep in mind, that as our property values increase, that means that the district is getting wealthier per student. If we get wealthier per student, that means that the state will send in less money. We're also in a situation where we are projecting, based on our district individual that does our demographics, Dr. Lee Garcia, that we're going to be losing students at about 1,000 per year for the next five years, right? So as we decrease students, that also means that there's less state aid. So we are faced with two factors that reduce the amount of state money coming to the district, decrease in enrollment and increase in property values. So our tax rate history for the last 10 years. In 16-17 we had a Maintenance and Operation tax rate of \$1.1525. We had a zero Interest & Sinking tax rate for that year. In 17-18, we reinstated the Interest & Sinking tax rate in order to maximize on the state aid, both on the Maintenance & Operation and on the interest in sinking. 18-19, the tax rates stayed the same. in operation and on the interest in sinking. 18-19, the tax rates stayed the same. In 19-20, that's when House Bill 3 came into effect and the state authorized tax compression. So our tax rate dropped from \$1.15 to \$1.05 for a total of \$1.18. And ever since then, based on how fast our property values grow, our M&O tax rate will be decreasing. So, in 22-23, because of tax compression and our property value increase, our compression dropped to 78.9 cents M&O tax rate. Last year was 78.6, and then projected for this year, because we won't know yet until the certified values come in. And we do not set, the districts do not set the tax rate

for the Maintenance & Operation anymore. The state does based on our property values. So right now, it's estimated to be at 74 cents. In 22-23 and 23 to 24, our I&S tax rate was \$0.24. It was increased on purpose in order to pay off our debt early. Because of the fact that we were having large tax compressions on the Maintenance & Operations side, we were still able to maintain a good total tax rate while still giving a benefit to the taxpayers of reducing the tax rate. Now in November the taxpayers are going to vote for another tax exemption for the homestead. It's going to be changing from \$100,000 to \$140,000 for the homestead exemption. So right now based on the preliminary values, our tax rate may be at \$0.85 combined. This will be the last year that the district will have an I&S tax rate if the district doesn't pass a bond issue. We have enough money in the debt service fund balance to make the last payment of the bonds for next year. This is a comparison of the property wealth per student and this is what the state uses in order to allocate state funding. So as you can see, from 2016-17 to 25-26, the projection for this coming fiscal year, as the property values increase and our students' enrollment decreases, the wealth per student is going to be approximately \$269,000. Our amortization schedule for our bonds, the only bonds that we have left is the 2020 A and the 2020 B. These are refunding bonds that, and the original issue was back in 2006. So, like I mentioned our debt service of the 10 pennies is going to cover the 12.8 million and we have fund balance to cover the 4.2 from Debt Service and you will not have a debt payment after that. We have the qualified school construction bonds and we're down to only one. It's the 2020, it's a 2010 A, B, C, D, and E. On this particular bond issues, these are getting paid out of the Maintenance & Operations tax rate component. We get a federal subsidy on the interest for these payments. We're down to the last two years, after 25-26. That ends the presentation. Are there any questions or comments? Ms. Daniella Lopez Valdez stated, Ms. Grantland. Ms. Neida Ruth Grantland stated, thank you Madam President. Ms. Garza, I want to thank you so much. Coming into this situation, being sworn in at 5 o'clock this evening and then voting on something as serious as a budget calls for quick study. And yesterday you dropped what you were doing along with Dr. Chavez and President Valdez to answer my questions in the information that I needed to have in order to make an educated decision tonight. And I really do appreciate that. I have a question for you on your district student enrollment and staff ratios piece. When you talk about non-teacher, who exactly does that include? Ms. Minerva Pena, Board Member stated what page is it on here. Ms. Grantland replied, that's on page four. **Ms. M. Garza replied, on this particular page, the non-teacher FTEs is everybody else that's employed by the district. That would be your principals, your aides, your food service workers, custodians, maintenance, transportation, everybody else. That is the non-teacher.** Ms. Grantland stated, so it's certified and non-certified people? **Ms. M. Garza replied, certified and non-certified, yes ma'am.** Ms. Grantland stated, okay. All right, thank you. And again, thank you very much for the assistant yesterday. **Ms. M. Garza stated, yes ma'am.** Ms. Lopez Valdez stated, any other questions? Ms. Pena? Ms. Pena stated Yes. Can you hear me? Because it's a little far from me. The tax rate is being determined by who, did you say? **Ms. M. Garza replied, the Maintenance and Operation tax rate ever since House Bill 3 went into effect right here in 1920, the state is the one that**

determines what our Maintenance and Operation tax rate is. Ms. Pena stated, and I guess my question, what page is that, ma'am? Let me. **Ms. M. Garza replied, that is on slide....** Ms. Pena interjected 12, thank you, so then when they determined that, how did they go about to determine that? What was the process for the House bill? They put it into the House bill to vote on it to do that? **Ms. M. Garza replied, yes, so what happens is based, they're trying, what the state was trying to do is to keep everybody, all the school districts within a certain range of a tax rate for Maintenance and Operations. So they look at the property value increases throughout the state, and they want to keep everybody within a certain range. So based on your property growth, the higher you go above 3%, the more compression you're going to have. But they limit to what's the maximum lowest that you can go.** Ms. Pena stated, okay, and I look at that and the property values, I'm sure you've seen our properties. I saw a house for \$150,000. It's falling apart. So, I have a problem and a concern and what we need to do to help us because it's all opinionated, you know, the basis and the things that, I'm sure you've seen it. You've seen it around so and I know everybody's Challenging their tax increase and a lot of them are getting approved when they show what the house looks like So I guess we're doing it up in Austin without literally going into each community to look at the properties Where the taxes come from the property value? So it's a decision being made by Austin and not really the people in the community, am I correct? **Ms. M. Garza stated, the decisions is based on the formulas that the legislatures put into place and the districts do not control the property values that are set. That is the appraisal district and it based, they have formulas that they have to follow by based on the turnover of properties as they're getting built or as they're getting sold.** Ms. Pena stated, yes, and I go back to the same thing. It's the power of the pen, pretty much, thank you. Ms. Lopez Valdez stated, any other questions from my colleagues? Mr. Elizondo? Mr. Carlos Elizondo, Board Member stated, yes, is this where we talk about the stipends or is that? (Inaudible) Okay, thank you. Ms. Lopez Valdez stated, Ms. Garza, thank you so much. Thank you, Dr. Chavez, and thank you to your staff for the presentation. I know that you all have put a lot of work into this and I know the state has put us in some difficult times but I appreciate you all for always making sure we continue to serve our students regardless of the challenges. And I believe now I have to close this and then open Public Participation to Discuss Proposed Budget and Proposed Tax Rate for the Fiscal Year 2025-2026.

- b. Public Participation to Discuss Proposed Budget and Proposed Tax Rate for the Fiscal Year 2025-2026. No questions or concerns.

2. Closed Public Hearing - Proposed Budget and Proposed Tax Rate for the Fiscal Year 2025-2026.

VIII. PUBLIC COMMENT:

Jorge Jasso Good afternoon, Board President Lopez-Valdez, Ms. Lopez-Valdez, Superintendent Dr. Chavez, and esteemed members of the Board. My name is Jorge Jasso, and I serve as the PAC Chair for BEST AFT. I will be speaking on number X, letter A.2. On behalf of BEST AFT, I would like to thank you for reaching a consensus on the appointment of Ms. Grantland to the vacant school Board seat. Her experience and dedication to public

education will be valuable assets as the district continues to move forward and we look forward to working closely with you ma'am. I would also like to draw your attention to an important concern regarding the proposed budget and its potential impact on our district librarians. As currently outlined, the proposal would eliminate the \$4,500 stipend previously awarded to librarians. Since librarians are not included in the \$5,000 teacher salary increase and are instead said to receive the \$1,200 general raise, this change would result in a net loss of \$3,300 in their annual compensation compared to the previous year. This reduction not only affects the financial stability of our librarians, but also sends a disheartening message about the value placed on the role within our schools. Librarians play a critical role in supporting literacy, research skills, and fostering a lifelong love for reading which are all foundational elements to student success. We respectfully urge the board to reconsider this portion of the proposed budget to ensure fair and equitable treatment of all BISD employees and to uphold vital work the vital work that our librarians do every day. Thank you once again for your dedication and continued service to the children, staff, and community that make up the Bronx Independent School District. Thank you.

Tess Cortinas Good evening President Lopez Valdez Dr. Chavez BISD Board Trustees and the Brownsville community my name is Tess Cortinez and I'm a BEST AFT officer for the classified employees a member of the local 3877 and an ECSE para-professional at Pena Elementary. Tonight, I want to thank the board for appointing Ms. Grantland to the vacant Board position. I hope that the Board can now work together on addressing the issues and problems we face including the need to bring back the bond election for our facilities. Our children, their parents, and all BISD employees should be able to work in a building that is not harmful to their health. I also want to thank the Board for our upcoming raises. All raises are welcome. As a widower with children, I need every penny I can get. I have been working for BISD for the past 12 years, all in the same special ed unit. This year was a challenge, as we had 18 students in the classroom. My classroom consists of three-year olds, two kindergarten students with various disabilities, which can be a challenge, with just one teacher and two paraprofessionals. We are losing eight students that are moving up to life skill classes and we have 11 students set to begin in August, which does not include the ones that are pending on the list to come in to the units. We highly appreciate your moving us up a pay grade from pay grade 4 to pay grade 5, but also ask that you consider BI Units, too, as they work with special ed students. I hope you can find the money for one more round of decompression because we in the special ed units work very hard and have extra duties that take a lot of time, dedication, and patience. Thank you for all you have done for us and for hearing me this evening. Have the best evening possible

Kimberly Kiser Hi, good evening. My name is Kimberly Kaiser and I'm a dual enrollment teacher here in the district. I've actually been a dual enrollment teacher with the district since 2009. So I've been able to see the progression of success that we've had with our dual enrollment program. Myself and some of the other dual enrollment teachers became somewhat concerned when on the June 9th Budget Committee Meeting we saw on line 29 that there was a recommendation by the executive cabinet in order to delete the dual enrollment stipends. We believe that part of our retention of our students and also the draw, the attraction of our students is our dual enrollment program that they get to take during the school day. We were very pleased to see that today on the compensation plan on page 29 those dual enrollment stipends were retained there. We appreciate that and we hope that we continue to have those stipends in order to show the recognition of our efforts and our dedication to our dual enrollment program and to our students as well. So thank you very much for that, we appreciate it.

Orlando Lopez – *Handout 2 added to official minutes* I'm so excited to be given this chance to speak in front of the Board. Good evening Board Members and Mr. Chavez. The subject that I will be speaking on involves the forgotten, non-classroom certified personnel. Let's focus on just one of these positions, librarians. What is being taken away from these essential staff members required, I might add, certified, and they all have masters as well. Number one, their aides are gone. Now they must complete everything that is required of their jobs plus the aids job as well now. Next thing, number two, they're stipend, gone. The only ones that are proposed to be taken at this point. Raise, gone as well, provided by the state. Four is, and the last thing is, most importantly, respect, gone. All of these actions point to a loss of respect by the state and the district. Research consistently shows that schools and certified librarians experience improved student outcome, including standardized test scores. This is just one of the several examples of non-classroom certified positions being demoralized by TEA. TEA is turning their back on essential non-classroom certified personnel, such as librarians, assistant principals, and counselors, which is egregious. We can, you the board can, right this wrong. So, so you guys don't think that I'm just giving problems, let's see some solutions maybe. Under the SSRA, support staff retention allotment, \$45 per student was provided by the Gods up on high to increase the salaries of support staff. Second, maybe placing the non-classroom certified back on teachers hiring schedule. Okay. I will leave you all with this quote from Bruce Lee. Knowing is not enough. We must apply. Willing is not enough. We must do. Thank you Board and have a best evening. Thank you.

Adina Alegria Good afternoon President Lopez Valdez, members of the Board, Dr. Chavez, administrators, and those joining the Brownsville ISD YouTube channel. My name is Adina Alegria, Executive Director of Texas Valley Educators Association affiliated with Brownsville Unions Coalition. As we bid farewell to those retiring or resigning this school year, we pause to express gratitude for their commitment and the lasting impact they have made. Their dedication reminds us that they didn't simply fill a role here at BISD, but instead answered a calling, and for many, a responsibility carried with integrity and heart. And today as we close the book on one chapter, a new one begins. TVEA's thrilled to welcome Mrs. Grantland to the school board. After four months of endless deliberation that ended in no appointee, we saw this board come together in a unanimous vote and your appointment reignites our momentum. We look forward to working in conjunction with each of you as a complete Board. Mrs. Grantland, we move ahead with hope, trusting that your decisions will reflect the best interest of our community and the future generations whose lives will be shaped by the work that takes place in this building. Welcome. I want to begin by extending our heartfelt thanks to everyone who played a role in the school district's budget preparation, especially the teams in finance, formerly led by a true professional, Mr. Cespedes, and now by another true professional, Mrs. Garza, as well as though in Human Resources and this administration. No doubt the budget is a challenging and often frustrating process in deciding what is essential and prioritizing those needs. Many people who don't watch or attend meetings fail to understand that funds come from our state and at times are earmarked for specific use. Funds are not found on a tree outside this building regardless of what some believe and if you don't think so I encourage you to attend every budget meeting, read the background materials, conduct your research, and ask questions to your association leaders so that you may better understand public school funding and the obstacles school districts face regarding this funding. And it's because of the capable directors the Superintendent has in place that allow organizations as TVEA to be successful in representing our members and employees of this great district. I've often mentioned how associations like TVEA are sometimes met with skepticism or misunderstood as adversarial. I've always believed in building bridges, not barriers.

My goal is always to collaborate, not clash. By working in harmony, we ensure that the needs of educators, students, and the broader community are met with fairness, transparency, and mutual respect. TVEA would especially like to thank all directors who have answered our call this year. From almost every single person in this room to Mr. Garza at warehouse, Mr. Guerrero at maintenance and health services, Mrs. Lipa, Mrs. Aldrete, Mrs. Castro, Mr. Ornelas, Chief Garcia, and last but not least Dr. Linda Gallegos and her staff. Alicia Dominguez, Eddie Arroyo, Maricela Franco, Dr. Lugo, they all answered our call. And they have consistently show up with professionalism, follow-through, and a clear commitment to now doing what's right. Just today I had a slew of librarians call us and ask us about their stipend. Dr. Gallego was quick to get mad at me and tell me, well why didn't I call her sooner? Because the stipends weren't going away, they were just going to be embedded in the salary. That's the professionalism I get when I deal with her. And I know that everyone feels it across every corner of this district, and I know we feel it at our office. Thank you, all of you, sincerely. As another school year comes to an end, marked by growth, challenges, and achievements, I would like to extend my heartfelt thanks to every single person in this district for the work you've done in supporting the students, the staff, and the community. May this summer bring you rest, joy, and well-deserved time with loved ones. Thank you all for your time, service to the Brownsville community, and attention this evening.

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

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

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

Motion was made by Denise Garza, seconded by Neida Ruth Grantland, and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. (6-0-0)

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|----------|------------------------------------|-------------|
| X | A. General Function | 4, 5 |
| | B. Payments | 1 |
| | C. Contracts/Agreements | 1, 2 |
| | D. Bids/Proposals/Purchases | |

(All presentations limited to five (5) minutes)

- X. Consent Agenda:**

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

- 1. Recommend approval of the Brownsville Independent School District 2025-2026 Budget.**

Ms. Daniella Lopez Valdez, Board President stated, motion to approve. Ms. Denise Garza, Board Member stated second. Ms. Lopez Valdez stated, floor is open to discussion. Dr. Chavez, I don't know if you want to start, lead us with our proposed budget. **Dr. Jesus Chavez, Superintendent stated, let me make some comments initially and I know we've got Ms. Mary Garza here as well and she can answer any questions or cover any information that you like as well as it details our budget. So I want to go back to our state legislature and the state situation as it got to this past legislative session that approved again the dollars for the state, but in addition to that, dollars for public**

education. I want to go back to three sessions ago, and yes there was some assistance from the legislature at that point. It wasn't as much as districts needed, and so I know even, even, you know, when you think three sessions ago, we were short dollars, right? And so we've been challenged here over the last four or five years. Then we get to not this past session, but two sessions ago. Keep in mind that during that session, there were projections to assist and help school districts and as part of that there were discussions by the legislature to move forward with a pay increase. And you'll remember that district budgets and state dollars for public schools was not approved. You'll remember that we've had here a challenge in a few years and yes we've been obligated then to take a look at some of the savings and consider its use as we're considering tonight. I'm happy that this last session there were dollars allocated to public schools and so when you think of the dollars we got even though there's a 22 million dollars, a little above that, that yes we are receiving from the state, a lot of the designations of where those dollars go are controlled, were approved by specific state law as to where the dollars went. That's a reason here, you know, over our last budget meetings with the Board and coming to tonight, a lot of the dollars that are being increased by the state are very specifically dedicated to specific expenditures that we need to put in place. While I'm very happy that yes, there's some state aid, you know, the difficulty that we ourselves find and really other school districts, right, from the standpoint of not having the sufficient dollars necessary to implement what it is that we feel is very important for our students and for our teachers. Now, we move forward even beyond what the state provided to say we need to use some of those local dollars and I'll say you know with regards to the 111 million dollars that's available remember that right now in the budget that we're proposing to the Board we're indicating that we would like to recommend that yes, we use 17 million dollars beyond what the state is providing, beyond what our taxes collect, and that's the reason you see the 17 million dollar shortage in funds, if you will, because we're going to go to our fund balance and grab from the 111, and so that's what brings us down to about the \$96 million level. Now the thing I want to say about that is the state also recommends that each district have three months expenditures in a fund balance, right? For us, that's \$100 million. So we are going to go a little below that in here tonight you know if the board were to agree yes let's move forward with our budget the 17 million dollar use from our fund balance we are going to go below that 100 million dollars now we've had to do that in the past and not only one year, but a number of years. So it's a practice I know that districts follow, that we follow. But I did want to begin with that piece, that the budget that you're presenting tonight, and we had talked about this earlier too in some of our previous budget meetings, right, that we were going to be short, that we were willing to dedicate some of our fund balance towards that. Now our hope longer term of course and actually longer term you know during this coming year is that we don't have to use all of that but there are some unknowns out there and you know a lot of times they're caused by people outside of our district that we don't have any control of such as the state when they say, well, the local property value calculation that was done, you know, values were supposed to be higher and we're supposed to charge families more, right? And the state says that and we charge less. Well, the state then says, no, we're not going to send you state money that we had told you we were going to send because we find that your taxes should be higher because we believe that the property value should have been higher too. So I mentioned these things as we move forward in discussing our budget for next

year. Let me say that, you know, yes I'm very happy, I'm very happy that the state provided salary dollars, but they were also very descriptive about how those salary dollars were used. Here, I'm going to go back to say that yes, they're required for teachers who had two, three, four years that they would get the \$2,500 and teachers who had five or more years of experience that they would get the \$5,000. And so that took a, let's say half the amount that the state was providing and they really limited the dollars available to us. But I'm glad that they did that, but it doesn't allow us the ability then to say, oh we're going to give everybody the similar kind of increase. We're going to give everybody either a 4% increase or an 8% increase. That's what the state designated that we do for teachers who had served, you know, a specific number of years. However, we were dedicated and we had set up front that we would do at a minimum 2% salary increase for all other employees. And so tonight that's a recommendation that you're receiving. We want to, you know, we wish we could do more. Keep in mind that I've already mentioned the 17 million dollar deficit that we already have, and then in addition to that, you know, the other projects that need to be done in our district. So I wanted to make this introductory a presentation, if you will, or comments. You know, we have staff here that can cover other questions that you may have. I know we're going to get into maybe some of the specifics of the budget and we're happy to speak about that as well. So let me stop there and Ms. Garza is there anything else you'd like to add? I know you've already given a presentation and so you know we're certainly happy to receive any additional information that you'd like to make as well. Ms. Mary Garza, Interim Chief Financial Officer stated, I can remind the Noard that based on the discussions that we had, we presented the different categories of monies that came in and the specific purpose for what they were intended. And all the money was used in order to cover those items within the budget. Yes, the state did give us money for the teachers. Yes, they did give us a support staff allotment of about \$3 million, but the total raises, as was presented, was going to be about \$17 million, or \$15 million. I would have to pull out the presentation that we did at the last budget workshop. So even though the state gave us money, it was not enough to cover all of the raises that the district was planning on doing. Now they did give us money for, a little bit of money for insurance. They did give us a little money, about a million or so, to cover the increases on the benefits that the employer has to pay because of course as we give raises and since the district the state directed the districts to give the \$5,000 to classroom teachers that would increase all of the employer contributions for TRS, Medicare, Workers' Comp, unemployment. So there was not enough money allocated in order to cover the entire costs. Now the budget does include the items that were presented during the Budget workshops that the board members submitted their rankings on. We were able to include six of the items based on the ranking, and the ranking based on everybody's input, or those that submitted. It includes the kinder-aids, half an FTE per teacher, the instructional coaches at the elementary, the front office clerks for the elementary that lost them last year through the cuts that we anticipated, the parent liaisons that was also cut last year, and the CTE lab clerks that were cut last year, a good portion of the cuts that were done last year were brought back. Dr. Chavez stated, let me let me add this other piece here because I don't want to forget this either. One of the things as you look at the teacher salary increases I've already indicated the ones that the state is requiring, but I do want to emphasize to the Board that our recommendation with regards to the other employees that remain in our district is that yes, they get a 2%

increase. I know there were some comments made here earlier and just to provide some additional information about that, any individual that received the increase, that's going to receive the increase 2%, they are also going to receive, if they were being paid a stipend this past year, they're going to continue to receive a stipend. Now keep in mind that for some of the changes, that additional amount though now becomes regular salary, right? And so you'll see an increase not only of the 2 percent to the salary, but you will also see what they were getting as a stipend, although now it becomes just regular salary. And so just wanted to clarify that piece, and I think folks here will be happy about that, right, that, yes, we're continuing to pay not only the stipend, but then, you know, through regular salary amount, but also it will increase by the 2% that everybody else is getting too. Ms. Lopez Valdez stated yes, Ms. Grantland? Ms. Neida Ruth Grantland, Board Member stated, I did some pretty serious researching on this because I didn't want to take this item lightly. It's a very important item. Having been a part of it from the standpoint of a campus administrator, I know the timeliness factor of passing a budget. If we don't do this in timely fashion, then we cripple our district. And that's one thing that we really need to be cognizant of. The other thing that it's kind of like, do you want the good news or do you want the bad news? The good news is they're sending stipends for teachers. The bad news is they tell you how to spend it. And so that's not a good thing necessarily. And it's not one that I necessarily would like to see that way, but that's what it is. The other thing too is that with the stipends, that was, I also received some comments of concerns about that, so I did a little bit of researching and found out that the stipends were being embedded into the salaries, which assured me that we were on the right track with that. The thing, too, is that any time there's a 2 percent from the midpoint, it'll be based on a little bit higher salary. It'll give a little higher bump because that's embedded into the salary now. The forcing us to create a different category for the support-certified people, I think that HR is going to probably be able to look at that, handle it, and set up a good schedule. I'd like to see us going forward looking at more long-range planning in terms of what's coming up down the pike. I do know that things do not stay the same, so for us to think that it's all going to stay exactly the same is going to be a fallacy. I think we need to acknowledge that. But I really do appreciate the work that's being done from the standpoint of having been a campus administrator and now from the standpoint of being here. I appreciate the work that you all are doing on this. Thank you. Ms. Lopez Valdez stated, Ms. Pena? Ms. Minerva Pena, Board Member stated, yes, and on a note to that, I noticed when it says about what needs to be done and the information, what was the decision based on to make it embedded into the salary as opposed to the stipend? Because I know nobody forces us to do anything. Because if you notice on the paper, when it says the changes, it says recommended by TASB and House Bill 2. It doesn't say mandate, it says recommended by. And I don't know how people interpret recommended, and I've worked for the state for many years and how strict the laws are. Recommendation and mandate are totally different. So were we forced, like Ms. Grantland stated, to do this, or is it something that we have an authority to do it in a manner that is more beneficial to our staff? And what was the reasoning for getting it from a stipend into the salary? Can you explain that so that people will understand? **Dr. Chavez replied, well, first of all, let me say that I mean I'm happy that we were able to do that for our employees, right, and that we continued the stipend amount, and that yes, you'll be receiving that above the 2% that we were giving everybody else. Let me call on Ms. Gallegos to talk a little bit about the approach and reasons why. Keep in mind that yes, we may have some leeway here, but one of the main points I think that's going to be made is that when**

we include, when we have to move an individual from this pay grade to a different pay grade you want to match what you have in the different Pay grade and so the actual pay match that right and it included the additional let's say million dollar. I'm sorry \$1,000, \$2,000, \$3,000, so that's one of the main reasons. Ms. Pena stated one million would be nice, and real quick, sir. So you're saying that they'll move them to a different pay scale and the stipend is embedded into the different pay scale, so it wouldn't be a change in salary because of the pay scale. In fact, it's kind of just going to have the stipend added in there. Is that what you're saying? **Dr. Linda Gallegos, Chief Human Resource Officer stated, yes, ma'am.** Ms. Pena continued, and I guess that's what the confusing part is, where they get all excited, they're moving a pay scale, and then they get their stipend, but the stipend's already embedded. You went to a different pay scale, but the stipend is embedded. What is the difference in salary when you had the stipend in this pay scale, and now you have it embedded in the higher pay scale? Did they actually get an increase, is my question. **Dr. Gallegos stated, that is a good question, Mrs. Pena. So they are moved as per House Bill because they are not with students in a classroom. So they are being moved to the professional support. So they are being moved with the professional support. They are not losing the stipend. We are embedding it into their salary and they're still receiving the, if they get a master's, if they have a master's degree, they will be receiving that stipend as well. So there is no loss in salary now.** Ms. Pena stated, I really appreciate that, but my sense is where they moved them to that pay scale, if they didn't have that stipend coming with them, it would be less salary for them? Is that what you're saying? **Dr. Gallegos replied, well yes it would be, but we did not take away the salary. It's going to be embedded and that has historically been done in BISD.** Ms. Pena stated, and was that a mandate to move them to that pay scale? **Dr. Gallegos replied, well because they're not with, they're not part of, they're not with students in a classroom because of House Bill 2, they are now support. So that's why we moved them to the professional instructional.** Ms. Pena stated, okay because I've been studying this and going through the TEA where they say yes, they can be included as teachers. And I've been studying it and I've got all the information on the website and what it can be done. This is why I asked when the word recommendation is put out there, they're saying, we're washing our hands of it. We just recommend it. And they're the ones that did it. So that's why I want to to see how that is interpreted in the law and I will continue to do the research Because a recommendation is one thing and a mandate is a totally different and I noticed that on our paperwork It said it's recommended by the TASB and by House Bill 2 so I'm going to do more research and speak to the legislature to say, okay, what exactly? Was this something you mandated or was recommended and it was up to the district to decide how okay, what exactly? Was this something you mandated or was recommended and it was up to the district to decide how they were going to implement it? And that's what I'm asking, so thank you. Ms. Grantland stated the one other question I have is this. Are you going to embed the stipend before you do the 2% from the midpoint or after you do the 2% from midpoint? **Dr. Gallegos stated, that is a good question Mr. Arroyo. Mr. Eddie Arroyo, Compensation Manager stated, Madam President, Board Members, Dr. Chavez, how are you all doing tonight? You can pose your question again, ma'am.** Ms. Grantland stated, yes, I was wondering if you're going to embed the stipend first and then do the 2% from midpoint or if you're going to do it the other way, do the 2%? **Mr. Arroyo stated, we'll do some math right now. We'll do basic, simple. We'll use \$200 daily rate. so, a librarian's earning a \$200 daily rate. Okay, so a librarians earning a \$200 daily rate and their stipend amount is 4,500 you divide that**

by 196 days you get \$22. So you get the \$200 plus the \$22 which are embed, and that equals \$222, right? The new pay grade that they're in, that new midpoint value, you multiply that by 2%, which is going to give you, if you look at the information, \$7.52. So you got \$222 plus \$7.52. That's your new daily rate for the new school year. Ms. Grantland replied, okay, that answers my question. I was wondering if the two percent from the midpoint was going to bump up a little bit because it was already put in, but you've answered my question that it will be put in first. **Mr. Arroyo stated, yes ma'am, and what occurs is that when they go to these pay grades what you do all that math if their daily rate is below the new minimum you have to bring them up 1% above the new minimum daily rate. So I just gave you all that math they could be getting more if their daily rate is below that minimum.** Ms. Grantland stated, I see thank you. **Mr. Arroyo stated, yes ma'am.** Ms. Lopez Valdez stated, any other questions on this item on budget? Mr. Ortiz? Mr. Frank Ortiz, Board Member stated, just for clarification purposes, those are very good explanations because I know that a lot of our librarians, a lot of our employees are out there probably wondering what's taking place or where there's their stipends are going to be so those are very good explain explanations that they have a better understanding of The budget and how it's going to affect their pay Just to reiterate again dual enrollment stipend is going to stay that's not going to be embedded into their salary But that that is going to be a stipend. Is that correct? **Dr. Gallegos stated, that is remaining the same, yes sir.** Mr. Ortiz stated, okay, it's just the librarians. **Dr. Gallegos stated, yes sir.** Mr. Ortiz stated, okay, Dr. Chavez, I know that you mentioned a little while ago that all other employees besides the teachers are getting a 2% from Mid-Point. When you indicated and you said for all other employees, that's principals, assistant principals, instructional coaches, everyone else, including central office people? Okay. One last question, and I know I asked it last year, and I want to ask it again. When we're talking about the \$7 million shortfall, okay, you're saying that you're going to take the \$17 million out of the fund balance to make up for the shortfall. When you do that, does that balance the budget? **Dr. Chavez stated, well, I'm going to answer it in two ways, right, from the standpoint of it depends on how you look at it. No, it doesn't balance the budget from the standpoint, we only have X amount of tax dollars being collected and X amount of dollars from the state and those two pieces don't cover what you're going to have in your budget. Now we are able to then have the dollars necessary to use for our plan because we move, again, that \$17 million from savings to put it in and expend it during the coming year. So, it just depends on which of you take with regards to is it balanced? Well, we're able to balance it, but we're using saved dollars. Were you able to balance it because of what the state and local taxes provided? No, we're behind \$17 million.** Mr. Ortiz stated, but you could look at it the other way around, too, as you just mentioned a little while ago. If you're taking the \$17 million from your savings to put into the shortfall, I would read it that it's balanced to start off with. Depends how you look at it, like you said. **Dr. Chavez stated, if I may mention one other thing, because this is important for us to know, and it's already been mentioned, but I want to mention it again. Certainly, our hope is that we don't have to use all \$17 million. Now, this is assuming that everything stays stable, right? That we don't find the state saying, oh, you didn't charge enough taxes locally, so we're going to cut your money, right? We're hoping, no, we're balanced, both what the state is charging and what we charge locally, right, with regards to what they pointed to. So my hope is we don't have to use all \$17 million. Now will it be 15, will it be 14, yet to be known, right? But the other thing to keep in mind is that, yes, we've added, for example, some additional**

personnel. And that was a decision that we as a district have on the table right now. We're adding additional personnel in this position, this position, this position, this position. Those are ongoing expenses. And as you think of using your savings that you have, you can't do a whole lot of that and continue to expend money. Now here our expectation is that, well, you know, yes, two years down the road, the state will give us additional dollars. Hopefully they will, right? And it will cover maybe some of the shortage that we have. But when you think of the 17 million dollars, a good portion of that, I'm going to say about two-thirds of that, are ongoing expenses. And so, you know, are we going to need to go back to our savings, our 96 million, and use another 12 next year? Well, now you're going down some more. Hopefully it won't be that amount and hopefully things will get better. You know, I'm keeping my fingers crossed that yes, things do get better, that we have a better collection, maybe a few million dollars more than we anticipate. So 17 comes down to 15 or 14, that even in our expenditures we don't spend all the dollars. In here, you know, one of the things that I'm going to talk to everyone about is that we use dollars that we need to educate kids. But if there's a little bit of savings that you can have in your own budget, please do save it. Because those are dollars then we can use the following year. In other words, we will spend money to educate our kids, do what we need to do. If there's a little bit of savings that we can have here and there, it's going to help us. And so that's one of the things that we're going to be promoting this year and in future years so that yes, we get in a better situation because if we're able to save \$2 million, \$3 million, then that's a better budget situation for next year. Dr. Linda Gallegos, Chief Human Resource Officer stated, Dr. Chavez, may I make one correction, sir? Mr. Ortiz, you mentioned if it was just librarians. I'm sorry, we do have elementary music advisor, instrumental music advisor, visual arts advisor, and choral music. Their stipend will also be embedded into their salaries. Mr. Ortiz stated, thank you so much for that clarification because I know that we're looking at different things and a lot of time there's confusion with our employees and we just want to make sure that, you know, thank you for bringing that up and expressing that. This way, they may be having questions right now after hearing what's going on right now, so I'm glad that you were able to state that for them. Dr. Gallegos stated, thank you, sir. Ms. Lopez Valdez stated, Ms. Pena. Ms. Minerva Pena, Board Member stated, thank you, because I noticed that you said position closed, position closed. I've always said this for the last, I don't know how many years. Why don't you put move to on that page? Because she had the question, we all had the question, and the public's looking at this. Position closed, and we do it too often. So can we make sure, Dr. Chavez, that effective today we do? And I was going to ask you all this, why are you closing all those? And some of them you did it, but on a lot of them you didn't. So thank you for clarifying that. But it makes it so easier and people can take a deep breath and rest and not stress out for five or six days when they look at this because that was my question because you just put closing and I'm trying to find where did they put it and it makes it really difficult because it's almost like we're playing filling the blank here but how do I find the filling word to put in? So thank you very much for that. And I also have a question on, you answered that question, that was one of my main questions, but one of the questions that I have, Dr. Chavez, and the changing of the titles of the information, you know, like I guess the supervisor for visual arts and fine arts, that's not going to be changed? Ms. Lopez Valdez interjected and stated Ms. Pena, that will be compensation on the next item. Ms. Pena stated, oh. Ms. Lopez Valdez continued, right now we're looking at budget. Ms. Pena stated, well, aren't these compensations part of the budget? Ms. Lopez Valdez

replied, compensation is number A2 on the budget. Ms. Pena stated, so I can ask the questions on the positions of the? Ms. Lopez Valdez replied, yes ma'am, yes. Ms. Pena stated, thank you. Ms. Lopez Valdez stated, yes, Mr. Elizondo? Mr. Carlos Elizondo, Board Member stated, real quick, you said what stipends are being embedded? Just a few? **Dr. Chavez replied, we probably have them on the list. Do you want to go over some? Yeah.** Ms. Lopez Valdez stated we can go over the stipends on the employee compensation because I believe that's where we can go into detail. Mr. Elizondo stated, well that's because it was being brought up right now that's what I was asking because there was a couple of questions and comments. Ms. Lopez Valdez stated, we want to move from this item to the next item got a motion on a second on budget. Mr. Elizondo stated, may I address the quick question. Ms. Lopez Valdez stated, yes, sir, is it stipend based or do you want is it budget-based. Mr. Elizondo stated, I want clarification on the stipends that Chavez was saying that's why. Ms. Lopez Valdez stated, could we clarify those really quick? **Dr. Gallegos stated, yes, sir. It was librarians and also the fine arts, the four areas, the four FTEs that I mentioned. So would you like, I can go over them one by one. So it's Librarian Learning Resource endorsement. It'll be \$2,000 embedded. Librarian Learning Resource Specialist, it will be \$4,500 embedded. And school librarian, \$4,500 embedded. Elementary music advisor will be 3,700 embedded. Musical music, I'm sorry, Instrumental Music Advisor, 8,500 embedded. Visual Arts Advisor, 8,500 embedded. And Choral Music Advisor, 8,500 embedded.** Mr. Elizondo stated, okay, and now the question is, these are going to be embedded to those positions or to those employees that hold those positions right now? **Dr. Gallegos replied, the employees that hold those positions right now.** Mr. Elizondo stated, and so if they retire what happens to that stipend? **Dr. Gallegos stated, it stops, anybody hired later.** Mr. Elizondo stated, that was my question. So we're eliminating any future employees that fall into those areas. Am I correct? Ms. Pena stated, yes. **Dr. Chavez stated, yes and no. Dr. Gallegos stated Mr. Arroyo, do you want to go ahead and address that? Dr. Chavez stated, yes please.** Ms. Lopez Valdez stated, is this all, are we legal, can you just make sure, are we okay discussing this detail or should this detail be discussed on the second item? *Mr. Eric Flores, Board Attorney replied, since Mr. Arroyo did speak on it beforehand some little further clarification.* Ms. Lopez Valdez stated, okay thank you Mr. Arroyo. Ms. Pena interjected, real quick I need a clarification. We're being asked to approve the budget. We approve the budget. Then we talk about the compensation. Whenever we approve the budget we're not going to change any compensation. Should we not speak about the compensation and the information in there before we approve the budget? Why are we doing it backwards? *Mr. Flores replied too answer it specifically, Trustee Pena, the budget is a framework and the compensation is a little bit more detailed. That can change as it goes forward.* Ms. Pena stated, but once you approve the budget, it's going to be very difficult to try and change the compensation totally if you have a question on something that you don't agree with, because the compensation is part of the budget. They're together, you don't separate them. Not when it comes to, I have a problem voting yes for the budget when I don't have the answers to the compensation. I can't do that you know sincerely I can't. *Mr. Flores stated, understood Ms. Pena.* Ms. Lopez Valdez stated, okay Mr. Arroyo thank you. Mr. Elizondo stated so my question again, do you want me to ask it? **Mr. Arroyo replied yes sir.** Mr. Elizondo stated, so the concern that I have is it sounds real nice for the people who have the position right in the stipend that they're going to embed into their salary and if they retire tomorrow they take that salary with them. The person that's going to fill that spot will not have that opportunity to have that stipend. Am I correct? **Mr. Arroyo replied, correct,**

sir. And so let me remind the board that back in the 2021 school year, we embedded salary or stipends for nurses. Everyone that you see on the professional instructional support pay plan, with the exception of the ones that we're adding due to the House Bill 2. So for example, nurses, they had their stipends embedded during the 2021 school year. Now we're looking at a market. So if you look at the pay grade 2, that market midpoint value is their market value. So even though that someone, if they had their stipend embedded into their daily rate and they retire, that new person that's coming into that pay grade, we have to review the related years of experience that we've discussed before and the market which they're in compared to the others there. So we have to remember what a teacher hiring salary schedule is. It's for teachers. What's the basics for a teacher? Bachelors? Right? Okay, and so that's a different market than what a nurse is, right? Mr. Elizondo stated, I agree with all that, sir, but what I'm asking is what we're doing is we're retiring the stipend that a future employee will have the ability to because we're embedding this and we're actually killing those stipends if and when that employee leaves. That was my question. The answer was yes, right? Mr. Arroyo stated, we're embedding that stipend, so the answer to your question is, as you stated, killing the stipend, which we're not. We're embedding the stipend there. However, we're also there that when they're becoming part of the market value of the new pay grade. Mr. Elizondo stated, sir, I understand that. Dr. Chavez interjected, if I may add some information. Mr. Elizondo stated, just real quick, just real quick. Dr. Chavez stated, well, I mean. Mr. Elizondo continued, just real quick, it's because what my concern is the ability for the next individual to be able to enjoy that stipend. It won't be there anymore, right? That's what we're saying? Dr. Chavez stated, no, I need to clarify that, and I'm sorry for the interruption, but just to clarify and make it, you know, make it known what's happening here. Yes, you know, we're eliminating the stipend to the position that it go. So you're correct. No, we won't be talking about a stipend, or we won't be saying, oh, there's this additional stipend. But keep in mind that we always have to be extremely careful about being fair to the individual. And so yes, based on the number of years that they bring, that's the position that they will go to, which will include the total amount. If they were still in the old position, they would get the stipend. Well now, they're in this new position, that's only salary, but the salary does include that amount that they would have received over here. So yes, the stipend is not going to be there anymore, but the amount of dollars that they would have received on their stipend is going to be there and that's what I wanted to clarify right so that people understood that. Mr. Elizondo stated, and that is what I was asking the stipend is not going to be there but let's say they have year one experience right and that position before I had something else, right? They will start at year one. It won't include that higher rate. Ms. Pena stated, yes, that's correct. Mr. Arroyo stated, when they go to the pay grades or the professional instructional support, we're looking at related years of experience. In these pay grades, there's not a placement scale like you see on the teacher scale, right? Mr. Elizondo stated, that's right. That's what I was leaning to. Mr. Arroyo continued, with the exception of the zero year, right? Mr. Elizondo stated, correct. Mr. Arroyo stated, the minimum. Mr. Elizondo stated, so that's what I'm saying, it's going to be less. Mr. Arroyo stated, well, we'd have to do a pure equity and look at the related years of experience of an individual that is being hired for the district with the district. Ms. Lopez Valdez interjected, Mr. Arroyo and Ms. Garza, if you can finish up your thoughts and respectfully to everyone, we will move since this is on the topic of the next item, our time has concluded

here. So what we'll do is we'll vote on budget and then we'll go ahead and bring in employee compensation, which seems like the details that we're going into right now. Ms. Neida Ruth Grantland, Board Member stated, yes I just need some clarification here because we're going to approve the budget and then we'll discuss the stipends or whatever other comes in in employee compensation, but we still have just those same dollars to work with. So, you know, whatever is decided or discussed in the employee stipends detail is my, I don't see how there would be a change exacted on that if we still have only X number of dollars working with. And so at this point, is it possible, and this may be an off-the-wall question, but is it possible to table this item, go to the next item, and then come back to this item? Ms. Pena stated, that would be a great idea. *Mr. Flores stated, there's a motion and a second on the table. Those would have to be pulled in order to do that. There's a standing item, motion second. So now the most appropriate thing would be to take a vote or those people who made it can pull it. That's correct. So right now, it's just a framework. The budget can always be amended shortly thereafter if needed.* Ms. Pena stated, Ms. Daniella. Ms. Lopez Valdez stated Ms. Pena, I would like to keep this motion on the table and then I know that the employee compensation is something that we usually amend as we go the year when there is updates. I know that Dr. Chavez and I have discussed on some of the categories that have been brought up that we would be looking into those in August. So I would like to keep the budget here and then and take it for a vote and then go into detail on the employee compensation since that is more flexible and that's the one that we can add well I wouldn't say add but that's the one that we can discuss a little bit further. Ms. Pena stated, and Ms. Daniela, if I may, I would think it'd be more flexible if we tabled it and then come back to it. Because at this point in time, I cannot vote for this. And it's just that we're doing it, we're putting the cart before the horse, and I can't operate like that. I've worked for the state in budgets before so this is something I'm uncomfortable with I would really appreciate we could table it and bring it right back get all the answers then we're comfortable with what we're saying so at this point in time I'm not comfortable for voting for this. Mr. Elizondo stated, I mean we could just go table it and then we can come back yet it's going to be the same meaning today so we can get clarification. Ms. Lopez Valdez stated, okay what we'll do is I'll motion to table this one and then we'll bring it right back after this I would want to make sure that we come back to this right away. So we'll go ahead and move item. I motion to approve, sorry legal. I would say I motion to table my item recommend approval of the Brownsville Independent School District budget. Mr. Elizondo stated, second. *Mr. Flores interjected, and just for the record it's to table only for this meeting.* Ms. Lopez Valdez stated, I would table only for this meeting. *Mr. Flores interjected, so it will come back today.* Ms. Lopez Valdez stated, to bring back right after the employee compensation plan. *Mr. Flores stated, yeah and I think it is appropriate at this time right the Brownsville Independent School District is on a July 1 fiscal year right so if a budget is not passed before then it in essence triggers a government shutdown for the district.* Ms. Pena stated, and to be very clear that's not our objective our objective is to make sure we have everything done properly. Please don't scare people. Stop, let me finish. And don't scare people, we understand. We're educated up here. We just want to just change it to make sure that we feel comfortable and we've got the answers that we can, that we have and we need so we can make the proper decision because I want to move this district forward. My intent is never to stop it, to hurt it, or to keep it from going forward, and none of us intend that. *Mr. Flores stated, understood, Ms. Pena.* Ms. Lopez stated, I have a motion. *Mr. Flores stated, Madam President, you can just withdraw your original motion, and a no vote will be needed to table.* Ms. Lopez Valdez stated, I withdraw my

motion, and we'll go ahead and move on to item two, "Recommend approval of the 2025-2026 employee compensation plan" to then go back to item one. And do I have a second? Mr. Elizondo stated, second. Ms. Denise Garza stated second. Ms. Lopez Valdez stated, before we begin I just would like to remind. *Mr. Flores stated, what was that? No, no. As long as you would draw, you're the original motion maker, we're okay to table it just for this meeting.* Ms. Pena stated, I think she was talking about number two. *Mr. Flores stated, okay.* Ms. Pena stated, the compensation plan, that's what she was on. *Mr. Flores stated, correct. Thank you, Trustee Pena. Just quick clarification on the compensation plan. We'll discuss the compensation plan. Hopefully, the clarification will be had. Then we will come back to the budget, pass the budget, and then come back and pass the compensation plan.* Ms. Lopez Valdez stated, yes, thank you. And just a reminder to my colleagues, everybody has the five-minute mark. So we will be keeping time. I think we kept time on the first one. We did pretty good. So just a reminder here. So I'll go ahead and open it up for discussion. Any questions? Ms. Pena. Ms. Pena stated, okay, and I see some of the things, so I noticed that we're changing, I guess the titles of some of them. And one of them that I had a question on, like on page 14, where it's changing the titles of the Director for Records, they're scratching out the word recycle. I don't know why, at the warehouse. And then on the Director for Public Information, you're taking out the word information and just put Public Relations and Community Engagement. Would it be possible because that is public information? That's why everyone has a PIO. Why is BISD choosing not to have a Public Information Officer? Do you know, Dr. Chavez, why you chose to remove the word public information and just leave relations? It's good, I like the public relations and community engagement, but also public information. So what was your objective of removing the word information? **Dr. Chavez stated, so let me begin by saying that we're very committed to continuing the work that these individuals and these positions have been making and so you know yes a change in title doesn't mean we're going to be dropping whatever work or whatever responsibilities they had and you know that's important for everybody you know right we're continuing on with the work. Here as it relates just to titles that districts have and changes that they make from time to time, those really relate to how the public is thinking, right, with regards to the various positions, with regards to the various works. A lot of time also it relates to, you know, we're an education district, right? We work on the student education so they get ahead in life, not only with their education they receive with us, but to again expand their education at a university or college. So here, from time to time, there are changes that are made out there by the community and really by businesses as it relates to what they recognize yes this is the new name now that's being used across the state across the nation so that was the main intent here and so I'm going to stop there and see whether anybody else would like to add to what I've said here from the administrative staff.** **Dr. Linda Gallegos, Chief Human Resource Officer stated, yes ma'am, Mrs. Pena that is the newer terminology being used by different public information offices so that is a newer terminology that used by different public information offices. So that is the newer terminology that's being utilized. And that was a request from Mrs. Isabel de la Cruz.** Ms. Pena stated, and yes, I know that, but I've had some of those places where we go and the public information says it's not for information, just relation. I want to make sure that that doesn't change. Because I'm very familiar with what you're saying and those that change and I've talked to some of those. change. I want to make sure that doesn't change. I'm very familiar with what you are saying. Sometimes change is good, but sometimes they hold on to what they have changed. We no longer do what we used to do.

I want to make sure that doesn't change. We live in a different world in 2025 where changes are made, but we don't have the root reason for the change. We just live with the consequences of the change. I don't want that to happen. **Dr. Gallegos stated understood.** Ms. Pena stated, okay. Thank you. Also, on the pages, I guess, who are direct on the positions where you put closed, like the coordinator for Federal Programs is closed. I don't know if I should address myself with Dr. Gallegos. Does it mean that these are like the FNS on page 17, it's scratched out as a pay grade level two. So is it going to, does that mean that these are not actually being closed but they're being moved? Is that what I'm, like the data migrant clerk for, the data management migrant clerk closed, the assistant for federal programs closed. That, well I know that the elementary music advisor and the music, the virtual arts and all that, you move them up, but are we actually closing these positions or where did they go? Like the administrator assistant for federal programs, we also closed a position for migrant students. Administrator, the data clerk for migrant students, it says closed. So what did we do here? Did we move them somewhere else or move them up higher or are they pretty much closed? **Dr. Gallegos stated, Mrs. Pena, those were all requests by the directors of those departments.** Ms. Pena stated, they actually closed? **Dr. Gallegos replied, those were closed requested by the department administrators.** Ms. Pena stated, okay but the work will still continue? **Dr. Gallegos stated, yes ma'am, stated, the work will not stop.** Ms. Pena stated, okay and I want to find out also if you could, Dr. Chavez, if you could help me with this information. Now the positions were closed but the work needs to continue. Was this work given to another person, added on to them as their new responsibilities? Because these titles show very important positions and you may close the position, but you can't close the work. So can you let me know what happened and who you gave? Did you give all that position to one individual or was it split by several individuals? Because the workload is pretty big on these programs? **Dr. Chavez replied, I don't know that we have that in writing and or, you know, information to give you tonight, but yes, I'm happy to get that and provide that to you. Let me say, though, that generally speaking, I'll make this general statement. Generally speaking, as we get smaller in size and we go let's say from 36,400 students down to 35,200 students, yes, we're going to need to look at our size and reduction and be sure that we continue the work that needs to be done, but unfortunately with lesser people, lesser students, then there will be less positions.** Ms. Pena stated, and I guess my question is because what I am hearing that is happening on the front lines and I am always going to fight for the front line because without the front line none of us are needed. No administrators, no Superintendent, no Board Members. When consolidating the work in the front lines, and I can see you doing that to try to save money, so when we consolidate the work at administration and the main office, we should do the same thing and not say, well, we need to give this person a raise because now they're going to be doing this job. And my thing is, wait, wait, wait, wait, wait, if you give the person at the top some kind of stipend or increase in salary because you combine two positions, I would like to see that. Ms. Lopez Valdez interjected, Ms. Pena just so you know, you have 30 seconds. Ms. Pena stated, yes, no, I would like to see you do the same thing to the front line because I cannot sit here and feel comfortable that administrator at the top got two different jobs because one left so let's close the position and you're going to give the administrator at main office an increase but the one in the front line actually doing the job and keeping you here doesn't get that and that bothers me and the last thing that I just want to make sure that we cover is our security, security guards I notice if you'll notice you don't have security guards in elementary and middle school. My concern is going to be that when

a police officer gets called out for something. Ms. Lopez Valdez interjected, that's your time, Ms. Pena. Ms. Pena stated, and it's crucial, let me just finish please politely, that there's nobody on that campus left behind while that officer's in a big situation that takes him four hours away. So can we please look at that and make sure we have a security guard at every campus, every campus in the district. Because that's something that the parents are telling me. **Dr. Chavez stated, let me say that I am extremely committed to making sure we have security in our schools. And we'll do whatever it takes to be sure that we're doing that, I agree with you.** Ms. Pena stated, thank you, because the paperwork here says that we don't have it. So thank you. Ms. Lopez Valdez stated, thank you, Ms. Pena, Ms. Garza. Ms. Denise Garza Board Member stated, thank you, Ms. Lopez-Valdez. Looking at page one of the compensation on the staffing guidelines, again, I'm going to bring up music and art. We had discussed as a Board when this first came out was not to attach it to enrollment and it currently is still attached with enrollment. We want every campus, every elementary school to be able to offer music and art to our students. And my next question was I know also on compensation plan where we closed the position at Lincoln Park administration for the principal. I do understand currently we do have an individual who is doing dual positions. I'm just curious as what the district's plan is if that individual ever retires or leaves our district what will happen to the Lincoln Park administrator? **Dr. Chavez stated, can I have you go ahead and respond?** Ms. Beatriz Hernandez, Chief Academic Officer replied, Ms. Garza, so the question is if the current administrator leaves, what would happen to... Ms. Garza stated, correct, because I know Ms. Garza is doing both the Counseling Director and she is also overseeing Lincoln Park and on compensation it shows Lincoln Park Principal being closed. So, my thing is, what's going to happen? Let's just say from one day to the next, Ms. Garza decides she's going to retire or something happens. How are we going to fill that position if we currently have it closed in compensation? **Ms. B. Hernandez replied, so the way we added that position this past school year is that it came with the Director of Guidance and Counseling. So, if the Guidance and Counseling position, Ms. Garza leaves and somebody comes in, they would oversee both the Guidance and Counseling Department and Lincoln Park Pregnancy Related Services.** Ms. Garza stated, does that reflect on compensation for the Director of Counseling as being Director of Counseling/ Lincoln Park Admin? I would think that we should combine it together, that way it doesn't show that Lincoln Park is left alone. **Dr. Chavez stated, you know, we're happy to take a look at that and make sure that yes, people understand that we do have an administrator there. The other piece I was going to add is that at times we do have, let's say, a principal or other administrator that has to be gone, let's say, for a week or two weeks. I just want everybody to make sure that we will have whatever administration officer needs to be there and more than likely it'll be somebody from central office right that gets assigned there for two weeks. So I just want the public to understand that yes we're very committed to that and I love the idea that yes we would add the principal piece here to this particular school because that is what we are doing.** Ms. Garza stated, thank you. Ms. Lopez Valdez stated Mr. Ortiz? Mr. Frank Ortiz, Board Member stated, yeah, just to follow up on a couple of items that were discussed here just for clarification. I know Ms. Pena brought up to Dr. Gallegos on the positions that had been closed. And those were recommended by the directors. What happened to those employees? Was it by attrition or were those employees reassigned somewhere else? **Dr. Gallegos stated, it all depends on the department, sir. If you give me a specific one I can look at, but yes.** Mr. Ortiz stated, the ones that show that have been closed. **Dr.**

Gallegos stated, yes. If a person has left, then they did close the position. One of them did move to another position, therefore that Director closed the position. One of them was going to retire, therefore they closed the position and then the person did retire. So they did announce that they were retiring and then they closed the position. So there's different scenarios for the different departments. Mr. Ortiz stated, so in other words... **Dr. Gallegos interjected, but we wouldn't cut anything if they were sitting there.** Mr. Ortiz stated, so in other words, some of them might have been sent to different departments. **Dr. Gallegos stated, they might have moved to another department. They might have applied for another position. Yes, sir.** Mr. Ortiz stated, okay. On a follow-up with Lincoln Park, obviously those individuals, and I did get the information, Dr. Chavez, when you sent it to me when I asked about that. And obviously those individuals have the proper certification to oversee administrative issues, T-test certification to do the T-test, the walk-throughs, the 10 required walk-throughs that are required on a weekly basis. So, I just want to make sure that we're not going to shortchange that school or that staff because we are not assigning individuals that are certified to do those things, dealing with parents, dealing with students. You know what it takes to be an administrator on a campus. Just want to make sure that whoever is being given these duties, additional duties, do have the proper certification to conduct these additional duties that administrators usually do on campus. That's my question, is that the case? **Ms. B. Hernandez replied, regarding specific certifications, I don't have the file for the individual that's there, but I can certainly reach out to HR and look at the file and give that information to you through Ms. Pat Perez.** Mr. Ortiz stated, I just want to make sure these individuals that are being assigned have the proper certification to be able to do what they need to do on a campus. And I guess my question here is, I know I had brought up the issue of supplemental pay that is at \$35 an hour. I know that it was looked at by surrounding districts on how much some of these individuals are getting. Some of them are getting \$35 at other districts. Some of them are at maybe 40, some of them are 35 like us. I know I had asked that maybe we could take into consideration and bring it up to about \$40 an hour. Was that ever considered? I don't know who can answer that question. **Dr. Gallegos replied, we did look at the salary, sir, and we were pretty competitive stating we did do a salary review. We looked at all the surrounding districts and we were pretty competitive, but if that's something that y'all would like to entertain then you can definitely let us know.** Mr. Ortiz stated, why not be the best and offer more than everybody else? **Dr. Gallegos stated, we are the best.** Mr. Ortiz stated, that's what I'm saying. Why not be the best you know and offer more than anybody else does and make us only even better. So can that be looked into it? **Dr. Gallegos stated, we will be looking at stipends coming around the next board in August. We will be looking at stipends. We're revisiting stipends at this time.** Mr. Ortiz stated, well that is not a stipend that is supplemental pay. **Dr. Gallegos stated, we will look at that as well.** Ms. Lopez Valdez stated, Mr. Ortiz, I know that this is something that we had discussed since you have asked and Dr. Chavez has an update that I think he could give us. **Dr. Chavez stated, we're happy to take a look at that and I know there's probably a few other things that we will be looking at and so we'll be bringing back some information here in August you know with regards to that.** Mr. Ortiz stated, I appreciate that like Legal said the budget can always be amended is that correct, sir? *Mr. Flores replied, correct, Trustee Ortiz.* Mr. Ortiz stated, thank you. Ms. Lopez Valdez stated Ms. Garza? Ms. D. Garza stated, thank you. One more question. Going to page 38, which is a supplemental duty pay. I noticed that at our last Budget Workshop the retention stipend was on there at \$7.50 but right now

it is no longer there. It says TBD. Will that be going back on there? **Dr. Gallegos stated, we are pending the state. We're waiting to see what the state provides or tells us, and as soon as they do, then we will definitely come back and let you all know.** Ms. Garza stated okay, do we kind of have an estimated time when the state will get back to us? **Dr. Gallegos replied, oh, that's a good question, yeah. We're hoping soon.** Ms. Garza stated, okay, just so that we keep it on our radar, I don't want to forget about it because I know many of our employees do look forward to this retention stipend. **Dr. Gallegos stated, yes ma'am.** Ms. Garza stated, thank you. Ms. Lopez Valdez stated, Ms. Pena? Ms. Pena stated, yes, and then I have the question now the Dr. Chavez, the Supervisor for Visual Arts and Fine Arts position was closed. So, who's going to be in charge now of visual arts and fine arts since you the Supervisor is no longer going to be in that position? **Dr. Chavez stated, can I have someone address that? OK. There we go.** Ms. Lopez Valdez stated, Ms. Pena, and this is your time. Ms. Pena stated so hopefully a quick answer, please. **Mr. Michael Garcia, Director of Finance Arts stated, yes, good evening, everyone. Yes, we had a vacancy. And so we're actually, it's in the compensation plan to have a Visual Arts Advisor. And currently, we have 47 Art Teachers in the district and so that's that's where we're moving forward with that position in the compensation plan so it's a visual arts advisor yes but currently it's a vacancy.** Ms. Pena stated, it says supervisor comma visual arts fine arts position closed so you're saying you're filling a position that's closed? The position's closed on page 11? **Mr. Garcia replied, no, I don't know. I don't have the compensation plan in front of me, but...** Ms. Pena interjected, but that position is still open. **Mr. Garcia replied, yes.** Ms. Pena stated, It's not closed, so... **Dr. Chavez stated, I'm sorry, what page was that on? Page 11. Mr. Garcia stated, I believe that I believe what you're referring to is that there was a previous employee that left us through retirement in 2020 I believe and they were on a different pay grade they were on it I believe an administrator pay grade at that time and so that's what that is.** Ms. Pena stated its going to be moved. **Mr. Garcia continued, yes if you look at the other pages where my staff is aligned, page 15, that's where the visual arts advisor position sits now. But yeah, at one time it was a different pay grade for that particular individual back in 2020 when they left us.** Ms. Pena stated, so the position is not closed, it's just moved. Because I see where it says move from teacher scale. At the bottom it has the visual arts advisor, not supervisor. So that's the new title now? **Mr. Garcia replied yes.** Ms. Pena stated, Advisor, not supervisor. **Mr. Garcia replied, yes, they're all.** Ms. Pena stated, okay, and that's why I want the clarification, because they didn't put on here move to. On some of the positions, they did that really well. And they said, move to now this. But okay, thank you for clarifying that. Thank you. And then my last thing is, on attendance clerks and clerical assistants. Ms. Lopez Valdez stated, Ms. Pena respectfully, that is your time. Ms. Pena stated, yeah, but I have two minutes. My two minutes haven't expired. Ms. Lopez Valdez stated, your five minutes have already expired. Ms. Pena stated, yeah, but we have a two minute rebuttal, remember that. Ms. Lopez Valdez stated, go ahead and I will let you finish these questions. Ms. Pena stated, thank you. On the parent liaisons, where we have, you have 300 students, you only have half, which means half a day, run to one school, the other half run to the other. And the attendance clerical assistant, under 665 students, you only have one. Why am I bringing this up? Because, I went to a place, Ben did some business, and the people, I'm trying to recruit them to BISD, and they said they left, because you go and they ring the doorbell, they never answer. Then you're talking to them, she has to stop to answer the phone. So sir, can we reconsider, when you have 600 students and you only have one, attendance clerical assistant answers the phone, checks for

attendance, talks to the parents and opens the door. So I'm glad that they're doing all of that, but sometimes the parents get a little bit antsy that they have to wait, because they have one. And on the parent liaison, I really wish we could reconsider to have one per school when it's 300, because they call the parents, they go knock on the doors, and they bring the kids back to school. They do a wonderful job. Sir, I have a problem with us closing positions in the front line and opening the new ones up here and taking the salary that I closed down there. Ms. Lopez Valdez interjected, Ms. Pena respectfully, if you could finish your thoughts. Ms. Pena stated, please look into that. **Dr. Chavez stated, we'll be happy to continue to look at where we've made changes and obviously in addition to that, the challenges that we have here, and we know this, you know this, I know this, right? Here as it relates to our student population as we continue to go lower in the number of students that we have, yes, we will need to look at making changes at the number of people that we have, where people go, what jobs people do and there are going to need to be some changes. Keep in mind that we've been making changes here over the years. I know that last year we made a huge change, so we're going to continue to have to look at that and you're correct. We've got to see where our people go and what services we provide.** Ms. Pena stated, thank you, sir. I just don't want you to shortchange our frontline teachers and students to make up a difference at the top. Please reconsider that. Thank you. **Dr. Chavez stated, let me just say one thing about that. As we have looked at reducing, remember that when we reduced last year, we took major reductions in administrative area and I'm happy to take a look and give you the percentage again, but I'm thinking about, just to give you an example, we may have looked at 8% as it relates to administrative people versus, let's say, half of that when we looked at schools. Because we wanted to protect schools, right? So we had lesser cuts at the school level, higher cuts at the administrative level, and that's why we've got to look at it, right? And so we'll continue working on that, ma'am.** Ms. Pena stated, thank you. Ms. Lopez Valdez stated, Mr. Elizondo? Mr. Carlos Elizondo, Board Member stated, yes, and also just to add on our police and security pay plan, if there's anything we can go back and look? I know that we're a little lower than the average salary around the state. Make sure that we look into maybe their salary increase at the midpoint, and also the police officers. I know that that would help retain a lot of the police officers, especially school police officers that have been here a long time, and especially the new ones that come in from looking at other places to go, because I know we're losing a lot of them, because our salary is not really, really in tune to what is the average out there. So we're losing a lot of great police officers to other areas. Maybe we can look into that, and also the security officers as well. **Dr. Chavez stated, we'll take a look at that and give you information. And, you know, yes, every year, two years, three years, you know, we've got to check different areas. And so I'm happy to take a look at that area.** Mr. Elizondo stated, thank you. Ms. Lopez Valdez stated, Ms. Garza? Ms. D. Garza stated yes. And going back to what Ms. Pena stated about, you know, the clerical staff and the experience that she has experienced, I know that that was also a proposed position that we had there that we rated and we ranked. So I want to ensure that we see it here on our staffing guidelines, because that was something we had proposed to help out our elementaries, because that was one concern we had seen this current year, was that our elementaries were really suffering with the front office staff, with that clerical staff, but I currently do not see it here. It just seems that the numbers of the enrollment were adjusted to attendance/clerical assistant. I don't know if that's the same position that we have proposed. Mr. Elizondo stated, Ms. Garza, what page are you on? Ms. Garza replied, Page 1 on the elementary

staffing guidelines. Mr. Elizondo stated, thank you. **Dr. Gallegos stated, yes, ma'am. Ms. Garza, we will be adding clerical staff to one, two, three, four, five different campuses because of the ratio. So we are adding clerical staff to those camp to several campuses.** Ms. Garza stated, so we linked it to enrollment. **Dr. Gallegos stated yes, we did ma'am.** Ms. Lopez Valdez stated, thank you I will go ahead and now that clarification has been had we will bring it back to budget. Ms. Daniella Lopez Valdez stated, Motion to approve. Mr. Carlos Elizondo stated, Second. Mr. Elizondo stated, in regards we are going to look into this a little further right? Dr. Chavez just to make sure I understand what Mr. Flores said but just do want to clarify that. Ms. Pena stated, yes and make sure, remember, every child's important. Make sure we don't look at a number. It's not a number, it's a human being like you and I. And to say that we have clerical by numbers, I was going to say that's wrong. Because those 300 children are more valuable than the 900 students. So can you please reconsider that so we don't lose our students, please? Ms. Lopez Valdez stated, yes, we can take it to a vote.

Motion made by Daniella Lopez Valdez, seconded by Carlos Elizondo, and unanimously carried to recommend approval of the Brownsville Independent School District 2025-2026 Budget. (6-0-0)

Ms. Pena stated Mr. Eric, I'm going to vote yes with prejudice. You know exactly what I mean. Ms. Lopez Valdez stated, thank you all. **Ms. Patricia Perez, Executive Assistant stated Motion passes 6-0 unanimous.** Ms. Pena stated, well, he knows the law. Ms. Lopez Valdez, and I just wanted to thank everybody involved in this process. I know that has been a very lengthy process, we had four budget meetings beginning in April all the way to now. The state didn't even approve this until June 4th, and then we had we have a July 1 fiscal deadline. So thank you all for putting to this together so quickly. I also want to thank everybody who has reached out to us. I see librarians, counselors, SLPs, the nurses, we had the bus drivers, the assistant principals and the principals who truly go above and beyond. Every single group who has taken the time to reach out to us, to text us, to e-mail us, to sit down and meet with us. Please know that your work does not go unnoticed. It was a tough legislative session, but we will continue to advocate for each and every one of you. Thank you all so much. Thank you, Dr. Chavez, and thank you to your team.

2. Recommend approval of the 2025-2026 Employee Compensation Plan.

**Compensation Plan – Page 1 will be replaced with Page 1a
Page 15 will be replaced with Page 15a**

Daniella Lopez Valdez, Board President stated, Motion to approve. Mr. Frank Ortiz, Board Member stated, Second. **Ms. Patricia Perez, Executive stated, Please vote.** Ms. Pena stated, yes with prejudice. Everyone involved in the law knows exactly what that means.

Motion made by Daniella Lopez Valdez, seconded by Frank Ortiz, and unanimously carried to recommend approval of the 2025-2026 Employee Compensation Plan. (6-0-0)

3. Recommend approval to contract consultants to support District-wide initiatives and practices that include priority campus support for elementary and secondary educational staff based on District needs and funding. *

**X. A. 3 Page 2 will be replaced with Page 2a
Page 3 will be replaced with Page 3a
Page 4 will be replaced with Page 4a**

Ms. Denise Garza, Board Member stated, Motion to approve. Ms. Daniella Lopez Valdez, Board President stated second, Mr. Ortiz. Mr. Frank Ortiz stated, oh yes, consultant. I'm looking at the fiscal implications and it's \$1,237,000.00. And don't get me wrong, I support PD. I think it's very, very important. But my question is, and I think Ms. Hernandez, is this for the entire 2025, 2026 school year? Are y'all going to come back six months from now with another million dollars and then three months later with another million dollars? Or are this planning for the year? **Ms. Beatriz Hernandez, Chief Academic Officer stated, well, first of all, sir, let me just start by saying that thank you for your comment on supporting PD. We as a district are very committed to continue to investing in our professional learning for our teachers to make sure that they're well equipped to offer high quality instructions and just continue to be up to date with all the changes. So with that being said, curriculum and instruction got together for the most part. It does include a comprehensive 25-26 school year proposal. However, because we do bring not only district professional development to the school board, but we also bring campus professional development consultant requests to the Board. Possibly down the line if there's a need as we move along that might come up. We don't foresee similar financial implication, but again, this pretty much is the comprehensive for the 25-26 school year.** Mr. Ortiz stated, thank you, my follow-up question is, all of these trainings and PD that's taken place on these five pages that I'm looking at right now, can any of these trainings be given by our employees, either our curriculum specialists or bilingual specialists? Is any of this training, just to save here, do our people have the knowledge and the training to do that? **Ms. Hernandez replied, the ones that are offered by our specialists, by our bilingual lead teachers, by our coordinators are not reflected on this particular comprehensive plan. We have a separate one, but of course, that's already embedded into the responsibilities of our district staff.** Mr. Ortiz stated, and that's the district PD that is provided by our employees. **Ms. Hernandez stated, correct.** Mr. Ortiz stated, okay, just a couple of other questions. I think Mr. Olvera's here, and I think I saw him walk in a little earlier. Couple of items here on page one, and I'm looking at the backup that was sent in, and I didn't notice the changes that y'all made, but I'm looking at page one, some training here that's going to cost the district \$277,000, and on page two, a training that is going to cost her district \$261,600. All the others I see the cost. Okay. I can understand that. But these two kind of red flagged up when they came up here. So, can you give us an idea or a synopsis of what \$227,500 and \$261,600 is benefit in our district? **Mr. Carlos Olvera, Director of Bilingual stated, well, good evening Ms. Valdez, Dr. Chavez, Board Members and audience. We have a one item which is the language acquisition camps. That one is on the first page. That is the one that is being worked on with the Bilingual Department and the region one Brownsville extension office. So what that encompasses is Region One personnel providing professional development to teachers during the school day while working with students, modeling the strategies that the teachers need to work with for the listening, speaking, reading, and writing. So those are offered three sessions per campus to make sure that our**

teachers are continuing to work with our students towards language acquisition. And of course, that also helps with academic growth. So not only does it impact TELPAS, it also impacts the STAAR. That is the training that is listed under bilingual. I'm not sure which other one you're discussing or asking about. Mr. Ortiz stated, it's listed on. **Ms. Hernandez interjected, that's under C&I, sir.** Mr. Ortiz stated, yeah under page two on the backup. **Mr. Olvera stated, yes, we only have one the first one. I just discussed we don't have the second one.** Mr. Ortiz stated, okay. Now, let me ask you now the so it's the training is I'm not here to tell you but I'm here to show you. **Mr. Olvera stated, correct.** Mr. Ortiz continued, and that's a type of training we need a lot of times, a lot of these people come in and they tell us how to do it. But you know what? Let's get into the classroom and show us how to do it. **Mr. Olvera replied, it's actually the best type of training that can be offered when you actually not only tell the person, you show them how to do the training.** Mr. Ortiz stated, very good. Okay, that's all I have. Ms. Lopez Valdez stated, Ms. Pena. Ms. Minerva Pena stated, yes, and my concern is that, because we have the training, Dr. Chavez, and why is it that we don't get our teachers and our administrators trained at over a quarter of a million dollars for these, and they come and they teach? That's how other districts are doing it, to save money. Because we're saying we're short on funds. Here we have half a million dollars in those two. Half a million dollars to come and repeat. I've been to some of those sessions. They're very simple, they're very basic. And we have personnel that we can use to be able to do this. Because again, I'm going to say it, I can't hear, I have an issue to hear someone say, we don't have any money and then I see them spending the money like by the millions. We should be doing this over half a million dollars for these two. Can we, I mean Region One, that's how it supports itself, by hitting the districts and taking the money from them. And what is it, the NISOS Education Center? Is it new or new to grade level teachers, kinder through three years old? My concern is that. Could we train some of our staff? And then they come and they train our people. And let me tell you why that works. When our kids go to nationals and play chess, and they whoop, they whoop these kids that have masters paying \$100 an hour to train them. And when our children would beat them, you know what the master trainer would say? Who teaches you? And you know what our kids would say, our students? We teach each other. And we outshine and come and beat New York and became co-champions. It's a lot easier when someone equal to you teaches you and trains you, because you're more relaxed and you pick it up faster. So could we consider maybe doing that instead of spending half a million dollars a year and training our teachers to train or our employees to train our teachers? Could we maybe consider that one year? **Dr. Chavez stated, let me tell you what comes to my mind. What's coming to my mind is that we probably ought to set this topic as a workshop with you, the Board. And so that way, we can discuss and talk about the suggestions that are being made. And we can actually bring teachers and principals and other folks to come discuss what is it that you need to advance our students in the successes that we want to have for them. So, I'm not going to answer tonight, but I'm suggesting that we have a workshop around that piece and we'll work on scheduling one.** Ms. Pena stated, thank you, sir. Ms. Lopez Valdez stated, Ms. Grantland. Ms. Neida Ruth Grantland stated, just kind of tagging along with this comment here in speaking to Ms. Hernandez earlier, you have a built-in wealth of people who can give you that feedback and that is in those groups that were the teachers of the year. Those people have and it's in, well, I call it clusters. I don't think you call it clusters anymore. But that's, those groups are vertically aligned and they're in a position to tell us what exactly is needed on the campus because they were selected as the best on their

campus. And I think that we need to start listening to those teachers and forging what we do in terms of what they have to offer because we're missing out on some good information on that. Thank you.

Motion made by Denise Garza seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to contract consultants to support District-wide initiatives and practices that include priority campus support for elementary and secondary educational staff based on District needs and funding. * (6-0-0)

4. Recommend approval for the continuation of services through the Distribution Agreement between Brownsville Independent School District and Soles4Souls for distribution of shoes for our Homeless children and youth enrolled in our Early Childhood programs through 12th Grade at no cost to the District. * **(Consent Agenda)**
5. Recommend approval of Change Order #003, to amend the Owner/Contractor Agreement with Scoggins Construction Co., Inc., CSP #22-147, Food Nutrition Services New Freezer/Cooler Facility of \$3,400.00. The amount represents an increase of construction change under Fund 199. **(Consent Agenda)**

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

1. Recommend the approval of payments for construction services and/or engineering services throughout the district in the total amount of \$97,213.19. **(Consent Agenda)**

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

1. Recommend approval of AEFLA (Adult Education Family & Literacy Act) funds in the amount of \$901,063.00 for BISD Fund 309/TWC Fund 231- AEFLA Federal Adult Education Fund for the 2025-2026 school year at no cost to the District. **(Consent Agenda)**
2. Recommend approval to enter into a Memorandum of Understanding (MOU) with NIÑOS Head Start to include co-enrolled model at Aiken, Burns, Brite, Benavides, Perez and two full-day Contractual Model Classrooms at Vermillion Elementary Schools. The collaboration will continue at all six elementary sites for the 2025-2026 school year. * **(Consent Agenda)**

Amendment Page 1 will be replaced with Page 1a

3. Recommend approval that the Board of Education approve the consulting agreement with MoakCasey, LLC, for comprehensive high school schedule analysis and related services for the 2025-2026 school year, effective July 1, 2025, through June 30, 2026, not to exceed \$49,000.00. *

Denise Garza, Board Member stated Motion to approve. Daniella Lopez Valdez, Board President stated Second. Ms. Lopez Valdez stated, we have a motion and a second; Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yes, I believe I can address this to Dr. Ybarra. If I'm wrong, let me know, Dr. Chavez. I'm looking here, which says that we're going to pay this consultant firm \$49,000, coming out of local monies, \$199,000. And they're going to come in, they're going to conduct a comprehensive review of the master schedules, and they're going to identify opportunities that enhance alignments, support instructional goals, and promote consistency in scheduling practices. Is this the first time we've ever done this

and why are we doing it? What, you know, once again, what exactly are they going to be doing and recommending? **Ms. Beatriz Hernandez, Chief Academic Officer stated, so, I guess the looking at it from continuing to enhance the operational structures in our high schools, in our secondary schools, and making sure that from the lens of equity as it relates to the schedules, as it relates to the courses that we offer, that through this, it's not only, it's a piece of professional development alongside an analysis of the master schedules for each of the high schools that we would get a report and analysis of where we could maximize our resources, whether it be a scheduling need at a particular campus, additional staff needed, or an excess of staff.** Mr. Ortiz stated, have we ever done this before? Is this the first time? **Ms. Hernandez stated, that I'm aware of, this is the first time.** Mr. Ortiz stated, and once again, we don't have staff within our district that are professionals in this area? **Dr. Jesus Chavez, Superintendent stated, well, let me address that if I may, because I'd like to go ahead and add some information about this situation. I'm actually the one that requested it, okay? Let me talk about why I requested it. Here, I think any time that we as a district can get better about how we serve our students, we have to take a look at that. Additionally, you know, the more we can look at, can we better organize how we do things? Yes, first of all, to provide some great instruction, good development for our students, but also be more efficient. And in doing that, are we able then to better utilize our teachers and our faculty and staff in helping students? So that was the main intent, so that yes, we could optimize how we work in a school, make sure that yes, our principals were doing a good job as it relates to planning and developing the best program that we could for our students. So that's the intent. Now, you know, in the end, yes, I'm hopeful that we become very efficient in the use of our personnel because it's, you know, it's difficult when we say, I need two more folks or I need five more folks. So we are going to look at the efficiency piece too. Now keep in mind that tonight, we started out with budget with a lot of dollars that we're going to use from fund balance. In addition to that, we want to optimize how we are using personnel. And so this is really about optimizing how we're using personnel in the school. And so that's the reason I suggested it. Yes, it's money spent. I think we'll have a good outcome. But you know, can we use \$45? I mean, \$45,000 for an employee, the answer is yes, we could. So if, well, I'm sorry, 49. So if you're saying, you know, yes, we can use those dollars for something better, I'm fine with that as well.** Ms. Lopez Valdez stated, Ms. Grantland? Ms. Neida Ruth Grantland, Board Member stated, I had similar questions. I looked at this and thought that's something that someone from central office should be doing already. I think that, and I haven't seen the org chart yet, but I do believe that, you know, you have Assistant Superintendents who have reached that level of performance based on their success in lower levels of positions. Could we maybe mitigate this amount of money by hiring the consulting firm to train the Assistant Superintendents to go out and do this analysis at the campus level? I think that's a more sustainable model, because then you've got in-house staff that has learned from experts how to do this if they don't already know or maybe gotten a refreshing training and then go out on the campus and do that because, I think that it's a good model but sustainability is also important. If they go in and do this on the campuses, nobody here learns how to do it, then next year if your campus changes in terms of administration or whatever, then that's lost. And so, I would like to see us maybe consider that model instead of them going to the campuses and doing it. Just a thought. Ms. Lopez Valdez stated, thank you, Ms. Grantland. So would I be able to amend my motion to, okay. I will go ahead and amend my motion to renegotiate the contract with Moak

Caskey to be able to do services with directly our Assistant Superintendents. Denise Garza stated second.

Amended Motion made by Denise Garza, seconded by Daniella Lopez Valdez to recommend approval that the Administration renegotiate the contract for consulting agreement with MoakCasey, LLC, and to be able to do services directly with our Assistant Superintendents, for comprehensive high school schedule analysis and related services for the 2025-2026 school year, effective July 1, 2025, through June 30, 2026. *

The following vote was recorded

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

Motion Failed: 3-3-0

Ms. Pena stated, please note that the reason I vote no is because I would like to see what the money amount is, because you can go ahead and renegotiate it and then go from \$49,000 to \$45,000, still not a good deal.

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

1. Recommend awarding RFQ #25-093 Architectural Services for CTE Facility to ERO Architect, Inc., of McAllen, Texas, to provide Architectural Services and to Authorize Administration to negotiate a fee for said services.

Denise Garza, Board Member stated, Motion to approve. Daniella Lopez Valdez stated Second; Ms. Pena, you had a question? Ms. Minerva Pena, Board Member stated, yes. they said they're going to negotiate a fee. Do we have any ballpark figure of what exactly this would cost us and what exactly they would do with it, the job. **Dr. Jesus Chavez, Superintendent stated, yes, ma'am, let me have Mr. Hinojosa address that. Manuel Hinojosa, Construction Director stated, yes, sir, thank you, Dr. Chavez. Good evening, Madam President, Members of the Board. Yes, well, the next step right now is to really sit down and evaluate that and see what the best possible fee we were getting yet. You know we did, we did we did rank we had nine candidates or nine firms that that responded to the advertisement and our committee last Thursday sat down and evaluated these proposals. The number one ranked firm was ERO Architects out of McAllen and they are present today. So, we plan to, if you do approve the recommendation, sit down with them and negotiate the best possible fee. And we have a standard. We have pretty much established some of the fees. I'd like to introduce them. They're right next to me. This is Brian Godinez, he's a principal at ERO from McAllen. And he's been practicing for a while here in the valley. Next to him, Manny Zamora. He's actually a Hanna graduate. So even though the firm's McAllen, he is a local product of Brownsville. And then another local product is Albert Criones. As a matter of fact, he's a Pace graduate. His parents still teach. I mean, his father is a CAD Instructor at Lopez. His mother substitutes once in a while, doesn't she, Gloria? So these, if you allow us to, we can come back and sit down come**

to you with a fee that that they're willing to work with. Ms. Pena stated, and if I may ask address okay sir Mr. Hinojosa what exactly will they do for architectural services for CTE facilities what exactly is the job? And you'll bring back the approval for the fee before it gets awarded? **Mr. Hinojosa stated, we can, yes ma'am.** Ms. Pena stated, can you answer that, those questions? **Mr. Hinojosa stated, the actual request, the proposal that we requested was that we wanted to conduct a feasibility, an assessment of the property first, okay? At that time.** Ms. Pena stated, which property? **Mr. Hinojosa stated, I'm sorry?** Ms. Pena stated, which property? Be specific. **Mr. Hinojosa stated, we don't know, I mean, the whole idea is to come back in and evaluate, come back to you with some proposals, okay? Figure out which one works the best and assess them and come back with a recommendation. Okay, so there's some scope involved, a larger scope that we need to introduce in order to arrive at that kind of you know, proposal from them. So, we still have to establish what the scope is, but we did, we did ask them to look at the idea of taking this through this preliminary evaluation feasibility of a site, going into a schematic afterwards, design development. The typical phases that go with architecture. Only this one probably has a little bit more because we still haven't. I don't think, I don't think that site has been agreed upon. So one of the things that that we wanted to want to come out of this is a recommend the options or possibilities and then at that point decide what, how we need to approach this.** Ms. Pena stated, so their objective is to come in and look at our properties and see where a new CTE facility can be located? Is that what this is? **Mr. Hinojosa replied, that's what was in the request.** Ms. Pena stated, this is the objective of this item? Ms. Lopez Valdez interjected, Ms. Pena, I think Dr. Chavez, if you could clarify, I know just giving us a history of why we have to do this because we recently, you know, the Cummings building and where we are with that and the future of the CTE campus and why we have five years and left. If you could please give us an update on that. **Dr. Jesus Chavez, Superintendent stated, sure, and thank you for allowing me to do that. Remember that we committed to building a new CTE Center. And as part of that, obviously, one of the things that we've got to do is also take a look at where it would be built. Here, we've got some initial dollars, right, that came from the result of our sale over at Cummings, and that, you know, with those initial dollars, we would start the project. Keep in mind that with the city, we said that we would do this new building within the five years. Now, remember, the first year is almost gone, right? And so now we're talking about four years. And now, again, to identify the building, do the architectural work, do the construction work, you know, it's going to take about two years. So we've got to keep that in mind as it relates to we've got four more years left. So yes, these would be the individuals that would assist at looking at the few properties that we have. We have a few properties and so here, you know, we would get their assistance, their help with, you know, where would be the best situation for this property to go in. You know, obviously here what we want to do is to utilize property that we have so that we don't have to go out and pay additional dollars beyond our initial estimate for this new building. So that's why they were, you know, suggested here tonight. You know, yes, we went through the evaluation. There were a number of firms out there that were interested. We've done some evaluation of that. They're the ones we're recommending. And if we were to come to an arrangement again with the pricing and contract, then yes, you know, we would be going with them.** Minerva Pena, Board Member stated, and I guess my question is, why did we get a ballpark figure of what fees they would charge us as to what job they're going

to do? Why are we separating it in this manner? That way, if it does get approved, they can hit the ground running. Right now, they cannot because this is approving to do business with them. Then you're going to have to bring it back for the fees that they are going to ask. **Dr. Chavez replied, well, keep in mind the districts have the choice of either going with them if indeed we are satisfied with a pricing, but if we're not satisfied with a pricing, then no, they get eliminated and then we go to another firm.** Ms. Pena stated, no, I understand. **Dr. Chavez stated, so that's the way that works. I just wanted to explain that.** Ms. Pena stated, no, no, I understand that. **Dr. Chavez stated, yes, ma'am.** Ms. Pena continued, I own a business, but that delays the process. And I wanted to know why. Do it all in one? Ms. Lopez Valdez interjected, thank you, Ms. Pena, I'm going to go ahead and pass it over to Ms. Grantland. And before I pass it over, thank you to ERO Architects for being here. We appreciate your presence. And go ahead and take a seat, I think we have two more questions, thank you. Ms. Grantland. Ms. Neida Ruth Grantland, Board Member stated, thank you, Madam President. I believe that this agenda item needs to be reworded. It's very all-encompassing. It appears to approve for architectural services. I think that maybe the recommendation to do a feasibility study with this organization would have been a better wording on this agenda item because the way it's worded, it's too vague and it doesn't give us a ballpark figure of anything and in fact you're not ready to go there anyway. You've got to do the feasibility study first. So I think that maybe it needs to be thought through again, the item. I mean, not the item itself, but the wording. Ms. Lopez Valdez stated, thank you, Ms. Grantland; Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, yeah, just for clarification here, my first question was going to be, how are they going to come and do a feasibility study if we don't even know what locations we're talking about? But I think you just indicated, right now, that they're going to look at several locations that we have and they're going to do it. Okay. That answered my question. My next question is, once they start doing this feasibility study or this work, under fiscal implications, it says zero. They're not going to charge us for this, are they? I'm going by what you have here. Fiscal implication says none. Ms. M. Pena stated, Mr. Hinojosa. **Mr. Manuel Hinojosa, Construction Director replied, the um...** Mr. Ortiz interjected, because if they're going to charge us, this is not correct then. **Mr. Hinojosa stated, well, like I mentioned earlier, we still have, the idea here is to select a firm that we could come back and establish, you know, the scope and fees, it's still sometimes, it's a real nebulous thing in the very beginning. So really I think that kind of an answer would be brought to you for more a decision.** Mr. Ortiz stated, my answer right now is if what they're going to be doing, are they going to charge us for it? **Mr. Hinojosa stated, well, so.** Ms. Lopez interjected, I know that, sorry, Dr. Chavez and Ms. Garza have some. **Dr. Chavez stated, now, you all correct me if I'm wrong on this. And Mary, do you want to speak to that? Go ahead, Mary.** Ms. Mary Garza, Interim Chief Financial Officer stated, yes. Okay, good evening, Board Members and audience. This was a request for qualifications in order to identify a firm that will work on with the district on establishing the CTE Center. And the first process before we do thing is one, and we wanted one particular firm to be involved from beginning to end. So, we want an architect firm that will assist the district in looking at the existing properties that the district has, identify which property would be most suitable in order to build the CTE Center. Once that is identified, we would bring that location to the Board. Then once that is determined, they will then prepare the design with visiting CTE Center, working with the CTE Department as to the different programs that they have at the current Cummings campus. And keep in mind that the district offers CTE programs at the different high

schools. For those that have the large student populations, for those programs that we do not have enough students to be housed at each campus, but there's a need for it at the district level, the kids are then bussed to one central location to be taught by one teacher and have different programs. So, this is to negotiate based on the ranking of the nine companies, we have to negotiate a fee for one company. If we are in agreement, then that contract moves forward. If the negotiation with the company does not, we do not agree on a fee, and we do not negotiate, then we have to end the negotiation with the highest ranked company, cancel, you know, end the negotiations and then move on to the second company, begin the process again of negotiating the fee. If we come to an agreement between them and the district, then that would move on. Now, the fee is a percent, and it can range based on the market anywhere from, and I don't even know if it's 6% anymore, but it can be anywhere from 6. *Mr. Eric Flores, Boar Attorney, interjected, that would be within industry norm.* **Ms. Garza** continued, anywhere from 6 to 8%, 9%, depending as to what the market is now for architectural services. To include the feasibility study, identify a property, do the construction design and the bid specs, go out, the district would then go out for bid to find a contractor and then the construction will start. So, this is all inclusive but we need to find one firm that will be able to do everything from beginning to end. And this is just to negotiate a fee. So, which we don't know yet until you approve the award of the request for qualifications. *Ms. Lopez Valdez stated, thank you Ms. Garza for that explanation. Mr. Flores did you have a follow-up? Mr. Flores stated, no just a caveat off of Ms. Garza's question the fee is based on the percentage of the project. This RFQ is to negotiate solely with this firm right now before we move on. Going back to Ms. Trustee Grantland's question, the wording like this is just to provide enough notice to the public as to the action that may be taken. Certain specifics such as feasibility and other things like that typically don't get put on. Just the language on here is just to provide enough notice to the public.* *Ms. Lopez Valdez stated, thank you, Mr. Flores. Yes, Ms. Grantland.* *Ms. Grantland stated, I think for clarity's sake, might it be an option to approve this item, but to expect that you all would outline the project by phases. In other words, phase one, feasibility, phase two, negotiate, or whatever. Mr. Flores replied, so, absolutely. So, once this, in hypothetical sense, let's just say the board would approve this tonight, that's exactly what administration would do with the ERO is to outline all of that, exactly that, and the architects will bring it back in phases. Phase one will be X, phase two, three, and four, all the way until completion. And any of those fees and prices or any funds that the school is going to expend, you all will have to approve. This phase is just very preliminary, even before we get to phase one, to kind of just get us into the door, if that makes sense.* *Ms. Grantland stated, I see, thank you, that's good clarity.* *Ms. Lopez Valdez stated, thank you both, Dr. Chavez. Ms. Pena stated and Ms. Daniella, real quick. Ms. Lopez Valdez stated Ms. Pena. Ms. Pena stated, and I want to clarify that, to enter into this, start looking at it, if they go and look at anything, there's going to be no charge at this point in time for any of this, am I correct? Or are we just going to sit with them at a table and talk? Yeah, you got it. And by the way, thank you guys for being here. I appreciate you all. I just want to make sure that when we're doing this, there's not going to be any fees coming back for doing this because it's not going to entail them going to look at properties and stuff before they can give you an answer and a price. Am I correct in that sense?* *Ms. Lopez Valdez stated Ms. Garza.* **Ms. M. Garza replied, Ms. Pena, once you approve this RFQ, the fee that the architect or the firm that gets that we approve and negotiate the fee with they will get a flat a percent of the total price of what the project is going to cost. So at this**

point, we don't know what that total cost is. We have money set aside from the sale of the two properties and remember that is not enough based on the discussions that had happened in the past when the property was being sold. The project is going to be a lot more than what we ended up getting for the property that we sold. This is just phase one. Until we have the additional money, either through a bond sale later on, that we put that proposition to include the completion of the whole CTE center, then we'll know what the actual amount is going to be or when we can progress with completing the center. But right now it's just going to be to work on phase one to try to get something similar that we already have because we need to have it in place within four years in order to move everybody out. Ms. Lopez Valdez stated thank you Ms... Ms. Pena interjected, I agree with Ms. Grantland, it's too vague. And I know that they put the word fiscal implications, Mr. Flores, none, instead they have put maybe pending or something that's going to come in the future because it's too vague and I'm uncomfortable the way it's written because I agree with her. Because I've been here for a while, I've never seen something come in like this. And when you put none, it means none. Because if you were doing this in your house and I was doing it in my house, we would make sure that we're going to do the right thing. So, is there maybe another way to word that? *Mr. Flores stated, I think the reason that it says none, because at present time this approval does not carry a...* Ms. Pena interjected, so they won't charge us for anything that they're going to do any penny that we're going to give them, they will come back to get the Board's approval to get it. Am I correct? *Mr. Flores stated, that's correct.* Ms. Pena stated Okay, thank you. Ms. Lopez Valdez stated, Ms. Grantland. Ms. Grantland stated, yes, I'd like to thank you for the clarification on this on this situation and I guess at this point I'm satisfied that the wording on this item was adequate for what needs to happen. It looked all encompassing and it is to some extent, but I think that with your explanation the wording has pretty much defined for me what needs to happen. Ms. Lopez Valdez stated, thank you, we have a first and a second; Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, just for clarification Dr. Chavez, the city is not going to kick us out at the end of four years if we haven't built it yet, right? Because that's what the presentation was that day. Just to confirm. **Dr. Chavez stated, I would hope they don't.** Mr. Elizondo stated, that's what they said, that's what they said. Ms. Pena stated, the answer should be no they are not. **Dr. Chavez stated, they did.** Mr. Elizondo stated, right. **Dr. Chavez stated, they indicated that they would expand another year or two so that we'd get things done.** Mr. Elizondo stated, okay so I wanted to confirm it because I remember I'm saying that. **Dr. Chavez stated, the answer is yes.** Mr. Elizondo stated, okay, thank you. *Mr. Flores stated, so Trustee Ortiz, just to add to that, if they did say that, it's likely there might be a reverter clause attached to that.* Mr. Elizondo stated, what's that? *Mr. Flores stated, if they did imply that it's likely because there might be a reverter clause with the sale, but typically they will expend just answer your question.* Mr. Elizondo stated, I don't know what a reverter clause is man come on. Ms. Pena stated, define, please. *Mr. Flores stated, that it will revert back to the it'll go back to the original owner.* Ms. Lopez Valdez stated, thank you. I already have a first and a second, please vote.

Motion made by Denise Garza, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval of Recommend awarding RFQ #25-093 Architectural Services for CTE Facility to ERO Architect, Inc., of McAllen, Texas, to provide Architectural Services and to Authorize Administration to negotiate a fee for said services. (6-0-0)

XI. **CLOSED MEETING:** as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 8:03 p.m.

XII. **BOARD RECONVENES** - Board action on agenda items discussed in Executive Session. 9:25 p.m.

A. **PERSONNEL MATTER(S):**

Motion made by Daniella Lopez Valdez, seconded by Denise Garza, and unanimously carried to recommend approval grouping XII. A. Personnel Items. 1, 2 (as discussed in Executive Session), 3, 4, 5, 6, 7, 8. (G 6-0-0)

1. Presentation and acceptance of Retirements. (2) (G 6-0-0)
Dora Alamo, Socorro Nieto
2. Presentation and acceptance of Resignations. (5) (G 6-0-0)
Denisse A. Elizondo, Melissa A. Hernandez, Michelle A. Montiel, Baldomero Ramos
Note: as discussed in Executive Session
3. Personnel for the 2025-2026 school year – Assistant Band Director. Subject to receipt of all outstanding documentation. (2) (G 6-0-0)
Ashley Lopez-Lopez ECHS/Matias Rivera, III-Veterans Memorial ECHS
4. Personnel for the 2025-2026 school year – Band Director. Subject to receipt of all outstanding documentation. (1) (G 6-0-0)
Omar Blanco-Perkins MS
5. Personnel for the 2025-2026 school year – Assistant Choir Director/Accompanist Itinerant. Subject to receipt of all outstanding documentation. (1) (G 6-0-0)
Emanuel Vela – Lopez ECHS
6. Personnel for the 2025-2026 school year – Choir Director. Subject to receipt of all outstanding documentation. (1) (G 6-0-0)
Allysa Perez - Besteiro MS
7. Personnel for the 2025-2026 school year – Defensive Coordinator. Subject to receipt of all outstanding documentation. (1) (G 6-0-0)
Raul Maraboto-Rivera ECHS
8. Personnel for the 2025-2026 school year – Offensive Coordinator. Subject to receipt of all outstanding documentation. (1) (G 6-0-0)
Armando Medrano, Jr. – Rivera ECHS
9. Personnel for the 2025-2026 school year – Supervisor, Nurse. Subject to receipt of all outstanding documentation. (1) (Legal suggest No action)

B. ATTORNEY CONSULTATION

1. Staff Attorney
 - a. Discussion and consideration regarding payment of pending invoice(s) for Manzano Middle School.
Motion made by Daniella Lopez Valdez, seconded by Minerva Pena, and unanimously carried to recommend approval of payment of pending invoice for Manzano Middle School, as discussed in Executive Session. (6-0-0)
2. Board Attorney
 - a. Legal Update with Board Counsel.

XIII. Announcement(s):

Dr. Jesus Chavez, Superintendent stated, we have a June 30th through July 4th, BISD will be closed. Of course, we have the July 4th holiday across the nation. August 5th, 2025, Regular Board Meeting scheduled for 5:30 PM.

XIV. Adjournment.

Motion was made by Daniella Lopez Valdez, seconded by Carlos Elizondo, and unanimously carried to approve to adjourn the Special Called Board Meeting at 9:28 P.M. (6-0-0)

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

(HANDOUTS ADDED TO OFFICIAL MINUTES)
(AUDIO/VIDEO TAPES OF THE OPEN MEETING AND THE WRITTEN CERTIFIED AGENDA
OF THE CLOSED MEETING ARE ON FILE)

Approved by:

Daniella Lopez Valdez, President of the Board

Date

Attested by:

Minerva Pena, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees
Administration
Board Attorney
Staff Attorney
Speaker/Presenter

(Minutes presented at Rescheduled Regular Board Meeting held on November 5, 2025)