

Agenda of Special Meeting

The Board of Trustees Southwest ISD

A Special Meeting of the Board of Trustees of Southwest ISD will be held Tuesday, February 4, 2025, beginning at 11:30 AM in the Central Office, Building 800, 11914 Dragon Lane, San Antonio, TX 78252.

The public may access this meeting by clicking on the following link: http://youtube.com/channel/UC_bEJcktTOZtDm0hIYvWmQw/live

Members of the public who desire to address the board regarding general comments or an item on this agenda must sign up in person at least 10 minutes before meeting start time. The board president or designee will call for public comments at the beginning of the meeting. All other public comment rules will be followed. After the close of public comment, the Board will proceed with the rest of the agenda.

No formal action will be taken on subjects to be discussed.

- I. Call meeting to order
- II. Invocation and Pledges to Allegiance
- III. Public comments related to posted agenda items
- IV. Consider approval of overnight trips.
 - A. SWLHS- Consider approval of Southwest Legacy High School 2024-2025 Overnight to Edinburg, Texas 3
 - B. Consider approval for overnight trips to the Southwest ISD UIL postseason contest dates for athletic competitions. 5
 - C. SWLHS - Consider approval of Southwest Legacy High School 2024-2025 Overnight Trip to Dallas, TX. 8
 - D. SWHS- Consider approval of Southwest High School 2024-2025 Overnight to Galveston, Texas 10
- V. Consider approval of a resolution dealing with wage issues for employees involving the emergency school closure. 12
- VI. Items of Information
 - A. Strategic Compensation Update 14
 - B. Discussion of Intruder Detection Audit. 15
- VII. Closed session
As permitted by Sections, 551.001-551.146 of the Texas Government Code (the Open Meetings Law).
 - A. Pursuant to Texas Government Code 551.074, discussion on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals.

- B. Pursuant to Texas Government Code 551.076 and 551.089, discussion on Intruder Detection Audit report findings and related safety items.
- VIII. Convene in open session and take appropriate action on items discussed in closed session.
 - A. Superintendent's recommendations on personnel and administrator employment, resignations, reassignments, leaves of absence, contract renewals
- IX. Other business
- X. Adjournment

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at the Central Office.

For the Board of Trustees

Consider approval of an overnight trip for
Southwest Legacy High School to Edinburg, Texas

1. Background:

Southwest Legacy High School Mariachi students are requesting permission to travel to Edinburg, Texas on February 28 - March 1, 2025. The students will take part in an intensive 2-day music workshop with world famous Mariachi Sol De Mexico based out of California. The students will have the opportunity to work one on one with maestros from Mariachi Sol De México, learning instrument and vocal techniques by one of the best mariachi ensembles in the world. The students will also have the opportunity to compete against other high schools in the nation. The winner of the competition will have the opportunity to open up for Mariachi Sol De Mexico's concert on Saturday March 1.

2. Process:

Parent permission slip will be required for participation.

3. Fiscal Impact:

The estimated cost of \$ 13,000.00 will be paid from the SWISD Fine Arts budget, SWLHS Mariachi budget and the SWLHS Student Activity Fund account.

4. Recommendation:

That the Board approve an overnight trip for SW Legacy Mariachi to Edinberg, Texas.

5. Required:

Board action.

Southwest Independent School District

MEMO

Date: 1/6/2025
 To: Dr. Jeanette Ball
 From: Roxie Freeman/Richard Flores
 RE: Overnight Trip



Request SWISD Board or Trustees approval for an overnight trip for:

Southwest Legacy HS Mariachi

ORGANIZATION

FESTIBA Mariachi Festival

EVENT

February 28 - March 1, 2025

DATE(S) OF EVENT

UTRGV - Edinburg, TX

LOCATION OF EVENT

February 27, 2025 5:00 PM

DEPARTURE TIME

Charter Bus

MODE OF TRANSPORTATION

Daniel Cantu

SPONSOR

Lcah Cervantes

ADDITIONAL SPONSOR

ADDITIONAL SPONSOR

ADDITIONAL SPONSOR

19 12 7

OF STUDENTS MALE FEMALE

Holiday Inn Express & Suites

NAME OF HOTEL/MOTEL

March 2, 2025 11:00 AM

RETURN TIME

\$13,000.00

ESTIMATED COST TO DISTRICT

EXPLANATION OF ACTIVITIES:

The Legacy. Mariachi students will be traveling to Edinburg, TX for a 2-day music workshop and competition. Students will be able to learn from world famous Mariachi Sol De Mexico and compete among other schools from around the country. The top school will have the privilege of opening up the concert held on Saturday evening featuring Mariachi Sol De Mexico.


 Signature of Requestor


 Administrator Signature

1/6/2025
 Date

1/6/2025
 Date

Consider approval for overnight trip - SWISD UIL postseason contest dates for athletic competitions.

1. Background

Purpose of the trips is to participate in the 2025 UIL PostSeason Competition.

2. Process:

Teams and individuals must qualify to advance to postseason competition.

3. Fiscal Impact

Total cost will be funded through the SWISD athletic budget.

4. Recommendation

That the Board approve the overnight trip requests for SWISD UIL Postseason Contest Dates for Athletics 2025.

5. Required

Board Action.

SPORT	EVENT	DATES	SITE	SWHS	SWL	CAST
SWIM & DIVE	UIL REGION IV MEET	JAN 31 & FEB 1, 2025	CORPUS CHRISTI ISD NATATORIUM CORPUS CHRISTI TEXAS	✓	✓	✓
	UIL STATE MEET	FEB 21-22, 2025	LEE & JOE JAMAIL TEXAS SWIMMING CENTER, UNIVERSITY OF TEXAS @ AUSTIN	✓	✓	✓
POWERLIFTING	WOMENS REGIONAL MEET	FEB 26-28, 2025	EDINBURG	✓	✓	✓
	MENS REGIONAL MEET	MARCH 6-7, 2025	ABILENE	✓	✓	✓
	WOMENS STATE MEET	MARCH 14-15, 2025	EDINBURG	✓	✓	✓
	MENS STATE MEET	MARCH 21-22, 2025		✓	✓	✓
SOCCER (BOYS & GIRLS)	UIL REGIONAL SEMI FINAL	MARCH 27-29, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL REGIONAL FINAL	MARCH 31-APRIL 1, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL STATE SEMIFINAL	APRIL 3-5, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL STATE FINAL	APRIL 10-12, 2025	BIRKELBACH FIELD, GEORGETOWN TEXAS	✓	✓	
GOLF-GIRLS	UIL REGION IV MEET	APRIL 14-15, 2025	CHAMPION LAKES GOLF COURSE, MCALLEN, TEXAS	✓	✓	✓
	UIL STATE MEET	APRIL 28-29, 2025	LEGACY HILLS GOLF COURSE, GEORGETOWN, TX	✓	✓	✓
GOLF-BOYS	UIL REGION IV MEET	APRIL 16-17, 2025	CHAMPION LAKES GOLF COURSE, MCALLEN, TEXAS	✓	✓	✓
	UIL STATE MEET	MAY 5-6, 2025	LEGACY HILLS GOLF COURSE, GEORGETOWN, TX	✓	✓	✓
INDIVIDUAL TENNIS (BOYS & GIRLS)	UIL REGION IV MEET	MAY 7-8, 2025	HEB TENNIS CENTER, CORPUS CHRISTI	✓	✓	✓
TRACK & FIELD	UIL STATE MEET	MAY 1-3, 2025	MIKE MYERS STADIUM, UNIVERSITY OF TEXAS @ AUSTIN	✓	✓	✓
SOFTBALL	UIL REGIONAL SEMI FINAL	MAY 8-10, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL REGIONAL FINAL	MAY 15-17, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL STATE SEMIFINAL	MAY 22-24, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL STATE FINAL	MAY 29-31, 2025	UNIVERSITY OF TEXAS @ AUSTIN	✓	✓	
BASEBALL	UIL STATE MEET	MAY 1-3, 2025	MIKE MYERS STADIUM, UNIVERSITY OF TEXAS @ AUSTIN	✓	✓	✓
	UIL REGIONAL SEMI FINAL	MAY 15-17, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	
	UIL REGIONAL FINAL	MAY 22-24, 2025	TBA - WILL NEGOTIATE SITE	✓	✓	

	UIL STATE SEMIFINAL	MAY 29-31, 2025	TBA - WILL NEGOTIATE SITE	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	UIL STATE FINAL	JUNE 5-7, 2025	DELL DIAMOND, ROUND ROCK TEXAS	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
BASKETBALL-GIRLS	TABC SHOWCASE SANCTIONED BY UIL & NFHS	JUNE 12-14, 2025	BRYAN COLLEGE STATION	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
BASKETBALL-BOYS	TABC SHOWCASE SANCTIONED BY UIL & NFHS	JUNE 20-22, 2025	DALLAS METROPLEX-TBA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Consider approval of Southwest Legacy High School 2024-2025 Overnight Trip to Dallas, TX

1. Background:

Mrs. Roxie Freeman, Southwest Legacy High School Principal, requests approval of an overnight trip for Southwest Legacy High School during the 2024-2025 school year.

Organization	Event	Location	Dates
Business Professionals of America	Business Professionals of America State Competition	Dallas, TX	February 26-March 3, 2025

2. Process:

Parent permission slip will be required for participation.

3. Fiscal Impact:

CTE local funds will provide funding for this overnight trip.

4. Recommendation:

That the Board approves the Southwest Legacy High School 2024-2025 overnight trip to Dallas, TX.

5. Required:

Board action.

Southwest Independent School District

MEMO

Date: January 9, 2025

To: Dr. Jeanette Ball

From: Roxie Freeman /Dr. Bertha Ortiz

RE: Overnight Trip



Request SWISD Board or Trustees approval for an overnight trip for:

Business Management
ORGANIZATION

Business Professionals of America
State Competition
EVENT

February 26-March 3, 2025
DATE(S) OF EVENT

Dallas, TX
LOCATION OF EVENT

February 26, 2025
DEPARTURE TIME

District Suburbans/Charter Bus
MODE OF TRANSPORTATION

Mark Beyer
SPONSOR

Suzanne Soto
ADDITIONAL SPONSOR

ADDITIONAL SPONSOR

ADDITIONAL SPONSOR

<u>45</u>	<u>30</u>	<u>15</u>
# OF STUDENTS	MALE	FEMALE

TBD
NAME OF HOTEL/MOTEL

March 3, 2025
RETURN TIME

\$5,000.00
ESTIMATED COST TO DISTRICT

EXPLANATION OF ACTIVITIES:

Students attend Business Professionals of America State Competition to develop leadership skills.

Mark Beyer
Signature of Requestor

1/9/25
Date

Roxie Freeman
Administrator Signature

1/9/25
Date

Consider approval of Showtime International - Grand Nationals

1. Background:

This request is being presented to the board because the Southwest High School Dragonfire Dancers are working hard to compete at the Showtime International Nationals competition held in Galveston, Texas from March 28-30, 2025. The team will rest and prepare on March 28, and they will compete for the remaining two days.

2. Process:

This competition was secured with timely registration and payment of said dues. This is an ambition competition package, as it is 7 routines (4 team routines, 3 officer routines) and the largest solo package from Southwest in many years.

3. Fiscal Impact:

This will be a trip that will have an approximate cost of \$14,000. The registration fees, hotel costs, and transportation are each around \$4,000 (totaling \$12,000), and then meals will come out to about \$2,000.

4. Recommendation:

That the board approves this travel, as it is the highlight of the year for the dance team.

5. Required:

Board action.

Southwest Independent School District

MEMO

Date: 11/12/2024

To: Dr. Jeanette Ball

From: Michelle Rubio-Garcia

RE: Overnight Trip



Request SWISD Board or Trustees approval for an overnight trip for:

Dragonfire Dance Team
ORGANIZATION

Michelle Rubio-Garcia
SPONSOR

Grand Nationals (Showtime International)
EVENT

ADDITIONAL SPONSOR

ADDITIONAL SPONSOR

March 28-30, 2025
DATE(S) OF EVENT

ADDITIONAL SPONSOR
27 2 25

OF STUDENTS MALE FEMALE

Galveston, Texas
LOCATION OF EVENT

Spark by Hilton/ 6302 Seawall Blvd.
NAME OF HOTEL/MOTEL

9:30a.m.
DEPARTURE TIME

11:00p.m.
RETURN TIME

Charter Bus
MODE OF TRANSPORTATION

\$14,000
ESTIMATED COST TO DISTRICT

EXPLANATION OF ACTIVITIES:

The Southwest High School Dragonfire Dancers will compete at the Showtime International
- Grand Nationals. They will have a minimum of 7 routines and then all qualifying soloists who placed
at the regional level.

MRubioGarcia
Signature of Requestor

11/12/2024
Date

[Signature]
Administrator Signature

12/3/24
Date

Consider approving the resolution dealing with wage issues for employees involving the emergency school closing

1. Background:

Due to possible inclement weather potentially caused by snow and ice the district closed all school and facilities in SWISD on January 21, 2025. This was deemed necessary based on the safety of students and staff to protect from potentially traveling under the weather conditions and the lack of power or water and frozen pipes at most locations cause by the storm. Local Policy (DEA) addresses pay during school closure, allows a district to authorize such payment by resolution or other board action. In a situation where the district faces risks of an emergency closure, a district may authorize payment to an employee staying home from work as a precautionary measure through board action. The district has concluded the pay serves a public purpose.

2. Process:

Approval of the attached resolution will allow all employees to be paid for the day that the District is closed due to the emergency closure on January 21, 2025.

3. Fiscal Impact:

NA.

4. Recommendation:

That the Board approves the resolution dealing with wage issues involving the emergency closure for all employees that started on January 21, 2025.

5. Required:

Board action.

SOUTHWEST INDEPENDENT SCHOOL DISTRICT

Board of Trustees

February 4, 2025

EMERGENCY SCHOOL CLOSING RESOLUTION

WHEREAS, the recent possible inclement weather caused by ice and snow resulted in the closure of all schools and facilities in the Southwest Independent School District (“Southwest ISD”) on January 21, 2025, due to concern about the safety of students and staff and the community as a whole with traveling under the weather conditions and due to loss of power or water and frozen pipes at most locations; and

WHEREAS the Board acknowledges that during an emergency closing, most District employees, through circumstances completely beyond their control, were instructed not to report for work, and other employees were called upon to provide emergency-related services or repairs, the Board concludes that a need exists to address wage payments for employees who were idled and those required to work during the emergency closing;

WHEREAS employees who were instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date, the Board concludes that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried during the emergency closing caused by the inclement weather serves the public purposes of maintaining morale, community safety, reducing turnover, and ensuring continuity of District staffing;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Southwest Independent School District authorizes continued wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who were instructed not to report to work during the emergency closing.

BE IT FURTHER RESOLVED that the Board determines that the missed day due to the weather related closure will not be made up and hereby authorizes the Superintendent of Southwest ISD to excuse the day of absence of Southwest ISD employees and pay all employees full compensation for that day except for those nonexempt employees who were called into work.

The authority granted by this resolution to continue wage payments to idled employees for the closure, unless the Board takes action to authorize payment for a longer duration.

Adopted this 4th (date) day of February (month), 2025, by the Board of Trustees.

Board President

Board Secretary

Strategic Compensation Update

1. Background:

The Texas Education Agency (TEA) District Strategic Compensation Grant is a funding initiative designed to support school districts in implementing or enhancing strategic compensation systems for educators and principals. These systems aim to attract, retain and reward highly effective teachers and school leaders, particularly in high-need schools or subject areas. By linking compensation to performance and student outcomes, the grant seeks to foster equity and drive improvements in educational achievement.

2. Process:

In the first year of the TEA District Strategic Compensation Grant, the district will prioritize developing and piloting a performance-based compensation system for principals while implementing a hold harmless policy to ensure no principal experiences a reduction in compensation during this transition year. Initial efforts will focus on forming a leadership team to guide the process and design a system that aligns incentives with metrics such as student growth, teacher retention and campus climate. Principals will receive professional development to understand the system and its alignment with district goals. By the end of the 25-26 school year, the district seeks to have a data-driven, stakeholder-informed compensation model ready for full implementation, with the hold harmless policy ensuring a smooth transition for all principals.

3. Fiscal Impact:

None.

4. Recommendation:

None.

5. Required:

None.

Discussion of Intruder Detection Audit Findings

1. Background:

The top priority of the Southwest Independent School District is keeping students, staff and visitors safe every day. The Texas Education Agency recently conducted Intruder Detection Audits at several of our campuses. These audits test whether a campus is accessible to an unauthorized individual and also help districts to identify how campuses can improve safety and security.

We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising security information. Specific details of the Intruder Detection Audit will be discussed in the Executive Session and with the District Safety and Security Committee in June. Southwest ISD is committed to providing a safe and secure learning environment for our students and staff.

2. Process:

None.

3. Fiscal Impact:

None.

4. Recommendation:

Item of information.

5. Required:

None.