



WESLACO INDEPENDENT SCHOOL DISTRICT

319 W. Fourth Street
Weslaco, TX 78599-0266

Winners. Innovators. Scholars. Doers.

BOARD OF TRUSTEES

Meeting:
Place:
Location:
Date
Time:

Regular Board Meeting
WISD Board Room
319 W. Fourth Street
July 29, 2019
6:25 P.M.

MINUTES

- I. The meeting was called to order by Isidoro Nieto, Board President.
- II. A quorum was established. The following board members were present.

Isidoro Nieto, President
Andrew Gonzalez, Secretary
Armando Cuellar, Trustee
Patrick Kennedy, Trustee
Erasmus Lopez, Trustee
Dr. Jaime Rodriguez, Trustee

Dr. Richard Rivera was absent.

- III. Opening Prayer

Mr. Elias Trevino, Bilingual/ESL Director, delivered the invocation.

- IV. Pledge of Allegiance/Texas Pledge

Athletic Director Oscar Riojas led the pledge of allegiance.

- V. Awards and Recognitions

Student Recognition

Several band students from Weslaco East High School won silver and gold medals in the 2019 Texas State Solo & Ensemble Contest. The students were unable to attend the meeting due to prior commitments; however, the Board acknowledged Head Band Director Armando Cuellar and Fine Arts Director Ron Bissett for the students' achievements.

Silver Solo Medalists		
Ahitza Roque	Kassandra Galnarez	Sorayda Castillo
Sarah Hernandez	Cielo Castillo	Nathaniel Almaguer

Gold Medalists		
Carlos Molina	Ernes Casas	Dante De La Garza
Victoria Mena	Joshua Chairez	

Ensemble Gold Medalists		
Flute Trio		
Jasmine Pena	Desiree Alaniz	Ahitza Roque
Flute Quartet		
Alyssa Hernandez	Makayla Moreno	Kassandra Galnarez
Victoria Cruz		

Special Recognition

The Rotarians in District 5930 recognized that 30% of children in Hidalgo County are food insecure and; as a result, the role of school districts in providing nutritious food fills the gap of the families who are unable to provide nutritional meals to their own children.

On behalf of the Rotarians from District 5930, Ms. Elaine Hernandez from the Weslaco Rotary presented the International Service Award to Weslaco ISD and the Food & Nutrition Services for their commitment to end hunger in our communities by providing breakfast, lunch, and after school nutritional meals to WISD students, and through the meal program held during the summer.

VI. Public Comments

Jose Hernandez, Jr., 1414 Tanglewood Lane, Westgate Woods

Mr. Hernandez retired in 2014 and substituted for WISD for a year and a half. He worked with students back in 2014 who just graduated in 2019. In 2014, Mr. Hernandez had a book published titled, “From Porciones to Colonias”/“A las Porciones de las Colonias”, which involved a group of students from Weslaco East and Weslaco High School. His book includes a few songs that tell the story of these students, and he just wanted to make it public and give back to the community.

He provided a copy of his book to Superintendent Dr. Canales and Mr. Pablo Vallejo, Principal at Mary Hoge Middle School.

VII. Superintendent’s Report

- STAAR Updates

Dr. Canales informed the Board that the final test results would be released on August 15, 2019. Thus, the information presented is preliminary. This will be the first year the campuses will receive official ratings.

Mr. Abel Aguilar, Assistant Superintendent for Elementary Education & Leadership, and Mrs. Sue Peterson, Assistant Superintendent for Secondary Education & Leadership, provided the following report:

- >The State is working with school districts in case there are any errors, submissions, or any corrections that need to be done.
- >Preliminary accountability tables with rating labels and distinction designations will be released to the Public on August 15, 2019. Information will then be shared with the Board.

A-F Accountability STAAR Preliminary Update

- **August 15, 2019** - Preliminary **accountability tables** with **rating labels** and **distinction designations** released (Public).
- Anticipating Weslaco ISD to be a **"B+"** district. In 2018 we received an **86** and in 2019 we are expecting an **88**.
- As per preliminary data, we will have **no** "C" campuses for 2019 and possibly (4) "A" campuses.
- In 2019, each campus will receive an **"A-F"** letter grade rating for the 1st time.
- As per preliminary data, our **focus** will be on Domain II - School Progress Part (A) and Domain III- Closing the Gaps.
- TEA has stressed that **"we need to be able to show that money does matter** and that **when we were given new money, we were able to increase student performance."**

›Mr. Aguilar thanked the principals, campus staff, and C&I department for working very hard to ensure that all students are successful. The district has seen growth every year and is very excited in moving forward.

Mr. Nieto asked Mr. Aguilar to provide a brief description of the following:

•Domain I is Student Achievement

- ›State is looking at the performance level of: Did Not Meet, Approaches, Meets, and Masters
- ›Goal expectation from the State: 90% for Approaches – 60% for Meets – 30% for Masters

•Domain II is School Progress

- ›Academic Growth (Part 1)
- ›Relative Performance known as Economically Disadvantaged Students (Part 2)

•Domain III is Closing the Gaps

- ›14 student groups such as Economic Disadvantaged, ELs, Special Education, etc.
- ›Average is 7 or 8 student groups per district at WISD
- ›Broken down into 4 indicators:

Factors considered:

- Academic Achievement – Reading and Math – Meets or higher
- Student Growth
- Language Proficiency (TELPAS)
- Student Success/CCMR
- Graduation Rate

›Domain I and II best of Part A or B accounts for 70% and Domain III accounts for 30% of overall score.

›Domain III is the most complex and the most challenging for all school districts.

Board President Isidoro Nieto and fellow board members commended Dr. Canales, Mr. Aguilar, Mrs. Peterson, and all the principals, teachers, and campus staff for a job well done and for always working hard to ensure the success of all WISD students.

Dr. Canales acknowledged the school principals, teachers, and cabinet members for their hard work and dedication to this district and the students.

- Insurance

Mr. Mike De La Rosa, Risk Management/Employee Benefits Director, presented the following report:

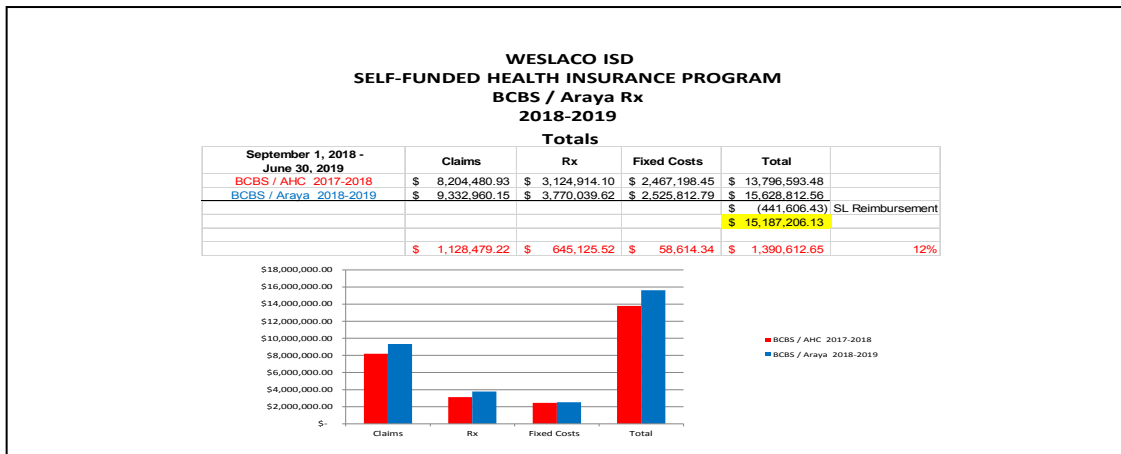
- >The chart below reflects the total cost for claims, prescriptions, and fixed costs.
- >The total amount spent as of June 30, 2019 for 2018-2019 is \$15,628,812.56 for an increase of \$1,390,612.65 over last year's amount of \$13,796,593.48.
- >To date, the District has received \$441,606.43 of stop loss reimbursement.

Mr. Lopez wanted to know what the amount would be at the end of August.

- Mr. De La Rosa estimated about \$18 million.

Dr. Rodriguez wanted to know if staff expected more stop loss reimbursement.

- More stop loss reimbursement is expected



**WESLACO ISD
SELF-FUNDED Workers Compensation Program
2018-2019**

WISD 2 Year Claims Comparison					
FY Loss	Number of Claims	Paid	Outstanding Reserves	Incurred	
2017/2018	101	\$ 79,456.12	\$ 74,862.34	\$ 154,417.46	claims for FY 2017/2018 waived at 05/30/2018
2018/2019	94	\$ 167,395.74	\$ 117,608.86	\$ 285,005.60	claims for FY 2018/2019 waived at 05/30/2019

- > 94 claims were submitted this year vs. 101 submitted in 2017/2018.
- > The district has paid \$167,395.74 of the incurred amount of \$285,005.60.

The Workers Compensation Program is still very healthy. The fiscal year will end August 31, 2019.

Mr. Lopez questioned the Safety position that was in place several years ago and asked Mr. De La Rosa if filling the position would help the department. Mr. De La Rosa replied that his department is doing okay without this position; thus, he has a great staff that helps him a lot.

VIII. Consent Agenda

A revision to Item L: T-TESS Professional Appraisal Calendar, Timeline, and Certified Appraisers, was presented for the Board's review due to changes in appraisers. Item Q was pulled out for discussion by Trustee Erasmo Lopez.

Patrick Kennedy made the motion to approve the consent agenda to include the revision to Item L, and with the exception of Item Q. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

- A. Approval of the Minutes of the Regular Board Meeting of June 10, 2019 and the Special Meeting of July 1, 2019

The Board approved the minutes as presented.

- B. Approval of Out-of-Valley Trips

Weslaco High School

>The WHS Varsity Volleyball Team will travel to Floresville, Texas on August 14-17, 2019, to participate in the 2019 Floresville Jaguar Classic Volleyball Tournament.

- C. Approval of Independent Contract Agreement with Creative Being to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2019-2020 and 2020-2021 School Years

The Board approved the contract agreement with Creative Being for the 2019-2020 and 2020-2021 school years as presented. Creative Being is engaged in addressing the mental health issues that challenge the youth of Weslaco Independent School District by providing family and individual counseling, prevention, and education.

The term of contract is from August 13, 2019 through August 31, 2021. Services are at no charge to the district.

- D. Approval of Independent Contract Agreement with Serving Children and Adults in Need, Inc. "Scan" to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2019-2020 and 2020-2021 School Years

The Board approved the contract agreement with Serving Children and Adults in Need, Inc. "Scan" for the 2019-2020 and 2020-2021 school years as presented. SCAN is engaged in addressing the mental health issues that challenge the youth of Weslaco Independent School District by providing family and individual counseling, prevention, and education.

The term of contract is from August 13, 2019 through August 31, 2021. Services are at no charge to the district.

- E. Approval of Independent Contract Agreement with Valerie M. Aguero Olivarez, LPC to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2019-2020 and 2020-2021 School Years

The Board approved the contract agreement with Valerie M. Aguero Olivarez, LPC for the 2019-2020 and 2020-2021 school years as presented. Ms. Olivarez is engaged in addressing the mental health issues that challenge the youth of Weslaco Independent School District by providing family and individual counseling, prevention, and education.

The term of contract is from August 13, 2019 through August 31, 2021. Services are at no charge to the district.

- F. Approval of Independent Contract Agreement Devinco Counseling Services to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2019-2020 and 2020-2021 School Years

The Board approved the contract agreement with Devinco Counseling Services for the 2019-2020 and 2020-2021 school years as presented. Devinco Counseling Services is engaged in addressing the mental health issues that challenge the youth of Weslaco Independent School District by providing family and individual counseling, prevention, and education.

The term of contract is from August 13, 2019 through August 31, 2021. Services are at no charge to the district.

- G. Approval of Independent Contract Agreement with the Counseling Center to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2019-2020 and 2020-2021 School Years

The Board approved the contract agreement with The Counseling Center for the 2019-2020 and 2020-2021 school years as presented. The Counseling Center is engaged in addressing the mental health issues that challenge the youth of Weslaco Independent School District by providing family and individual counseling, prevention and education.

The term of contract is from August 13, 2019 through August 31, 2021. Services are at no charge to the district.

- H. Approval of Independent Contract with Consultant Heriberto Reynoso of Reybotics LLC for Migrant Problem Based Learning Experience

The Board approved the independent contract with consultant Heriberto Reynoso of Reybotics LLC as presented.

This particular problem based learning experience is unique to WISD migrant students and will be the fifth year of implementation at WISD. Reybotics is a TEA approved sole source vendor for this particular service. The cost of service is \$80,000.

Migrant students enrolled in the Career & Technology course, “Project Based Research” will have the opportunity to intern with, and be mentored by former NASA engineer, Heriberto Reynoso, while they work to develop a robotic sensor to detect the city’s pollution and its origin, utilizing internet technology. Currently in the valley, there are only two of these types of sensors that are being used to detect and report air quality. The lack of pollution sensors is due to the high cost to implement this type of technology. Students will be tasked with researching and developing a low-cost solution to this issue. Throughout the school year, students will be bused periodically to the Reybotics workshop in Mercedes to begin designing and building their robot prototype.

- I. Approval of Independent Contract with Consultant Group, Learning Forward for “Coaches Academy” to Provide Instructional Coach Training

In order to effectively implement the district’s new Instructional Coaching initiative, the Board approved the independent contract with the consultant group, Learning Forward. Learning Forward will train one instructional coach at each campus, select campus administration, and select C&I staff over the course of the school year. A “Coaches’ Academy” will include the following services: 6 days onsite support with Instructional Coaches; 3 days onsite support for school leaders; virtual support; materials; memberships to Learning Forward; and travel expenses for 3 day visit to WISD. The cost of this service is \$62,792 and will be paid using Title II funds.

J. Approval of Revisions to Policy FFAC (Local) Wellness and Health Services: Medical Treatment

The Board approved the revisions to Policy FFAC (Local) Wellness and Health Services: Medical Treatment. Policy FFAC was submitted for first reading during the June 10, 2019 Regular Board Meeting.

Opioid overdose is a nationwide epidemic and the use of Naloxone, which blocks the effects of opioids, can reverse most cases of opioid overdose if given in time. In 2015, Texas enacted Senate Bill 1462, which made Naloxone available when and where it is needed. The school nurse possesses the knowledge and education to identify overdoses, respond with naloxone, and manage side effects until emergency medical services can respond. Expanding access to naloxone in the school setting can help combat opioid abuse and prevent overdose deaths among adolescents.

K. Approval of Purchase of Bateria IV Woodcock-Johnson Complete Battery Kit for Special Education Educational Diagnosticians to Evaluate Students from Kinder-12th Grade

The Board approved the sole source purchase of Bateria IV Woodcock-Munoz complete battery kit that will be used by Educational Diagnosticians to evaluate students from Kinder-12th grade to determine eligibility for Special Education evaluations. The updated kits are needed to ensure reliable and valid evaluations. The total cost of this purchase is \$33,751.87.

L. Approval of the T-TESS Professional Appraisal Calendar, Timeline, and Certified Appraisers for the 2019-2020 School Year

The Board approved the T-TESS Professional Appraisal Calendar, Timeline, and Certified Appraisers as presented. A revised list of appraisers was presented to the Board.

Teachers are required to be appraised each year using the Teacher Evaluation and Support System (T-TESS). The appraisal calendar and the certified appraisers must be approved for teacher observations and evaluations. Prohibited days include the days before and after holidays scheduled for testing.

Appraisal Period: September 9, 2019 through March 27, 2020

Prohibited formal observation days:

- August 26 through September 6, 2019
- November 22 and December 2, 2019
- December 19, 2019
- January 7, 2020
- March 13 and 23, 2020
- April 14, 2020

A list of appraisers is on file.

M. Approval of the Leader In Me Agreement with Franklin Covey Client Sales, Inc. and Weslaco Independent School District for the Leader In Me for Each Elementary School

The Board approved the Leader in Me agreement with Franklin Covey Client Sales, Inc. for the Leader in Me for all elementary schools.

Seven elementary campuses are beginning their fifth year as Leader in Me schools. Cleckler-Heald and P.F.C. Mario Ybarra are beginning their fourth year and Justice Raul A. Gonzalez is in their third year. A membership fee must be paid each year to continue to use the Leader in Me concept and give our staff access to a wealth of online materials. Funds are allocated in the 2019-2020 local maintenance fund budget for this purchase.

- N. Approval of the Leader In Me Agreement with Franklin Covey Client Sales, Inc. and Weslaco Independent School District Inclusive of the Basic Membership and Additional Coaching Days for Each Middle School

The Board approved the Leader in Me agreement with Franklin Covey Client Sales, Inc., inclusive of the basic membership and additional coaching days for each middle school.

This is the third year of Leader in Me at the middle schools. A membership fee must be paid each year to continue to use the Leader in Me concept and give our staff access to a wealth of online materials. More than two days of coaching is recommended for the first three years for middle schools that are Leader in Me sites. Staff has budgeted for four to five days of coaching for the 2019-2020 school year. The middle school principals are in agreement with the additional coaching and have been pleased with what they have been able to accomplish with the assistance of their Leader in Me coach. Funds are allocated in the 2019-2020 local maintenance fund budget for this purchase.

- O. Approval of All Pre-AP and Honors Courses in the Subject Areas of English Language Arts, Mathematics, Science, Social Studies, Economics, or a Language Other than English as a Honors Classes Exempt from No Pass, No Play Requirements

The Board approved all Pre-AP and honors courses in the subject areas of English Language Arts, Mathematics, Science, Social Studies, economics, or a language other than English as a honors class exempt from No Pass, No Play requirements as recommended by the Superintendent.

Districts may identify additional honors courses in the subject areas of English language arts, mathematics, science, social studies, economics, or a language other than English. These courses must be identified prior to the semester in which any exemptions related to extra-curricular activities occur.

- P. Approval of the WISD Employee Handbook for the 2019-2020 School Year

The Board approved the Weslaco ISD Employee Handbook for the 2019-2020 as presented. A model employee handbook is produced by TASB HR Services and is updated on an annual basis. The information in the employee handbook is subject to change as the district provides updated policy information and/or changes have been made to district practices throughout the year. The handbook will be distributed to all district employees.

- Q. Approval for Obsolete/Damaged Personal Property to Be Declared Surplus Property, and Be Sold or Disposed of Accordingly

This item was pulled out for discussion by Trustee Erasmo Lopez.

- R. Approval of Proposal Awards:

1. Groceries, Small Appliances & General Merchandise (RFP #19-07-37)

The Board awarded the proposals for groceries, small appliances, and general merchandise to the following vendors:

Vendor Name	Location	Status
1. H.E.B.	San Antonio/Weslaco, Texas	Primary Vendor
2. Wal-Mart	Bentonville, Arkansas/Weslaco, Texas	Primary Vendor
3. Sam's Club	McAllen, Texas	Primary Vendor

Groceries, small appliances, and general merchandise are purchased for instructional purposes, cooking lessons, incentives for students, staff development functions, meetings, and other departmental needs. In addition, schools have student celebrations and fundraisers that require the purchase of items in bulk. Therefore, most purchases will be made from H.E.B. or Wal-Mart depending on availability, location, and price. Bulk items will be purchased at Sam's Club. Estimated yearly purchases range between \$250,000 and \$350,000.

2. Delivery Box Trucks for School Nutrition Services (RFP #19-07-42)

The Board awarded the proposal of two delivery box trucks for the School Nutrition Services Department to *Kyrish Truck Center* located in San Antonio, Texas. The cost of this purchase is \$90,420.00.

The two trucks will replace two similar trucks that were damaged during the flooding that occurred in June 2018. These trucks are needed for transporting student meals (breakfast & lunch) to: Horton AEP, South Palms Gardens High School, Cosmetology Program, Culinary Arts Program, and the CTE Programs at the Joe Calvillo CATE Complex. Meals are delivered in meal warmers/ice chests and must be delivered in an enclosed environment to avoid any issues with rain, wind, or dirt.

S. Approval of Quarterly Investment Activity Report for the Quarter Ended May 31, 2019

The Board approved the Quarterly Investment Activity for the quarter ended May 31, 2019 as presented. House Bill No. 2459 passed in 1995 requires that the Investment Officer(s) of a governing body prepare a written quarterly report of investment transactions for all funds for the preceding reporting period.

The market value of the amounts invested at the various investment pools during the quarter ended May 31, 2019 was equal or higher than the book value of the investments, as required by law.

Fund Name	Book Value 5/31/2019	Ending Market Value 5/31/2019	Market Value is Higher (Lower) than Book Value By	Accrued Interest @ 5/31/2019
Total First Public Investment Pool	\$ 68,303,484.05	\$ 68,312,826.31	\$ 9,342.26	N/A
Total Texas Term Investment Pool	\$ 11,198,513.26	\$ 11,198,513.26	-	N/A
Total Tex-Pool	\$ 6,017,047.67	\$ 6,017,047.67	-	N/A
Totals – All Investments	\$ 85,519,044.98	\$ 85,519,044.98	\$ 9,342.26	-

The investment earnings amount of all funds for the quarter ended May 31, 2019 is \$551,022.70. The investment earnings amount of all funds year-to-date through May 31, 2019 is \$1,422,757.48.

T. Approval of Monthly Tax Adjustments for June 2019

The Board approved the monthly tax adjustments for June as presented.

The total tax adjustments for June 2019 are as follows:

Type of Tax	Current Levy	Prior Year Levies	Roll Back Taxes	Total
M&O Taxes	(\$ 807.72)	(\$ 2,212.88)	\$ 30,574.31	(\$27,553.71)
I&S Taxes	(\$ 14.17)	(\$ 34.07)	\$ 195.35	(\$ 147.11)
Total Adjustments	(\$ 821.89)	(\$ 2,246.95)	\$ 30,769.66	(\$27,700.82)

These negative tax adjustments represent a decrease in the tax collections for the year.

ITEM PULLED OUT FOR DISCUSSION:

Q. Approval for Obsolete/Damaged Personal Property to Be Declared Surplus Property, and Be Sold or Disposed of Accordingly

This item was pulled out for discussion by Trustee Erasmo Lopez.

The following list of personal property items were included in the report of items declared as surplus property and be sold or disposed of accordingly.

- Computers
- Printers
- Scanners
- Laptops
- Cafeteria Tables

Mr. Carlos Martinez, Technology Director, informed the Board that he wanted to pull out items listed on pages 25-28 because he wanted to keep the computers on inventory to use and recycle.

Mr. Lopez wanted to know how the computers ended up on the list of obsolete items and how staff could prevent this from happening again. For the public's awareness, he asked Mr. Martinez to elaborate on the process used to prevent information on the hard drives from getting compromised when disposing of these items or selling the items at auction.

As per Mr. Martinez, prior to sending computers to auction or disposing these items, Technology staff will remove the hard drives and the maintenance staff will then drill a hole through them, which prevents the possibility of information getting compromised. Staff is making sure that no computer leaves the district without going through this process. In the future, Mr. Martinez will be in contact with the Warehouse Director to review the list of obsolete items prior to presenting it to the Board for approval.

Erasmo Lopez made the motion to declare the list of obsolete/damaged personal property as surplus property, and be sold or disposed of accordingly, with the exception of items listed on pages 25-28. Patrick Kennedy seconded the motion and it passed unanimously.

IX. Discussion Items:

A. First Reading of Policy Update 113 from the Texas Association of School Boards (TASB)

Policy Update 113 was presented for first reading. Policy Update 113 focuses primarily on amendments to the Administrative Code that have occurred since the last update. Recommended changes to local policies include the following topics:

- >BBE (Board Members: Authority) – Board member access to information
- >BDD (Board Internal Organization: Attorney) – Retention or employment of district attorneys
A revision about reporting legal advice to the entire board recognizes that the Board President or Board's designee, not just the Superintendent, may obtain and report legal advice to the Board.
- >BJCD (Superintendent: Evaluation) – Even though the Superintendent's evaluation typically takes place in a closed meeting, the superintendent may request an open meeting.
- >CI (School Properties Disposal) – Authorizes the Superintendent to declare district materials, equipment, and supplies to be unnecessary (includes district vehicles).
- >CO (Food and Nutrition Management) – Authorizes the Superintendent to develop regulations to donate or otherwise dispose of leftover food, such as implementing a sharing table or selling leftovers, in accordance with law.

- >COA (Food and Nutrition Management: Procurement) – The Superintendent is responsible in overseeing the use of federal child nutrition funds to procure goods and services as appropriate and to develop and enforce financial management systems, internal control procedures, procurement procedures, and other procedures to comply with state and federal requirements. Also includes provisions that authorize the superintendent to determine whether the district will apply a geographic preference when procuring unprocessed, locally grown or raised agricultural products to determine the types of products to which the preference would apply and to define the relevant geographic area.
- >COB (Food and Nutrition Management: Free and Reduced-Price Meals) Addresses elements of the federal free and reduced-price meal programs. The policy reflects participation in the community eligibility provision meal program. New text addresses student and parent appeals regarding eligibility for free or reduced-price meal programs.
- >CRB (Insurance and Annuities Management: Liability Insurance) – This local policy addressing the various types of insurance the district will purchase is recommended for deletion, as these decisions are typically made during the budget process and there is no requirement to reflect these decisions in board policy.
- >EHBAF (Special Education: Video/Audio Monitoring) – Video surveillance of special education classrooms
- >FNF (Student Rights and Responsibilities: Investigations and Searches) – Student investigations and searches.
 - District officials may question a student about the student’s or another student’s conduct, and students may not refuse to answer questions based on the right not to incriminate themselves. Provisions about district property inform students that they have no expectation of privacy in district property and such property may be searched at any time without notice.
 - TASB recommends that the details of the district’s drug-testing program be removed from board policy.

Non-action item.

B. Interim Financial Report for the Ten Months Ended June 30, 2019

The Board acknowledged the Interim Financial Report for the ten months ended June 30, 2019, as prepared by the Business Office.

Mr. Andres Sanchez, Assistant Superintendent of Business and Finance, presented the following report.

Source	Budget	Received & Receivable	Variance	Percentage
5700 Local Source	27,298,608	27,947,102	648,494	102.38%
5800 State Source	127,251,871	114,638,958	(12,612,913)	90.09%
5900 Federal Sources	15,779,499	14,277,370	(1,502,129)	90.48%
Totals	170,329,978	156,863,430	(13,466,548)	92.09%

- For total revenues budgeted of \$170,329,978; the district has received \$156,863,430, which represents 92.09% of the budget.
- Of \$177,229,191 in budgeted expenditures, the district has expended and encumbered \$136,190,840 which represents 76.84% for the first ten months.
- Function 34 (Transportation) is almost at 91%, close to exceeding the budgeted amount. A budget amendment will be presented to the Board for approval at a future meeting, if necessary.

C. Acknowledgement of Hidalgo County Tax Office Collection Report June 2019: Current Taxes and Delinquents Taxes

The Board acknowledged the Collection Report for June 2019 as presented. Section 31.10 Property Tax Code requires the Tax Assessor/Collector to submit to the governing body of the taxing unit a written report made under oath accounting for all taxes collected for the unit during the preceding month.

Listed below is the June 2019 report from the Hidalgo County Tax Office:

	Original Tax Levy	Taxes Collected to Date	Tax Modifications (Adjustments) to Date	Taxes Outstanding To-Date	% Tax Collections 2018-2019	% Tax Collections 2017-2018	2018-2019 vs. 2017-2018
Current Taxes	\$ 26,276,635	\$ 24,718,490	(\$ 44,189)	\$ 1,513,956	94.23%	94.31%	0.08% Lower
Delinquent Taxes- Prior Years Levy	\$ 4,075,184	\$ 877,138	(177,162)	\$ 3,020,884	22.50%	25.98%	3.48% Lower
Rollback Taxes	1,975	12,535	69,107	58,547	17.63%	80.11%	
Totals	\$30,353,794	\$25,608,162	(\$ 152,244)	\$ 4,593,387			

- The collection of **current taxes** for fiscal year 2018-2019 through June 30 is 0.08% lower than the current taxes for fiscal year 2017-2018.
- The collection of **delinquent taxes** for fiscal year 2018-2019 through June 30 is 3.48% lower than the delinquent taxes for fiscal year 2017-2018.
- The column for tax modifications represents the cumulative tax adjustments reported by the Hidalgo County Tax Office for the 2018-2019 fiscal year in their June 2019 report.

X. Discussion and Possible Action Items:

A. Discussion and Possible Action to Designate a Delegate and Alternate Representative to Serve on the 2019 TASB Delegate Assembly

The Assembly, held annually in conjunction with the TASA/TASB Convention in September, is the foundation of the Association’s governance structure and provides critical direction as the Association represents members’ interests before state and national policy makers. During the convention, delegates and alternates meet with TASB Directors to discuss issues coming before the Assembly and to clarify Delegate Assembly processes. The decisions made by the Assembly will set the course for the TASB organization for the coming year.

Patrick Kennedy nominated Dr. Richard Rivera to serve as delegate. Mr. Kennedy agreed to serve as the alternate.

Andrew Gonzalez made the motion to designate Dr. Richard Rivera as the Delegate and Patrick Kennedy as the Alternate. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

B. Discussion and Possible Action to Endorse a Nominated Individual from Another School Board Within Our TASB District to Fill a Position on the TASB Board of Directors

The Position A seat on the TASB Board of Directors is currently held by Mrs. Yolanda Cuellar from South Texas ISD. Mrs. Cuellar is seeking reelection. School Boards were invited to nominate candidates from their local school board prior to July 1, 2019. The following candidates were nominated by local school boards and all three complied with the bylaws requirements.

Candidate	District
1. Philip Cowen	Brownsville ISD
2. Yolanda Cuellar	South Texas ISD
3. Oscar Riojas	Mercedes ISD

Process: If a majority of the Active Members of the Region endorses a candidate, that individual will be elected to the TASB Board. If at least 25 percent, but not a majority, endorse the candidate, that individual will be included on the official ballot at the TASB Delegate Assembly. The election ballot will be presented to the Delegate Assembly during the TASA/TASB Convention.

Andrew Gonzalez made the motion to endorse Oscar Riojas for the Position A seat. Patrick Kennedy seconded the motion. Voting in favor of the motion were Andrew Gonzalez, Patrick Kennedy, Erasmo Lopez, and Dr. Jaime Rodriguez. Voting against the motion was Armando Cuellar. Motion carried with a 4 to 1 vote.

C. Discussion and Possible Action for the Board to Approve the Memorandum of Understanding Between Weslaco Independent School District and the Hidalgo County Juvenile Probation Department for the 2019-2020 and 2020-2021 School Years

Weslaco ISD will partner with Hidalgo County Juvenile Probation Department to coordinate educational services to juveniles assigned to the facility. The facility serves a maximum population of forty non-violent at-risk males between the ages of 13-17 years old. These students are enrolled at WISD immediately upon arrival and are provided instructional support. Each student, adjudicated by Judges from the Hidalgo County Juvenile Board of Judges, is offered a military structured program that addresses self-discipline, mental health issues, and educational needs.

Dr. Jaime Rodriguez made the motion to approve the Memorandum of Understanding with Hidalgo County Juvenile Probation Department as presented. Andrew Gonzalez seconded the motion and it passed unanimously.

D. Discussion and Possible Action to Approve the Optional Flexible School Day Program for the 2019-2020 School Year

A Public Hearing to share information on the Option Flexible School Day Program was held prior to this meeting at 5:15 p.m.

As allowed by the Texas Education Agency, districts in Texas can provide flexible hours and days for attendance for students in any grade who have dropped out of school or are at risk of dropping out of high school. This program is also offered to provide additional support for at-risk students in elementary and middle school who struggle with truancy. The program will be implemented district-wide.

The OFSDP will help WISD increase graduation rates and decrease dropout rates. WISD will receive funding for students as long as they attend class for a minimum of 45 minutes a day. Students enrolled in this program will be required to take STAAR and will still be eligible to participate in UIL activities.

Andrew Gonzalez thanked Mrs. Norma Brewer and Dr. Raul Cantu for all their efforts in providing this program for at-risk students.

Andrew Gonzalez made the motion to approve the Optional Flexible School Day Program for the 2019-2020 school year as presented. Patrick Kennedy seconded the motion and it passed unanimously.

E. Discussion and Possible Action for the Board to Consider Approval of Proposal Award for Pharmacy Benefit Management (PBM) Services for the District's Self-Funded Employee Benefit Program (RFP #19-07-38)

In June, the Board took action to solicit proposals for Pharmacy Benefit Management (PBM) services. The request for proposal specifications called for a transparent model.

A total of three (3) proposals were submitted. All three proposals were evaluated by Risk Management and Valley Risk Consulting (VRC), the District's employee benefit consultants. The incumbent, Araya Rx, failed to submit a proposal. VRC determined that the proposal from Prime Therapeutics/BCBS is the most advantageous to the district in terms of administrative fees, average wholesale price discounts, and transparency. The cost of these services is \$41,012.05

Erasmus Lopez made the motion to award the proposal for PBM Services for the District's Self-Funded Employee Benefit Program to Prime Therapeutics/BCBS subject to contract review by Attorney and Risk Management. Patrick Kennedy seconded the motion.

Concerns/Questions addressed by the board members:

>Are any discount cards included with the proposal?

•No

>Is Prime Therapeutics a subsidiary of BCBS?

•Yes

>What is the difference in proposals when compared to the lowest proposal - Express Script?

•According to Mr. Garza of VRC, Express Script indicated they would be compensating \$1.75 per script to a third or fourth party non-participant. Staff did not feel their proposal met the District's guidelines and did not want to pay compensation to third or fourth parties.

>Is it a concern to receive only three (3) proposals for these services?

•A message was sent to 60 PBM companies advising them to download the RFP. PBM companies make their money in the second and third year, but because WISD has had three PBMs in the last two years, this raises some concerns. Many PBMs don't want to participate because they have to resubmit a proposal and disclose their prices. In the future, he would like to recommend a two or three year agreement.

>What is the difference in price for Admin fees as compared to the renewal price submitted by Araya?

•According to Mr. De La Rosa, Prime Therapeutics will charge an admin fee and Araya charged \$1.50 per transaction. Their average wholesale discounts were very close, within .05 to 1 point of each other.

>When was the last outside audit conducted on PBM services?

- As per Mr. De La Rosa, the prior company who audited the prior Third Party Administrators (TPA) also audited the PBM services. He will follow up and provide information in the weekly update as requested by Mr. Gonzalez.

Mr. Gonzalez was also concerned with the district receiving only 2 to 3 proposals. He asked staff to look into conducting an audit of the PBM services at the end of next year, to see if more PBM companies would submit a bid.

Erasmus Lopez made the motion to award the proposal for PBM Services for the District's Self-Funded Employee Benefit Program to Prime Therapeutics/BCBS subject to contract review by Attorney and Risk Management. Patrick Kennedy seconded the motion.

F. Discussion and Possible Action for the Board to Consider Approval of Proposal Award for Student Athletic & Accident Insurance (RFP #19-07-39)

Weslaco ISD purchases insurance to cover students in the event of an injury while participating in UIL sanctioned activities. The District's plan provides for 100% of benefits at no cost to the athlete or their parents if provided through the Lonestar Athletic Network. If an injury exceeds \$25,000 within a 2-year benefit period, the catastrophic coverage initiates and provides coverage up to \$10,000,000 for 10 years. Additionally, the plan provides a \$500,000 disability benefit.

The District conducted an RFP process and received a total of five (5) proposals. The Superintendent recommended that the Board approve the proposal from Student Assurance Services, Texas U&C Plan underwritten by National Life Insurance and Zurich through Texas Insurance Service Center/The Brokerage Store for the 2019-2020 school year. This proposal offered the most advantageous premium with no change to benefits.

Andrew Gonzalez wanted to know the difference in coverage from the current plan. According to Mr. De La Rosa, the coverage is "pretty much" identical to the current coverage.

Dr. Jaime Rodriguez wanted to know the difference between Proposal #4 and #5. Proposal #5 is with the same company, but it does not pay out as well.

Mr. De La Rosa explained that a student who has no insurance would be covered through this plan in the event of an injury; otherwise, their primary insurance, if any, will provide coverage for the student.

Patrick Kennedy made the motion to award the proposal for Student Athletic and Accident insurance to Student Assurance Services, Texas U&C Plan underwritten by National Life Insurance and Zurich through Texas Insurance Service Center/The Brokerage Store for the 2019-2020 school year. Armando Cuellar seconded the motion.

Dr. Rodriguez asked if the provider network had remained the same. Mr. De La Rosa replied that the network was not the same but it was comparable. All major hospitals, orthopedic, and physical services are in the network. This company serviced the district a year ago and no major issues were encountered. Thus, the District will realize a \$50,000 savings with the same type of benefits provided.

The Board voted unanimously in favor of the motion made by Patrick Kennedy and seconded by Armando Cuellar to award the proposal for Student Athletic and Accident insurance to Student Assurance Services, Texas U&C Plan underwritten by National Life Insurance and Zurich through Texas Insurance Service Center/The Brokerage Store for the 2019-2020 school year.

G. Discussion and Possible Action for the Board to Consider Approval of Proposal Award for Fleet (Auto Liability & Physical Damage), General Liability, Crime & Law Enforcement Insurance (RFP #19-07-40)

Andrew Gonzalez abstained from participating on Items G, H, and I. Conflict of interest form is on file.

The District carries General Liability (GL), Law Enforcement, Crime, and Fleet Insurance with Travelers Texas Public Entity Group. The District conducted an RFP for this insurance package and only one proposal was received from the current carrier and agency.

The Superintendent recommended that the Board approve the proposal from Travelers Insurance as submitted by Shepard Walton King Insurance Group (SWK) for Fleet Insurance (auto liability), General Liability, Crime, Law Enforcement Insurance, and Alliant Insurance as submitted by SWK for Fleet (Physical Damage).

Below is a breakdown of the individual lines of coverage:

- General and Law Enforcement Liability

This insurance covers the District in any event of liabilities imposed by lawsuits and similar claims i.e. accidents, falls, damage to rented premises, etc. The GL premium also includes Employee Benefit Plan Liability that covers the District in the event an error is made in the administration of the District's various self-funded insurance programs including Workers Compensation and Unemployment Insurance. The renewal premium is \$22,880.

- Crime:

This policy covers the District in the event of employee theft, damage, forgery, computer fraud, and funds transfer fraud, etc. The renewal premium is \$3,392.00.

- Comprehensive Fleet (auto)

The District's Fleet policy covers all owned, hired, and non-owned vehicles in the event of an auto accident. This policy covers damage caused to other vehicles during an accident. The cost for Commercial Auto is \$227,557. As part of this coverage, a cargo rider is also included for an additional \$3,750.00 which covers damage to district trailers and their contents. Medical payments and uninsured/underinsured riders are not recommended for purchase.

Due to a \$5,000,000 hit last year, the premium increased by almost \$60,000.00.

Travelers also submitted a proposal for physical damage in the amount of \$58,796. Travelers is only insuring liability up to \$2.5 million. Excess insurance with AM WINS will cover an additional \$2.5 million in exposure for an additional premium of \$85,850.00.

Alliant will assume the entire liability for comprehensive coverage for an estimated premium of \$56,614. Alliant is underwritten by Alliant Global Corporate & Specialty.

The total Travelers/Alliant package cost is \$257,579.

Patrick Kennedy wanted to know if the 2019-2020 budget would absorb the increased premiums. As per Mr. De La Rosa, staff anticipated a higher increase and therefore allocated additional funds in the 2019-2020 local maintenance fund budget to cover these expenditures.

Erasmus Lopez made the motion to approve the proposal from Travelers Insurance as submitted by Shepard Walton King Insurance Group (SWK) for Fleet Insurance (auto liability), General Liability, Crime, Law Enforcement Insurance, and Alliant Insurance as submitted by SWK for Fleet (Physical Damage). Armando Cuellar seconded the motion and it passed unanimously.

Andrew Gonzalez did not participate in the discussion or the vote.

H. Discussion and Possible Action for the Board to Consider Approval of Proposal Award for Workers' Compensation Third Party Administrative Services (TPA) and Workers' Compensation Excess Insurance (RFP #19-07-41)

Weslaco ISD currently provides Workers' compensation benefits to its employees on a Self-Funded Program as outlined in Chapter 504.001 of the Texas labor code. The district retains the services of a Third Party Administrator (TPA) to administer the program and comply with Texas Department of Insurance regulations and State laws. In an effort to contain its exposure, the District also purchases an excess reinsurance policy to protect the program and assets from unexpected sudden losses.

The district received one proposal for TPA services and two (2) for excess reinsurance. The Superintendent recommended that the Board approve the proposal from TriStar Risk Management to provide workers' compensation third party administrative services and the proposal from US Specialty Underwriters as submitted by Shepard Walton King Insurance Group to provide excess insurance and authorize administration to enter into negotiations with TriStar regarding ancillary services.

TriStar offered a one year fixed fee proposal for claims administration services in the amount of \$50,000. Their fixed fee is capped at 3.5% for the second and third year. TriStar also charges ancillary fees for services on a per claim basis.

Shepard Walton King Insurance Group provided two proposals for excess reinsurance. The premium (\$52,334.00) for excess reinsurance is based on an estimated payroll of \$118,670,817.

>Patrick Kennedy wanted to know if the premium had gone down for TPA services.

- TPA premium stayed the same, but the fees for ancillary services (bill reviews & case reviews) fluctuated a little. Staff will try to negotiate a better deal on the fees.

Erasmus Lopez made the motion to approve the proposal from TriStar Risk Management to provide workers' compensation third party administrative services and the proposal from US Specialty Underwriters as submitted by Shepard Walton King Insurance Group to provide excess insurance and authorize administration to enter into negotiations with TriStar regarding ancillary services as recommended. Armando Cuellar seconded the motion and it passed unanimously.

Andrew Gonzalez did not participate in the discussion or the vote.

I. Discussion and Possible Action for the Board to Consider Renewal of the District's Property & Casualty Insurance – Boiler & Machinery, Property & Contents, Inland Marine and Flood Insurance; OR Authorize Administration to Solicit Proposals for Same

This item was pulled from the agenda. Non-action item.

J. Discussion and Possible Action for the Board to Consider Renewal of the District’s Voluntary Insurance Products; OR Authorize Administration to Solicit Proposals for Same

In 2016, the District solicited proposals through the RFP process for seven voluntary products: Accident, Cancer, Critical Illness, Disability, Hospital Indemnity, Term Life, and Vision insurance. The district requested proposals for one (1) year with the option to renew for two (2) additional one (1) year terms and a minimum of a two-year rate guarantee where applicable. This will be the third year of a three-year renewal option. The renewal rates for these products are flat. All voluntary products are administered on a calendar basis.

The Superintendent recommended that the Board renew all seven (7) voluntary insurance products for the third year of a three-year renewal option.

Listed below are the voluntary insurance products, the underwriting insurance company, and the servicing agents:

Voluntary Product	Insurance Company	Servicing Agents
Accident	Allstate	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Cancer	Allstate	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Critical Illness	Allstate	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Disability	Cigna	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Hospital Indemnity	Allstate	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Term Life & AD&D	Cigna	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance
Vision	Superior Vision	Jeff Everett, Tamez Financial Group, Yvonne Ortegon Insurance

In response to Mr. Kennedy’s inquiry on the renewal rates, Mr. De La Rosa replied that there were no changes to the rates or benefits.

Patrick Kennedy made the motion to renew all seven (7) voluntary insurance products for the third year of a three-year renewal option as recommended by the administration. Erasmo Lopez seconded the motion and it passed unanimously.

K. Discussion and Possible Action for the Board to Consider Amending the District’s Health Benefit Program’s Employer and Employee Contribution

Because of the rising cost of healthcare in the past several years, the District adjusted employer and employee contributions last year to fund approximately \$17 million for the 2018-2019 plan year. Funding was based on BCBSs projected medical claims of approximately \$9.9 million. Based on those projections, the district funded approximately \$17 million for the 18-19 plan year. The anticipated actual cost of the 2018-2019 plan year is approximately \$18.3 million.

Next year, BCBS is projecting medical claims to be approximately \$12.3 million; therefore, contributions need to be adjusted to fund approximately \$20 million. To reach that goal, the District proposed to increase its contribution from \$485 per employee per month (PEPM) to \$582 PEPM corresponding to a 20% increase. The employees’ contributions would increase by 15% across the Board. The Superintendent recommended approval of the increases.

Dr. Jaime Rodriguez made the motion to approve a 20% increase for the employer contribution and a 15% increase for the employees' contribution as recommended by the Superintendent. Armando Cuellar seconded the motion.

Erasmus Lopez shared that the Board had discussed the increases during a budget workshop held prior to this meeting. He pointed out that the Board does not want to increase employee contributions; however, due to the rising cost of healthcare, it is getting difficult for the district to absorb the cost. In the event there is a need to increase the contribution again next year, he directed Dr. Canales and Mr. Andres Sanchez to bring this item forward with ample time so that the employees could plan and prepare for the increase with plenty of time.

Andrew Gonzalez concurred with Mr. Lopez and asked staff to keep staff updated on the health insurance cost via the monthly bulletin.

The Board voted unanimously in favor of the motion made by Dr. Jaime Rodriguez and seconded by Armando Cuellar to approve a 20% increase for the employer contribution and a 15% increase for the employees' contribution as recommended by the Superintendent.

L. Discussion and Possible Action for the Board to Consider Approval of the Annual Review of the District's Investment Policy

Mr. Andres Sanchez, Assistant Superintendent for Business & Finance provided information on the District's Investment Policy.

Board Policy section CDA (Legal) requires the Board to review the investment policy and strategies no less than annually. Administration has reviewed the Policy and has determined that there have been no changes for this year. The Board must also adopt a written instrument stating that it has reviewed the investment policy. Board Policy Section CDA (Local) emphasizes the following concerning district investments:

- **Safety and Investment Management**

The main goal of the investment program is to ensure its safety and maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

- **Liquidity and Maturity**

Any internally created pool fund group of the district shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed one year from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits. The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

- **Diversity**

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

Current Investments of Weslaco ISD

- Currently all investments of the district are held in investment pools.
- The interest rate on the First Public Investment pool on Tuesday, July 23, 2019 was 2.43%, up 0.24%, from 2.19% last year on June 29, 2018.
- The interest rate on the Texas Term Investment Pool on Tuesday, July 23, 2019 was 2.34%, up 0.43% from 1.91% last year on June 29, 2018.
- The interest rate on the TexPool Investment Pool on Tuesday, July 23, 2019 was 2.35%, up 0.43% from 1.92 % last year on June 29, 2018.
- **The funds in the pools can be withdrawn in any amount within a day's notice by wire transfer.**
- The current US Treasury bill discount rate as of Tuesday, July 23, 2019 was 1.91% for one year, down 0.34% from 2.25% for one-year term last year on June 29, 2018.
- The interest rate on the Chase Bank CD's of \$250,000 or more, for 6 months and 12 months as of July 25, 2019 is 0.02% and 0.05% respectively, which are the same rates for last year on July 3, 2018.
- The interest rate on Texas National Bank CDs of \$1,000,000.00, for 6 months, 9 months, and 12 months as of July 25, 2019 is 1.00%, 1.15% and 1.25% respectively.
- The interest rate on Plains Capital Bank CDs of \$1,000,000.00 for 6 months, 9 months, and 12 months as of July 25, 2019 is 2.30%, 2.25% and 2.34% respectively. This is a CD placement program where funds are invested in groups of 4 CD's of up to \$249,000.00. Then CD's are invested at separate (individual) banks so as not to exceed the \$250,000.00 FDIC insurance limit.
- Staff is currently looking at the possibility of investing in 1) CD's with the Texas Term Investment Pool, one of our current investment pools, 2) CDs with other Banks, and 3) US Treasury Bills or Other Allowed Investments with Investment Brokers, all of which would need to be approved by the Board. Based on information gathered, the rates are better at the investment pools than CDs at the banks. The district would like to continue with the investment pools.

The District has invested \$1,000,000.00 on the Texas Term CP (Commercial Paper) Program on November 1, 2018, with a maturity day of April 25, 2019 with a yield rate of 2.75%. This investment had an interest earned of \$13,184.93.

The Texas Term Investment Pools have a CD placement program where funds are invested in groups of 4 CD's of up to \$248,000 each (total of \$992,000) for 6 months or 12 months. CD's are then invested at separate (individual) banks so as not to exceed the \$250,000 FDIC insurance limit. Their rates were 2.25% and 2.26% for 6 months and 12 months respectively as of July 23, 2019, down from 2.29% and 2.55% for 6 months and 12 months, respectively for last year on July 3, 2018.

Investment Training

The treasurer or chief financial officer and the investment officer must also attend an investment training session not less than once in a two-year period that begins on the first day of the District's fiscal year and consists of the two consecutive fiscal years after that date, and receive not less than five (5) hours of instruction relating to investment responsibilities under the Public Funds Investment Act from an independent source approved by the Board or a designated investment committee advising the investment officer. Government Code 2256.008(a)-(b).

The following investment officers for Weslaco ISD have attended training as required:

- >Andres Sanchez Jr., Assistant Superintendent of Business & Finance
 - October 27, 2017
 - Will attend training in October 2019
- >Jesse Fonseca, Director of Payroll and Business Operations
 - October 30, 2018
- >Sylvia Esquivel, Compliance Auditor
 - October 30, 2018

Patrick Kennedy made the motion to approve the Annual Review of the District's Investment Policy. Andrew Gonzalez seconded the motion and it passed unanimously.

M. Discussion and Possible Action for the Board to Consider Approval to Set Up a Meeting Date for a Public Hearing on the Proposed Budget and Proposed Tax Rate for Fiscal Year 2019-2020

School Districts must follow the notice and hearing requirements of the Education Code Section 44.004 for adopting a Budget and Tax Rate. This section sets out the items to include in the Public Hearing for the Budget and proposed Tax Rate. The State Comptroller's Office also provides a planning calendar for all school districts to follow when adopting their budget and tax rate. The calendar calls for the governing body to decide on a meeting date for the Public Hearing on the Budget and proposed Tax Rate.

The Superintendent recommended that the Board set the meeting date on Monday, August 26, 2019 at 5:30 p.m. The public notice for the Public Hearing needs to be advertised no earlier than 10 days and no later than 30 days before the actual public hearing. The public notice will be advertised in The Monitor Newspaper for two consecutive weeks starting no later than Friday, August 16, 2019. A special meeting to adopt the District's General Fund and Debt Service Fund Budgets for Fiscal Year 2019-2020 and to adopt the 2019-2020 Tax Rate will be held after the Public Hearing.

Andrew Gonzalez asked that the August 26 meeting be brief so that the principals are not kept late at the board meeting, since this will be the first day of school.

Dr. Jaime Rodriguez made the motion to set the meeting date for the Public Hearing on the proposed budget and tax rate on Monday, August 26 at 5:30 p.m. Andrew Gonzalez seconded the motion and it passed unanimously.

N. Discussion and Possible Action for the Board to Consider Approval of Pay Raises for District Employees for Fiscal Year 2019-2020

The Superintendent presented the following information:

➤ One of the Key Components of the 2019 Legislative Session that was passed is the mandated compensation to be provided to staff as follows:

- 30% of the total gain in state funds to be obtained for FY 2019-2020 comparing the budgeted ADA (average daily attendance) for School Year 2019-2020 using the current (2018-2019) funding formulas and the recently approved House Bill 3 formulas, must be used to calculate the MANDATED employee compensation (gross pay and fringe benefits).
- 75% of that 30% will be used for compensation increases for classroom teachers, librarians, counselors, and nurses, prioritizing differentiated compensation for classroom teachers with more than five years of experience.
- The remaining 25% will be used for compensation increases for full-time employees other than Administrators as determined by the district.

As directed by the Board, administration presented the revised pay raises recommendation:

- Classroom Teachers, Librarians, Counselors, and Nurses **\$5,139,599**
 - \$3,400 (1-5 years of experience) on a 187-day contract
 - \$3,600 (6-12 years of experience) on a 187-day contract
 - \$3,800 (13-19 years of experience) on a 187-day contract
 - \$4,000 (20 years + of experience) on a 187-day contract

(Counselors' compensation would be adjusted for their longer term contracts (203, 207 & 212) accordingly.

- Paraprofessional, Manual Trades, and Technical Trades Staff **\$2,162,622**
 - 7% from the Mid-point Per Employee Category
 - Ranges of pay raises (This information will be provided to the Board during the budget workshop.)

- Administrators **\$783,947**
 - 4% from the Mid-point per employee category to be paid from local funds.

Total Pay Raises: \$8,086,167

The Superintendent recommended approval of the pay raises for all district employees to be included in the budget for the fiscal year 2019-2020 for every employee of the district including compensation mandated and funded by the State of Texas 86th Legislature’s approval of House Bill 3 (HB3).

Comments/Concerns addressed by the Board:

Erasmus Lopez pointed out that the teachers and others were getting a good raise and therefore asked his fellow board members to increase the administrators pay raise to 5% in lieu of the 4% recommended. The 1% increase would be about \$196,000.

Mr. Lopez made the motion to approve the following pay raises. Armando Cuellar seconded the motion.

- Classroom Teachers, Librarians, Counselors, and Nurses
 - \$3,400 (1-5 years of experience) on a 187-day contract
 - \$3,600 (6-12 years of experience) on a 187-day contract
 - \$3,800 (13-19 years of experience) on a 187-day contract
 - \$4,000 (20 years + of experience) on a 187-day contract

(Counselors’ compensation would be adjusted for their longer term contracts (203, 207 & 212) accordingly.

- Paraprofessional, Manual Trades, and Technical Trades Staff
 - 7% from the Mid-point per Employee Category

- Administrators
 - 5% from the Mid-point per Employee Category to be paid from local funds.

Dr. Rodriguez questioned the status of the district’s certified property values. Mr. Sanchez confirmed that the values are not yet available per the Hidalgo County Chief Appraiser’s Office. The values are used to determine the proposed tax rate for the 2019-2020 fiscal year and calculate the related property tax revenues for the budget. He explained that normally when the tax revenues go down, the state increases the amount sent to the district. The anticipated amount to be received should be around \$1 million less compared to this year.

Andrew Gonzalez said that everyone deserved a pay raise and felt that the administrators who are the leaders of the campus do an excellent job and deserved a good pay raise as well.

The Board President stated, “With additional monies comes additional expectations, additional goals, and you all have met it, Dr. Canales - you and your team and of course administration and principals, over the last three years. Every year, every school has improved. And this year, no C’s overall, so that’s a compliment to you and your staff and I think that’s well deserved of the pay increase for everybody, including the paraprofessionals, and of course the teachers who are in the trenches all the time, and the principals that are there to provide a more outbuilding culture at each respective school.

The Board voted unanimously in favor of the motion made by Erasmo Lopez and Armando Cuellar to approve the following pay raises.

- Classroom Teachers, Librarians, Counselors, and Nurses
 - \$3,400 (1-5 years of experience) on a 187-day contract
 - \$3,600 (6-12 years of experience) on a 187-day contract
 - \$3,800 (13-19 years of experience) on a 187-day contract
 - \$4,000 (20 years + of experience) on a 187-day contract

(Counselors' compensation would be adjusted for their longer term contracts (203, 207 & 212) accordingly.

- Paraprofessional, Manual Trades, and Technical Trades Staff
 - 7% from the Mid-point per Employee Category
- Administrators
 - 5% from the Mid-point per Employee Category to be paid from local funds.

Superintendent Dr. Canales thanked the Board and made the following comments:

“We have a wonderful WISD family in our district. Everybody is 100% committed. We’re gonna continue to make sure our students are known, valued, and inspired and that our district is definitely on top in everything that we do. We offer the complete educational program. We’re all about it, 100% in it, and we thank you for your leadership and your commitment and your belief, not only in our students and our staff, but our community. Your work means a lot to us, your support, and so thank you very much on behalf of the staff.”

Dr. Rivera was not able to attend this meeting. Board President Isidoro Nieto and Dr. Canales met with Dr. Rivera on the proposal for the four categories, and Dr. Rivera wanted to make sure everyone received a well-deserved raise. Mr. Nieto thanked Dr. Rivera for his participation in this process.

XI. Closed Meeting to Discuss:

The Board convened in closed meeting at 7:58 p.m. to discuss the following items:

A. Personnel Matters (Tex. Gov't Code 551.074)

1. Employment of Personnel
2. Resignations
3. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Tex. Gov't Code 551.074 and 551.071)
 - a. Superintendent's Recommendation for the Position of Director of Assessment & Accountability

B. Consultation with Attorney Regarding: a) Pending or Contemplated Litigation: b) a Settlement Offer: or c) a Matter in Which the Duty of the Attorney to the Weslaco ISD under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas Clearly Conflicts with Chapter 551 of the Texas Government Code (Tex. Gov't. Code 551.071)

XII. Reconvene in Open Meeting:

The Board returned to open meeting at 8:50 p.m. to take action on the following items:

A. Personnel Matters (Tex. Gov't Code 551.074)

1. Employment of Personnel

The Superintendent recommended that the Board approve the contracts for certified professional personnel as presented.

NEW EMPLOYMENT		
Name	Position	Location
1. Jesus S. Barron	Teacher Anatomy & Physiology	Weslaco High School
2. Kimberly M. Lozano	Nurse	Weslaco High School
3. Claudia Perez	7 th Grade Teacher	Mary Hoge Middle School
4. Clarissa M. Salinas	Nurse	Weslaco High School
ADDENDUM		
1. Maria Rios	English Teacher	Weslaco East High School
2. Alexis Rodriguez	Choir Teacher	B. Garza Middle School
3. Perla Chavez	From: Teacher @ Gonzalez Elementary School To: Elementary Math Strategist	Curriculum & Instruction
4. Arcadia Longoria	From: Teacher @ Margo Elementary School To: Technology Instructional Coach	Margo Elementary School
5. Maria Elizabeth Trevino	From: Teacher @ B. Garza MS To: Technology Instructional Coach	North Bridge Elementary School

Dr. Jaime Rodriguez made the motion to approve the contracts for certified professional personnel as recommended by the Superintendent. Andrew Gonzalez seconded the motion and it passed unanimously.

2. Resignations

The Superintendent recommended that the Board approve the resignations of professional personnel as presented.

RESIGNATIONS		
Name	Position/Location	Reason/Effective Date
1. Claudia Alanis	Campus Instructional Facilitator Weslaco High School	Ms. Alanis resigned to accept a position with another school district, effective June 20, 2019.
2. Rebecca Hernandez	Teacher Cuellar Middle School	Ms. Hernandez resigned to accept a teaching position closer to home, effective May 31, 2019.

3. Carrie Nance	Teacher Weslaco High School	Ms. Nance resigned to accept an Assistant Principal position with another school district, effective May 31, 2019.
4. Sylvia Ramos	Teacher Margo Elementary School	Ms. Ramos retired after (41) years in education, with all (41) years of service at Weslaco ISD, effective May 31, 2019.
5. Ricardo Sustaita	Teacher Cuellar Middle School	Mr. Sustaita resigned to assist with the family business, effective May 31, 2019.
ADDENDUM		
1. Arturo Hinojosa	Teacher Weslaco High School	Mr. Hinojosa resigned to accept a Band Director position with La Feria ISD, effective May 31, 2019.

Patrick Kennedy made the motion to approve the resignations as recommended. Andrew Gonzalez seconded the motion and it passed unanimously.

3. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Tex. Gov't Code 551.074 and 551.071)
 - a. Superintendent's Recommendation for the Position of Director of Assessment & Accountability

This item was pulled from the agenda by administration, pending final interviews.

- B. Consultation with Attorney Regarding: a) Pending or Contemplated Litigation: b) a Settlement Offer: or c) a Matter in Which the Duty of the Attorney to the Weslaco ISD under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas Clearly Conflicts with Chapter 551 of the Texas Government Code (Tex. Gov't. Code 551.071)

Non-action item.

XIII. Adjournment

The meeting adjourned at 8:52 p.m.