



BOARD OF TRUSTEES
Isidoro Nieto, President
Dr. Richard Rivera, Vice President
Andrew Gonzalez, Secretary
Erasmus Lopez
Patrick Kennedy
Dr. Jaime Rodriguez
Armando Cuellar

*Dr. Priscilla Canales,
Superintendent of Schools*



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BOARD OF TRUSTEES

Meeting:
Place:
Date
Time:

Special Board Meeting
Virtual Meeting
August 24, 2020
6:43 P.M.

Notice for this meeting was posted online for at least 72 hours as permitted by the suspended portions of the Texas Open Meetings Act as approved by Governor Abbott. The meeting was livestreamed at the following web link:
<https://youtu.be/IozviSqlOoA>

MINUTES

- I. The meeting was called to order by Isidoro Nieto, Board President.
- II. A quorum was established. The following board members participated in the meeting by video conference with the use of Google Meets.

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

Dr. Richard Rivera was absent.

III. Public Comments

The public had the opportunity to participate in Public Comments by registering no later than 5:30 p.m. at the following web link: <https://www.wisd.us/superintendentboard/new-page>

No one signed up to address the Board.

IV. Discussion on Air Purification System

This item was placed on the agenda in response to inquiries made by Trustee Erasmo Lopez on the need for air purification systems at the schools.

Mr. Oscar Riojas, WISD Athletic/Maintenance Operations Director, informed the Board that staff had been looking into air quality improvements in order to provide a healthier indoor environment for students and staff. The two methods include UV lighting and ionization. Staff will provide information on the weekly update about the pros and cons of each method, cost estimates, and advise which method is the best one.

Mr. Erasmo Lopez expressed his concern on the need for air purification systems for the safety of students and staff. He said that all schools should have these systems in place as soon as possible and requested that staff present information on the cost at the next board meeting. He wants employees to feel safe as they report to work every day knowing that the air is pure and safe for them. Mr. Lopez stressed the importance of addressing this project immediately as he felt it was an emergency.

Board President Isidoro Nieto replied that his request was very clear and thus, the Board and administration would move forward in addressing this need.

Questions/Comments from the Board:

>Mr. Gonzalez wanted to know which buildings currently had an air purification system.

- The only building with this system is the WHS football fieldhouse due to staph infections, etc.
- Staff will make sure to retrofit future projects accordingly.

>Mr. Lopez pointed out that in order to install the purification systems immediately, staff needs to go with the product that is readily available to avoid delaying this project.

>Dr. Jaime Rodriguez commented that along with the air purification systems requested, he did not want staff to lose sight of the need for products such as mask, sanitizer, etc., that make students, staff, and custodians feel safe.

Mr. Riojas assured the Board that staff would gather information on the air purification systems and provide information in their weekly update.

V. Discussion and Possible Action to Designate a Delegate and Alternate Representative to Serve on the 2020 TASB Delegate Assembly

The TASB Delegate Assembly will be held annually in conjunction with the TASA/TASB Convention scheduled for September 30 through October 2, 2020. The Assembly will be held online on October 3, 2020 at 2:00 p.m. Delegates will be asked to vote on the 2020 Assembly standing rules in early September and will be invited to attend one of three virtual caucus and orientation meetings set for September 16, 17, and 18.

Patrick Kennedy made the motion to nominate Isidoro Nieto as the Delegate to serve on the 2020 TASB Assembly. Armando Cuellar seconded the motion and it passed unanimously.

Patrick Kennedy made the motion to nominate Andrew Gonzalez as the Alternate to serve on the 2020 TASB Assembly. Armando Cuellar seconded the motion and it passed unanimously.

VI. Discussion and Possible Action to Approve the Revised T-TESS Professional Appraisal Calendar and Timeline for the 2020-2021 School Year

Teachers are required to be appraised each year using the Teacher Evaluation and Support System (T-TES). The appraisal calendar and timelines must be approved for teacher observations and evaluations. The Board approved the Appraisal Calendar on July 6, 2020; however, due to the delayed instructional start to the 2020-2021 school year, an adjustment to the calendar was necessary.

The revisions to the calendar are as follows:

	From:	To:
Appraisal Period	September 8, 2020 thru March 26, 2020	September 14, 2020 thru March 26, 2021
Prohibited Formal Observation Days	August 24 thru September 4, 2020	August 31, 2020 thru September 11, 2020
Teacher Self-Report	No later than September 18, 2020	No later than September 25, 2020
Formal Observation	No earlier than September 8, 2020	September 14, 2020

Patrick Kennedy made the motion to approve the revised T-TESS Professional Appraisal Calendar and Timeline for the 2020-2021 school year as presented. Armando Cuellar seconded the motion and it passed unanimously.

VII. Discussion and Possible Action to Approve Revisions to Local Policy DBD (LOCAL): Employment Requirements and Restriction Conflict of Interest: Non-School Employment

During the August 10, 2020 Board Meeting, Board Vice-President Dr. Richard Rivera inquired on employees working outside employment and the potential conflict of interest for the District. He said that the district’s board policy should state that employees are not to work at a second job until after school hours have ended.

Mrs. Melva Segura, Human Resources Director, worked on revising the policy and recommended approval of the following revision highlighted in red:

>Any employee shall disclose in writing to his or her immediate supervisor any outside employment. The supervisor shall determine if the employee’s outside employment creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District. Employees shall not participate in approved outside employment activities during hours they are required to perform District related work tasks.

Patrick Kennedy recommended taking out the word “approved” because it would create a loophole for employees who were working at another job outside the district and had not received prior approval by their supervisor. He said that the policy did not refer to employees participating in non-approved outside employment.

Legal counsel Greg Kerr pointed out that the policy elaborates that employees who are approved to work outside the district cannot do it within school conflicting hours. He asked staff if a policy was in place requesting employees to have prior approval of outside employment. Mr. Kerr advised the Board that he was okay with removing the word “approved” as suggested by Mr. Kennedy since it would not weaken the policy.

Andrew Gonzalez asked staff if they wanted the Board to table this item to allow them time to research the policy and provide a response to Mr. Kennedy’s concern.

After further discussion, Mr. Kennedy commented that he was okay in leaving the language as presented. The Board could always come back and amend the policy if necessary.

Patrick Kennedy made the motion to approve the revisions to Local Policy DBD (Local) as presented. Andrew Gonzalez seconded the motion and it passed unanimously.

VIII. Discussion and Possible Action to Approve the Application to the Texas Education Agency for 40% Hybrid Instruction for the 9th - 12th Grade Students' Waiver for the 2020-2021 School Year

Weslaco ISD is proposing that a hybrid schedule be in place for the 2020-2021 school year at Weslaco High School, Weslaco East High School, and CTE Early College High School.

TEA allows school systems to establish a less-than-daily on-campus attendance schedule as the sole offering for students in one or more high school campuses in order to reduce the number of individuals on a campus at any one time and increase the total number of students served in an on-campus setting. The district must ensure that on-campus attendance is offered as part of the hybrid schedule at least 40% of the days in each grading cycle.

Andrew Gonzalez made the motion to approve the application to the Texas Education Agency for 40% Hybrid Instruction for the 9th-12th grade students' waiver for the 2020-2021 school year. Patrick Kennedy seconded the motion.

Dr. Jaime Rodriguez asked if parents would still have the option to keep students at home on remote learning once they start the in-person instruction at school.

Dr. Canales confirmed that students would be able to continue remote learning from home if they choose to do so.

The Board voted unanimously in favor of the motion made by Dr. Jaime Rodriguez and seconded by Patrick Kennedy to approve the application to the Texas Education Agency for 40% Hybrid Instruction for the 9th-12th grade students' waiver for the 2020-2021 school year.

IX. Discussion and Possible Action to Approve the 2020-2021 Weslaco ISD Asynchronous Instruction Plan for Remote Learning

The 2020-2021 Weslaco ISD Asynchronous Instruction Plan was designed and vetted by Principals, CIFs, C&I Strategists, Sue Peterson, Abel Aguilar, Dr. Priscilla Canales, and the 2020-2021 Teaching and Learning Continuum Design Committee. TEA provided Asynchronous materials, resources, rubrics, and district exemplars for use during the planning process.

The Asynchronous Instruction Plan centers on the following:

Part I: Attestations (4) Key Elements

- Instructional Schedule
- Materials Design
- Student Progress
- Implementation

Part II: Open Response

Part III: Final Attestation

TEA will review and rate the plan submitted by the district. Once approved by TEA, WISD will continue to receive funding for asynchronous attendance after the end of the grace period (the end of the 3rd six-weeks reporting period).

Dr. Jaime Rodriguez made the motion to approve the 2020-2021 Weslaco ISD Asynchronous Instruction Plan for Remote Learning. Andrew Gonzalez seconded the motion and it passed unanimously.

X. Discussion and Possible Action to Approve the 2020-2021 Weslaco ISD Synchronous Attestation Summary for Remote Learning

The 2020-2021 Weslaco ISD Synchronous Attestation Summary must ensure that the delivery of TEKS aligned synchronous instruction must be accessible and provide support to all students, educators, and parents. The synchronous instruction attestations must meet the following:

Part I: Attestations

- Student and Family Support
- Educator Support
- Tech Support and Access
- Instructional Framework

Part II: Final Attestation

Weslaco ISD must attest that the commitments specified are being met as of the date the attestation is submitted to TEA. The attestation ensures that all Weslaco ISD students, educators, and parents will have engaging learning opportunities, aligned to grade level expectations, that will allow them to successfully complete their current grade and be well prepared for the next level of learning.

Armando Cuellar was told that there was a waiting list for hot spots and wanted to know if there were enough hotspots and equipment available for students to start the school year. He wanted to make sure everyone had a fair advantage.

Dr. Canales replied that the district had secured some hotspots and had made two purchases for additional hotspots as well. Staff wants to make sure every family receives one hotspot, which allows connectivity for about 4 to 6 children in a household.

Mr. Abel Aguilar informed the Board that staff is monitoring the distribution of hotspots to ensure that students receive their hotspots and devices.

Dr. Jaime Rodriguez made the motion to approve the 2020-2021 Weslaco ISD Synchronous Attestation Summary for Remote Learning as presented. Patrick Kennedy seconded the motion and it passed unanimously.

XI. Discussion and Possible Action for the Board to Consider Approval of the Administration's Ranking Recommendation for the Design and Replacement of the HVAC Controls at Weslaco East High School Project (RFQ #20-01-07)

The Superintendent recommended that the Board approve the administration's ranking of the proposals received for the Design and Replacement of the HVAC Controls at Weslaco East High School Project. As part of Phase 2 of this project, Administration released a request for proposals to the two (2) finalist companies approved by the Board on January 13, 2020. On June 8, 2020, the Board approved to modify the criteria and points to be used for the evaluation of the proposals.

Below are the two (2) finalist companies and their ranking.

Respondent Company/Location	Rank	Points
Automated Logic Contracting Services, Inc. McAllen, Texas	1	480
Schneider Electric Building Americas, Inc. Pharr, Texas	2	455

The Administration will enter into contract negotiations with the contractor ranked #1. If Administration cannot enter into a contract with the first ranked firm, Administration will proceed to terminate negotiations in writing with contractor ranked #1 and will attempt to negotiate and enter into a contract with contractor ranked #2. If the Administration cannot enter a contract with contractor #2, then Administration will terminate negotiations for the project.

Patrick Kennedy made the motion to approve the Administration’s ranking as recommended. Dr. Jaime Rodriguez seconded the motion.

Mr. Erasmo Lopez wanted to know the cost of the project. According to Mr. Americo Garza, the estimated cost is \$400,000.00, which will be paid from the 2017 Maintenance Tax Note. Staff will have a better estimate once they get a proposal.

The Board voted unanimously in favor of the motion made by Patrick Kennedy and seconded by Dr. Jaime Rodriguez to approve the Administration’s ranking as recommended.

XII. Discussion and Possible Action for the Board to Consider Approval of Electrical Repairs at the Weslaco High School “R” Wing with a Cost of Up to \$27,000

After Hurricane Hanna, the addition to R-Wing at the Weslaco High School was without electrical power. WISD electricians replaced blown fuses at the main disconnect switch that supplies power to the area. Power was restored; however, the next morning the electricians noticed the lighting in the building flickering and witnessed a loud pop/explosive sound emanating from the electrical conduit, which indicated a short on the lines. In an effort to expedite the process, staff called Zitro Electric to assess the problem. The company provided a proposal for the repairs that included the following two options.

Option 1: The company will attempt to find the electrical short close to the main disconnect switch which is in an area that is not covered with concrete. The cost for this option is \$9,655.00.

Option 2: This option will be implemented if the problem is not resolved through the first alternative. This option consists of replacing all the wire from the main disconnect switch to the main electrical panel at the R-Wing. The cost for this option is \$26,270.00.

Zitro Electric notified staff that Option #1 might take care of the problem. However, staff recommended that the Board approve the electrical repairs at the WHS “R” Wing with a cost of up to \$27,000.00.

Andrew Gonzalez made the motion to approve the electrical repairs at the Weslaco High School “R” Wing with a cost of up to \$27,000.00 as recommended by administration. Erasmo Lopez seconded the motion and it passed unanimously.

XIII. Discussion and Possible Action for the Board to Consider Approval of the Final Amended Budget for the General Fund for Fiscal Year 2019-2020

The Official Adopted Budget with all the amendments must be filed with TEA through PEIMS (Public Education Information Management System). Budget amendments are mandated by the state for budgeted funds reallocated from one function level to another. A school district must amend the official budget before exceeding a functional expenditure category. This must be done before the end of the fiscal year, which is August 31, 2020, to make sure all of the functional expenditures levels are in legal compliance with the TEA Financial Accountability System Resource Guide. The Final Amended Budget will appear in the Comprehensive Annual Financial Report (CAFR), which includes the annual audit financial and compliance report.

Increases and decreases in revenues and expenditures are allocated in the 2019-2020 fiscal year budget for the General Fund to cover any additional revenues or expenditures that could be recorded as the books are closed for the fiscal year.

The amended General Fund budget shows:

- An increase of State Foundation revenues in the general fund of \$8,728,242.00.
- The decrease of State Foundation revenues includes the amount supplanted by the state equal to the amount of the Federal Cares Act ESSER Grant.
- The decrease of State Foundation revenues also includes State ADA revenues reduced by the shifting of one week of school attendance to the 2020-2021 fiscal year.
- An increase of \$490,000.00 in local revenues for property tax collections.
- A decrease of \$350,000.00 in local revenues due to lesser investment earnings affected by current economic condition.
- A decrease of \$8,688,844 in budgeted expenditures in various functions in the general fund to reflect mainly:
 - a) The amount of payroll expenditures moved to the Federal Cares Act ESSER Grant fund.
 - b) A budget from the State Early Learning Allotment Fund not expended will be carried over to the 2020-2021 fiscal year.
- The District will have an accurate budget surplus amount once the fiscal year is closed, all qualifying invoices are paid, and all final adjustments are posted in the records.
- The 2019-2020 fiscal and compliance audit will reveal the true budget surplus.

Andrew Gonzalez made the motion to approve the 2019-2020 Fiscal Year Final Amended Budget for the General Fund. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

XIV. Discussion and Possible Action for the Board to Consider Approval of the Weslaco ISD Compensation Plan for Fiscal Year 2020-2021

The Superintendent recommended that the Board approve the WISD Compensation Plan for fiscal year 2020-2021.

The Compensation Plan was provided to the Board for their review prior to this meeting. The Compensation Plan includes changes from last year's compensation plan. The Compensation Plan is reflected in the proposed budget for fiscal year 2020-2021.

Mrs. Melva Segura, Human Resources Director, pointed out that the plan reflects changes based on identified needs in the district. She also mentioned that the plan includes athletic and UIL campus club stipends.

Dr. Jaime Rodriguez made the motion to approve the Weslaco ISD Compensation Plan for fiscal year 2020-2021 as presented. Patrick Kennedy seconded the motion and it passed unanimously. The Compensation Plan is on file.

XV. Discussion and Possible Action for the Board to Consider Approval to Renew An Agreement with the Boys & Girls Club of Weslaco, Inc. for School Year 2020-2021

Trustee Andrew Gonzalez abstained from discussion and voting on this item. Mr. Gonzalez serves on the Board for the Boys & Girls Club of Weslaco.

During the 2019-2020 school year, the Boys & Girls Club of Weslaco, Inc. offered the Boys & Girls Club program at four campuses: Memorial Elementary, Rodolfo “Rudy” Silva Elementary, PFC Mario Ybarra Elementary, and A.N. “Tony” Rico Elementary.

The Superintendent recommended that the Board renew the agreement for the 2020-2021 school year to provide services at the same campuses, subject to final review by legal counsel. WISD Administration will call a meeting with the Boys & Girls Club representatives and the four elementary school principals to discuss the operation and deliverables of this program.

Patrick Kennedy made the motion to renew the agreement with the Boys & Girls Club of Weslaco, Inc. to provide services to WISD students at up to four elementary campuses for school year 2020-2021. Dr. Jaime Rodriguez seconded the motion.

Legal counsel advised Mr. Kennedy to amend his motion to include subject to legal review.

Mr. Kennedy amended the motion to renew the agreement with the Boys & Girls Club of Weslaco, Inc. to provide services to WISD students at up to four elementary campuses for school year 2020-2021, subject to final review by legal counsel. Dr. Jaime Rodriguez seconded the amendment. Voting in favor of the motion were Patrick Kennedy, Dr. Jaime Rodriguez, Armando Cuellar, Erasmo Lopez, and Dr. Richard Rivera. Andrew Gonzalez abstained. Motion carried.

XVI. Discussion and Possible Action for the Board to Consider Approval to Adopt the District’s General Fund and Debt Service Fund Budgets for Fiscal Year 2020-2021

During the Public Hearing held prior to this meeting, Mr. Andres Sanchez presented the following information to the Board:

- >The proposed 2020-2021 General Fund Budget is a Balanced Budget.
- >General Fund – Projected Revenues: \$175,776,721 & Projected Expenditures: \$175,776,721

The Administration presented a one-time stipend/bonus to be paid in December 2020 to all staff.

The proposed budget includes enough funds to pay a one-time stipend/bonus to all district employees in December 2020 as follows:

Category	Count	Amount
Teachers	1045	\$ 400.00
Nurses (RN)	16	\$ 325.00
Counselors	45	\$ 325.00
Librarians	17	\$ 325.00
Trainers	6	\$ 325.00
Instructional Coaches	15	\$ 325.00
Para-Professional	462	\$ 250.00
Manual Trades	508	\$ 250.00
Administrators	189	\$ 325.00
Total	2,303	\$ 820,000.00

The Administration also recommended one additional one-time incentive payment for all employees **contingent** on the District achieving a higher District Average Daily Attendance (ADA) for School Year 2020-2021. The sliding scale below shows a higher incentive payment amount based on achieving a higher ADA:

Category	Count	Amount	Amount	Amount	Amount
Teachers	1045	\$ 400.00	\$ 600.00	\$ 800.00	\$ 1,000.00
Nurses (RN)	16	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Counselors	45	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Librarians	17	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Trainers	6	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Inst. Coach	15	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Para-Professional	462	\$ 250.00	\$ 375.00	\$ 500.00	\$ 625.00
Manual Trades	508	\$ 250.00	\$ 375.00	\$ 500.00	\$ 625.00
Administrators	189	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Budget Needed	2,303	\$820,000.00	\$1,234,000.00	\$1,639,000.00	\$2,044,000.00
Budgeted ADA		ADA Needed	ADA Needed	ADA Needed	ADA Needed
15,200		15,400	15,450	15,500	15,550

The contingent additional one-time incentive would be paid only if additional ADA is generated by the District as a whole by the end of the 2020-2021 school year.

Mr. Erasmo Lopez asked about the status of the one-time stipend which is to be paid to all employees in December.

Mr. Sanchez responded that during the Public Hearing the Board changed the amount in December to a higher amount, subject to the District having additional funding from the fund balance or the budget. The Board also mentioned paying the contingent incentive payment at the end of the year as indicated.

Mr. Lopez pointed out that during the Public Hearing held prior to this meeting, he proposed a \$1,000.00 incentive for each employee and Dr. Rivera commented that the Board would have the authority to increase the amount to be given to employees in December if there was additional money. Since the District cannot afford to give pay raises this year, he felt that the \$1,000.00 stipend for each employee was justifiable and stated, “We need to help employees in this time of hardship and suffering.”

Legal Counsel Greg Kerr advised the Board that they would need to identify the amount of the one-time stipend if they wanted to approve the stipend at this time. If the Board wants to wait and see if additional monies become available in December, they would have to hold another public hearing.

Mr. Lopez made the motion to approve a \$1,000.00 one-time stipend/bonus to be paid in December of 2020 to all staff. Patrick Kennedy seconded the motion.

Legal counsel asked Mr. Lopez to withdraw his motion in order to provide a motion that would include a specific caveat for budget purposes: To adopt the District’s General Fund budget as presented with the addition of an increase to the one-time payment to district employees to a total of \$1,000.00 and to adopt the District’s Debt Service budget as presented.

Mr. Sanchez asked for clarification if the district was to deduct the income tax and medicare from the \$1,000.00 amount. Mr. Lopez replied, “Yes”.

Mr. Sanchez asked for clarification on the contingent additional stipend recommended at the end of the year.

Mr. Lopez said that Dr. Rivera had mentioned that if there were additional monies, the Board would also have the authority to increase the amounts. He did not feel it was fair that every campus had to meet their ADA in order for everyone to get the stipend, and therefore suggested that the stipend be contingent as follows:

- Schools that raise their predetermined ADA will get their stipend.

Mr. Sanchez explained that if the district does not meet the ADA as a whole, there would not be any money to pay for incentive payments unless they get the money from the fund balance.

Mr. Kerr clarified that the \$1,000 stipend will be paid in December to all employees who have been employed with the district for 90 days. The second additional stipend is contingent on the district meeting the ADA as presented by Mr. Sanchez.

Questions/Comments from the Board:

>Dr. Rodriguez: It has to be a district-wide goal because it is harder for high school campuses to meet their ADA requirements as compared to the elementary and middle schools.

>Erasmus Lopez: Suggested the language include “If funds become available due to an increase in ADA, they will be distributed to the employees.”

- Mr. Sanchez shared that the chart presented for the additional stipend shows a scale that reflects a different stipend amount for the different positions, to be paid based on staff meeting a higher ADA.

He will change the stipend to read as, one-time incentive payment rather than a one-time stipend. The district will pay the stipend if the ADA has been met and funds are available.

>Armando Cuellar: Make sure everyone gets the same amount because everyone will be working hard on this initiative. He stressed that he did not want any kind of division to develop between the schools and employees because it would create some problems.

>Patrick Kennedy: The Board did not need to approve this stipend now. If the Board wants to increase this stipend later pending availability of funds, the Board can hold another Public Hearing in December. He suggested that the Board could just approve the \$1,000.00 stipend at this time.

Mr. Sanchez elaborated on the scale presented earlier that shows the different stipends for the different positions. He asked for clarification from the Board if they wanted the stipend amount to be the same for every employee. He explained that if the amount is equally increased for all the positions, they would also have to increase the ADA in order to come up with the additional funds.

Mr. Lopez directed Mr. Sanchez to keep the amounts the same for the second stipend contingent on the ADA at the end of the year. Mr. Sanchez clarified that this stipend would be contingent if the ADA is generated by the District as a whole by the end of the 2020-2021 school year. He elaborated that even if a campus meets their ADA, employees at that campus would not receive a stipend. The whole district would have to meet the ADA in order for everyone to receive the stipend.

A vote was called for on the amended motion made by Mr. Lopez and seconded by Patrick Kennedy as recommended by legal counsel:

To adopt the District’s General Fund budget as presented with the addition of an increase to the one-time payment to a total of \$1,000.00 to district employees who have been employed with the district for 90 days and to adopt the District’s Debt Service budget as presented. The second additional stipend is contingent on the district meeting the ADA as presented by Mr. Sanchez.

The Board voted unanimously in favor of the motion as amended.

XVII. Discussion and Possible Action for the Board to Consider Approval of a Resolution Adopting the 2020-2021 Total Tax Rate of \$1.0189 on Each \$100 of Assessed Taxable Property Value with a Maintenance & Operations (M&O) Tax Rate of \$0.9989 and an Interest and Sinking (I&S) Tax Rate of \$0.02

The 2020-2021 tax rate needs to be approved by the Board of Trustees and adopted by resolution before current tax bills can be prepared and mailed out to the taxpayers. The Hidalgo County Tax Assessor/Collector has complied with all the requirements of the “Truth in Taxation” laws and the 2020-2021 fiscal year budget has been approved. The table below reflects the Tax Rate recommended for approval:

Description	M&O Tax Rate	I&S Tax Rate	Total Tax Rate
Current Tax Rate 2019-2020	\$1.0487	\$ 0.02	\$1.0687
Proposed Tax Rate 2020-2021	\$0.9989	\$ 0.02	\$1.0189

The District will meet its bond payment obligations for fiscal year 2020-2021 with the proposed total tax rate of \$1,0189.

This tax rate will raise more taxes for Maintenance and Operations and Debt Service than last year’s tax rate by \$83.98:

- The tax rate will raise more taxes for Maintenance and Operations and Debt Service on an Average Residence Valued at \$89,554 in 2019-2020 and Valued at \$100,951 in 2020-2021 by approximately \$83.98.

Patrick Kennedy made the motion to approve the resolution adopting the 2020-2021 total tax rate of \$1,0189 on each \$100 of assessed taxable property value with a Maintenance & Operations (M&O) Tax Rate of \$0.9989 and an Interest and Sinking (I&S) Tax Rate of \$0.02. Andrew Gonzalez seconded the motion and it passed unanimously.

At the request of Erasmo Lopez, Mr. Sanchez explained that the school district did not raise taxes but the property values increased by \$200,000,000 from last year to this year, which resulted in an increase in taxes. Mr. Sanchez shared that the legislature had passed a bill that school districts could not raise taxes when the increase in property values exceeded 2.5% of the prior year. The increase for this year was 8.3%; therefore, the formula used changed the rate from almost \$1.05 to \$1.00. Mr. Andres Sanchez clarified that a taxpayer with a home valued at \$100,000.00 would pay about \$84.00 more in taxes for the year, which would be about \$7.00 more per month. He pointed out that the property tax rate is for the school district only and not for the other entities (city, county, STC, or South Texas ISD).

XVIII. Closed Meeting to Discuss:

The Board convened in closed meeting at 8:02 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. Evaluation of Superintendent and Consideration Regarding Superintendent Contract

B. Deliberation Regarding Acquisition of Real Property (Tx. Gov't Code 551.072)

C. 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)

XIX. Reconvene in Open Meeting:

A. Possible Action, If Necessary, on Items Discussed in Closed Meeting

The Board returned to open meeting at 9:03 p.m. to take action on the following items:

1. Discussion and Possible Action on New Employment

The Superintendent recommended that the Board approve the contracts for certified professional personnel as discussed in closed meeting.

NEW EMPLOYMENT		
Name	Position	Location
1. Jody Michelle Lackey	Agriculture Teacher	Weslaco East High School

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

2. Discussion and Possible Action on Resignations

RESIGNATIONS		
Name	Position/Location	Reason/Effective Date
1. Juan Balli	2 nd Grade Teacher Gonzalez Elementary School	Juan Balli is resigning for personal reasons, effective August 11, 2020.
2. Luz Natividad D. Magboo	Math Teacher South Palm Gardens High School	Luz Natividad D. Magboo is retiring after 41 years in education, with 16 years of service at Weslaco ISD, effective August 21, 2020.

3. Rosa M. Mata	Language Arts Teacher Cuellar Middle School	Rosa M. Mata is retiring after 32 years in education, with 31 years of service at Weslaco ISD, effective August 14, 2020.
4. David Trevino	Music Teacher B. Garza Middle School	David Trevino relocated to Minnesota to be closer to family, effective August 21, 2020.

Andrew Gonzalez made the motion to approve the resignations/retirements of certified professional personnel as recommended by the Superintendent. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

3. Discussion and Possible Action on Superintendent Evaluation and Possible Action on Contract

Patrick Kennedy made the motion to approve the evaluation of the Superintendent as discussed in closed meeting, and to approve the Superintendent’s contract as discussed in closed session including an extension through June 2023, and to authorize the payment of a stipend, an incentive payment for the 20-21 school year as all other employees are receiving. Andrew Gonzalez seconded the motion and it passed unanimously.

Board Member Comments on Dr. Canales’ evaluation:

Dr. Jaime Rodriguez: “You’re a great leader, thank you for all the hard work you and your team are doing especially during these tough times. These are difficult times, but you have been able to hold the district together and show and demonstrate your leadership. Great job!”

Patrick Kennedy: “We’re very happy where the district is at right now. We feel that employees are happy and the district is going in the right direction and we want to thank your leadership for that. We are very happy that you have grown here in Weslaco, so thank you for everything that you are doing for us.”

Armando Cuellar: “I can’t thank you enough for always being there for us. You have taken care of this school district. We are very happy with you and happy that you are part of this family. Whatever you need, we are here to help. Thank you.”

Erasmus Lopez: “We’re very fortunate that you’re here, especially during these tough times when you have to think quickly on your feet and act faster. You have superseded everybody’s expectations on what we should have gotten as far as a superintendent. You are doing a great job and we can’t thank you enough. For generations, we will be thanking you.”

Andrew Gonzalez: “Four years ago we were put in a position of having to look, and although it was very hard, very timely, we couldn’t have hitting it out of the park more. You have been a blessing to our district, to our families, and to our staff. Continue the great work that you have done with your staff and I wish you nothing but the best. You have five or six more years to go and I hope they’re all here with us.”

Board President Isidoro Nieto:

“Thank you for everything you’ve done, especially during Covid-19. Of course, you have grown your Central Office personnel and principals in giving opportunities to aspiring teachers who want to become principals through your Aspiring Leadership Academy, but overall you have set some goals for the District. You placed personnel in certain areas that have helped you, but with your leadership, Weslaco ISD is continuing to improve.”

He commented that the District received an “A” or “B” rating on the STARR test last year and almost every school received distinctions. Because of Covid-19, districts were not able to test this year but he believes the District is going in the right direction under Dr. Canales’ leadership. He asked Dr. Canales to continue working with the principals, staff, students, and with the parents as well. He shared that Dr. Canales has represented the District well by serving on several organizations of which some have asked her to serve. This speaks a lot for Weslaco ISD.

Overall, Dr. Canales received an outstanding evaluation. The Board President and Superintendent will meet at a later date to go over her evaluation.

4. Discussion and Possible Action on Acquisition of Real Property (Tx. Gov’t Code 551.072)

Non-action item.

XX. Adjournment

The meeting adjourned at 9:15 p.m.