WESLACO INDEPENDENT SCHOOL DISTRICT
THE RIGHT CHOICE

Dr. Cris Valdez
Interim Superintendent of Schools

Board of Trustees
Armando Cuellar, Jr., *President* - Dr. Jaime Rodriguez, *Vice President* - Jesse Trevino, *Secretary*
Marcos De Los Santos - Andrew Gonzalez - Isidoro Nieto - Jaclyn Sustaita

319 W. Fourth Street / P.O. Box 266, Weslaco, TX 78599-0266 • 956-969-6503

BOARD OF TRUSTEES

Meeting:	Special Board Meeting
Place:	WISD Board Room/Virtual
Location:	319 W. Fourth Street
Date:	August 25, 2021
Time:	5:31 P.M.

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/EDiUobBwLv8***

MINUTES

I. Call to Order

The meeting was called to order by Mr. Armando Cuellar, Board President.

II. Establishment of a Quorum

A quorum was established. The following board members were present:

Armando Cuellar, President
Jesse Trevino, Secretary
Marcos De Los Santos, Trustee
Andrew Gonzalez, Trustee
Isidoro Nieto, Trustee
Jaclyn Sustaita, Trustee

Dr. Jaime Rodriguez joined the meeting at 5:46 p.m.

III. Public Comments

The public had the opportunity to participate in public comments by registering no later than 5:00 p.m. at the following web link: ***https://www.wisd.us/superintendentboard/new-page***.

There were no public comments.

Mr. Marcos De Los Santos made the motion to change the order of the day and move the closed session items to the beginning of the meeting. Mr. Andrew Gonzalez seconded the motion and it passed unanimously.

XVI. Closed Meeting to Discuss:

The Board convened in closed meeting at 5:34 p.m. to discuss the following items:

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

1. Employment of Personnel – Certified Professional & Non-Contractual 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)

B. Deliberation Regarding Acquisition of Real Property (Tx. Gov't Code 55.072)

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)

1. Discussion and Review with Weaver and Tidwell Audit Representatives on Part One of the Forensic Audit

XVII. Reconvene in Open Meeting:

The Board retuned to open meeting at 7:05 p.m. to take action on the following items.

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

1. Discussion and Possible Action on New Employment – Certified Professional & Non-Contractual Personnel

Dr. Valdez recommended that the Board approve certified professional and non-contractual personnel as discussed in closed meeting.

CERTIFIED PROFESSIONAL PERSONNEL		
Name	**Position**	**Location**
1. Lawrence Herrera	Accelerated Learning Campus Coordinator	Ybarra Elementary School
2. Dora D. Hinck	Spanish Teacher	Early College High School
3. Rutilo Perez	1st Grade Teacher	Sam Houston Elementary School
4. Alexandra Rivas	Elementary Teacher	Margo Elementary School
5. Arleen Saldivar	4th Grade Teacher	Cleckler-Heald Elementary School
ADDENDUM		
1. Nora Resendez	Special Education Teacher	Cleckler-Heald Elementary School
2. Deborah Siller	Nurse	Weslaco High School

REASSIGNMENT OF CERTIFIED PROFESSIONAL PERSONNEL		
Name	**From:**	**To:**
1. Maria Trevino	Technology Instructional Coach North Bridge Elementary School Job Grade: 101 Days: 207	Campus Instructional Facilitator North Bridge Elementary School Job Grade: 103 Days: 215
ADDENDUM		
1. Maria de Jesus Carmona	Librarian Rico Elementary School Job Grade: Teacher Pay Scale Days: 207	Math Teacher B. Garza Middle School Job Grade: Teacher Pay Scale Days: 187

NON-CONTRACTUAL PERSONNEL		
Name	**Position**	**Location**
1. Jennifer L. Guillen	Accelerated Learning Aide	Margo Elementary School
2. Analee Rodriguez	Special Education Aide	C. Garza Middle School
3. Laura I. Torres	Accelerated Learning Aide	Margo Elementary School
ADDENDUM		
1. Cassandra L. Cantu	Medical Assistant	Weslaco High School
2. Claudette Regalado	Medical Assistant	B. Garza Middle School
3. Ana Laura Sanchez	Medical Assistant	Weslaco East High School

REASSIGNMENT OF NON-CONTRACTUAL PERSONNEL - ADDENDUM		
Name	**From:**	**To:**
1. Annalisia G. Medina	Cook – 6.5 Ybarra Elementary School	Medical Assistant Margo Elementary School

Mr. Marcos De Los Santos made the motion to approve certified professional and non-contractual personnel as recommended. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

2. Discussion and Possible Action on Resignations

Dr. Valdez recommended that the Board approve the resignations/retirements of certified personnel as discussed in closed meeting.

RESIGNATIONS OF CERTIFIED PROFESSIONAL PERSONNEL		
Name	**Position/Location**	**Reason/Effective Date**
1. Andres Reyna	Kindergarten Teacher Memorial Elementary School	Andres Reyna's first day of employment was August 9, 2021. Mr. Reyna is resigning due to health reasons. His effective date of resignation is August 25, 2021.

Mr. Andrew Gonzalez made the motion to approve the resignations/retirements as discussed in closed meeting. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

3. Discussion and Possible Action on Acquisition of Real Property (Tx. Gov't Code 55.072)

   Non-action item.

IV. Discussion and Possible Action to Approve the Region One Education Service Center's Local Assessment Fee for Special Service Projects for the 2020-2021 School Year

Weslaco ISD pays a local assessment fee for participation in workshops, technical assistance, Curriculum & Instruction assessment activities, leadership academics, administrator training, and consultant services. The Local Assessment Fee rate is based on $1.44 per ADA. The District's total refined ADA for school year 2019-2020 was 15,712.51. The total district's fund commitment is $22,626.01.

Mr. Isidoro Nieto made the motion to approve the Region One Education Service Center's local assessment fee for Special Service Projects for the 2020-2021 school year.

V. Discussion and Possible Action to Approve an Out-of-Valley Trip for the Weslaco High School Robotics Team to Participate in Best Robotics Kick Off Day in Houston, Texas

The Weslaco High School Robotics UIL Team will travel to Houston, Texas on September 3-4, 2021 to participate in the UIL Best Kick-Off Day Contest. The students will receive a Robotics Kit, rules and judging schedule, and participate in the unveiling of 2021-2022 game.

Mr. Isidoro Nieto asked that all students follow all CDC guidelines during their travel in Houston.

Mr. Andrew Gonzalez made the motion to approve the trip as presented. Mr. Isidoro Nieto seconded the motion and it passed unanimously.

VI. Discussion and Possible Action to Move School Board Meetings to Third Tuesday of Every Month

Upon the request by board members, Dr. Valdez recommended that the Board approve to move school board meetings to the third Tuesday of every month to accommodate the board members due to conflicting work schedules and attendance at classes.

Mr. Andrew Gonzalez made the motion to move school board meetings to the third Tuesday of every month. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

VII. Discussion on Telehealth/Telemedicine Services for Schools

Due to public health concerns with Covid-19 and the increase of cases, Mr. Mike De La Rosa, Risk Management/Employee Benefits Executive Director, provided an update on Telehealth/Telemedicine services available for the schools.

Mr. De La Rosa informed the public that a Board Workshop was held prior to the summer break to discuss the pros and cons of Telehealth/Telemedicine services. The District has put out a Request for Qualifications for these services and plans to bring the item to the Board during the September Board Meeting for further review and discussion.

Mr. Marcos De Los Santos would prefer to hear presentations from the representatives of the companies that submit proposals. Mrs. Jaclyn Sustaita commented that she would like to move on this as soon as possible.

Non-action item.

VIII. Discussion and Possible Action for the Board to Consider Approval of the Substantial Completion for the A.N. "Tony" Rico Elementary School Foundation Remediation Project (CSP #21-11-14)

On November 9, 2020, the Board approved Holchemont, LTD, for the construction of this project for $321,000.00. The primary scope consisted of repairs to the foundation of the A.N. "Tony" Rico Elementary campus. The foundation was sinking causing fractures in the building's interior and exterior walls. The project was determined to be substantially complete on August 20, 2021. The completion or closeout of the project is underway and will be presented to the Board for approval once finalized.

Mr. Americo Garza explained that the district is able to occupy the facility once the substantial completion has been approved. The date of substantial completion determines if the contractor met the contract dates to complete the project or if liquidated damages will be assessed for not completing the project in time.

Mr. Isidoro Nieto made the motion to approve the substantial completion for the A.N. "Tony" Rico Elementary School Foundation Remediation Project as presented. Dr. Jaime Rodriguez seconded the motion and it passed unanimously.

IX. Discussion and Possible Action for the Board to Consider Approval of the Final Amended Budgets for the General Fund and the Debt Service Fund for the Fiscal Year 2020-2021

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, 2021, 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.

The Amended Local Maintenance Fund Budget shows:

- A decrease of $3,615,000 in budgeted expenditures for instruction.
- An increase of $615,000 in budgeted expenditures in various functions – as a precautionary measure
- A transfer-out from the general fund (local maintenance fund) of surplus funds in the amount of $2,000,000 to the Debt Service Fund for the payment of bond debt service.
- A $1,000,000 addition to the Local Maintenance Fund's Unassigned Fund Balance.

Dr. Jaime Rodriguez made the motion to approve the 2020-2021 Fiscal Year Amended Budgets for the General Fund and the Debt Service Fund as presented. Mr. Isidoro Nieto seconded the motion and it passed unanimously.

X. Discussion and Possible Action for the Board to Consider Approval of the Weslaco ISD Compensation Plan for Fiscal Year 2021-2022

The Compensation Plan is reflected in the proposed budget for fiscal year 2021-2022. Ms. Rosalinda Vargas (Human Resources Consultant), Mr. Abel Aguilar (Assistant Superintendent for Elementary Education & Leadership), and Ms. Megan Rios (Human Resources Analyst) were available to answer questions on the compensation plan.

Ms. Vargas presented information on WISD Board Policies for all district policies, state and federal regulations governing employee pay practices.

- Policy DEA(Local) focuses on the process of reviewing and approving the compensation plan. The Compensation Plan is presented on an annual basis for board approval.
  - This policy provides guidance on annualized salaries, pay increases, pay during closing and premium pay during disasters.
- Policy DEAA(Local) focuses on Incentives and Stipends. It provides guidelines for assigning supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), and explains that the Superintendent has the opportunity to seek and submit plans and grants for incentive and innovative programs.
- Policy DEAB(Local) which explains that Administration determines the classification of positions or employees as "exempt" or "nonexempt" based on the Fair Labor Standards Act (FLSA). Administration ensures that district employees are appropriately compensated.
- Pay Systems Administration Regulations: WISD follows these regulations in hiring new employees to the district and in making recommendations to current employees.
- New Teacher Hire Guide

Mrs. Vargas reviewed the recommended changes as presented in the Compensation Plan:
- Recommended Revisions to the 2021-2022 Compensation Plan
- New Allocations/Positions Recommended 2021-2022
- Requested Calendar Adjustments 2021-2022
- Recommended Reclassification of Positions 2021-2022
- Recommended Reclassification of Positions 2021-2022
- Recommended Stipend Increases 2021-2022
- Recommended Game Worker Pay Scale Recommended Increases 2021-2022
- Recommended Additional Travel Allowances Requests 2021-2022

Below is the estimated additional cost of the changes:

Total Estimated Additional Cost	
New Allocations/Positions Recommended 2021-2022	$142,460.80
Requested Calendar Adjustments 2021-2022	$ 36,092.34
Recommended Reclassification of Positions 2021-2022	$ 24,133.04
Recommended Stipend Increases 2021-2022	$ 86,140.00
Recommended Additional Travel Allowance Requests 2021-2022	$306,826.18

Questions/Concerns addressed by the Board:

- Gear Up Facilitators: Verify these employees are not being paid on teacher scale and are paid accordingly.
- Para-professional salary vs. Teacher salary
  - Difference in pay grades for secretarial positions
  - Mrs. Vargas will study pay grades
- Employee Benefits Director – Follow up on title
- Director for 504/Dyslexia/RTI - next steps?
  - Staff will follow up on the need to open up the position.
- Follow up on stipends for Fine Arts staff, Dance Instructors, Drill team, Color guard, coaches and trainers.
  - As per Mr. Fernandez (Fine Arts Director), school districts are supplanting extra days to sponsors.
- Have staff follow up on the possibility of getting uniforms for the Mariachi group.
- Staff will evaluate athletic stipends and bring back for board approval.
  - Athletic Director is reviewing TASB report study generated by HR.

>Some pay scales are too low and some are too high.
•Board is recommending TASB conduct a study.
>Clarify travel allowance: What does it cover? Concern: Not all administrators travel
•Includes intra-district travel, travel to Region 1 and across the valley.
•Board can decrease travel amount.

Mr. Andrew Gonzalez made the motion to approve the compensation plan pending recommendations for modifications. Mr. Jesse Trevino seconded the motion and it passed unanimously.

XI. 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 2021-2022

During the 2020-2021 school year the Boys & Girls Club Program was held at four campuses: Memorial Elementary, Rodolfo "Rudy" Silva Elementary, PFC Mario Ybarra Elementary, and A.N. "Tony" Rico Elementary. The Administration recommended that the Board renew the agreement for the 2021-2022 school year. The cost for the services would be $125,000 to be paid at $12,500 per month for 10 months from September 2021 through June 2022, at a cost of $31,250 per school.

Questions/Concerns addressed by the Board:

>How many students are being served and how are students selected?
•The program is offered during the day. Students go through the program throughout the week.
•The program uses the Smart Moves curriculum.
•Staff will follow up on the number of students served and provide a board update.
•The Boys & Girls Club is providing an after-school program on a first come-first serve basis. The charge is $40.00 per month per student.
>Why is there a fee for students to participate in the after-school program?
•Staff will follow up on the fee.
>Does the program offer any sports or close contact activities?
•No sports are offered
>Are background checks conducted?
•Yes
>Why is this program offered at only these four campuses? Administration needs to provide other schools an opportunity to offer the program at their campus.
•Staff will follow up on a rotation schedule for next school year. Some schools have opted not to have the program at their campus in past years. These four schools have offered this program for the last three years.
>Staff will follow up on the amount paid to the Boys & Girls' Club employee.

Dr. Valdez shared that Silva Elementary provided the program for seven years and it was very effective. The program uses the Smart Moves curriculum and provides arts/crafts and life skills activities. The extra individual will help lighten the load from the P.E. coaches as they go through the rotation. The after-school program was offered to help the working parent.

Mr. Trevino reiterated that he was concerned with the selection process and the fee charged to the parents. However, he would support the motion based on Dr. Valdez' recommendation that the program was effective.

Mr. Isidoro Nieto made the motion to renew the agreement with the Boys & Girls Club of Weslaco, Inc. to provide services to WISD students up to four elementary campuses for school year 2021-2022, subject to final review by legal counsel. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion

were Mr. Isidoro Nieto, Dr. Jaime Rodriguez, Mr. Marcos De Los Santos, Mr. Jesse Trevino, and Mrs. Jacklyn Sustaita. Mr. Andrew Gonzalez abstained from discussion and voting on this item. Motion carried.

XII. Discussion and Possible Action for the Board to Consider Approval of a Transfer of Surplus Funds from the Local Maintenance Fund's Fund Balance to the Debt Service Fund for the Payment of Fiscal Year 2021-2022 Bond Debt Service

The Superintendent recommended that the Board find that there exist surplus funds in the District's General Fund (Fund 199) in the amount of $2,000,000 not otherwise designated for a specific purpose, which are available to be transferred to the District's Debt Service Fund (Fund 599), in order to pay debt service obligations arising in the 2021-2022 budget year, as permitted by Section 45.105(c) of the Texas Education Code; and, accordingly, to authorize a transfer, in the amount of $2,000,000 to be made from Fund 199 to Fund 599 effective on August 24, 2021. The Board further determines that paying debt service on exiting school district bonds is a purpose necessary in the conduct of the school district.

Mr. Marcos De Los Santos made the motion to approve a transfer of surplus funds from the Local Maintenance Funds's Fund Balance to the Debt Service Fund for the payment of fiscal year 2021-2022 Bond Debt Service. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion were Mr. Marcos De Los Santos, Dr. Jaime Rodriguez, Mrs. Jaclyn Sustaita, Mr. Jesse Trevino, and Mr. Andrew Gonzalez. Motion carried. Mr. Isidoro Nieto stepped away from the meeting momentarily and did not vote.

XIII. Discussion and Possible Action for the Board to Consider Approval of: 1) a Date or Dates for the Payment of the ESSER III Employee Retention Stipend and 2) the Employee Cut-Off Hiring Date to Qualify for the Employee Retention Stipend, and 3) Requirements for Continued Employment with the District After Receiving the Stipend Payment

On June 14, 2021, the Board approved for all regular district employees to receive a $3,000 retention stipend to be paid with the ESSER III grant funds received by the district. On the request by the Board, employees were surveyed on their preference of how they wanted to receive the ESSER III retention stipend. Below are the survey results.

Payment Type	% of Votes
One-Time – September 2021	51.6%
Monthly throughout the year (TRS eligible)	16.2%
Split Payments – September & December 2021	14.4%
Split Payments – December 2021 & June 2022	10.4%
One Time – December 2021	5.6%
One Time – June 2022	1.8%

Mr. Andrew Gonzalez made the motion to approve the payment of the stipend as a one-time stipend in September based on the survey conducted. Mr. Marcos De Los Santos seconded the motion.

Mr. Sanchez explained the different options for providing the stipend, employee cut-off hiring date to qualify for the employee retention stipend, and requirements for continued employment with the district after receiving the stipend payment.

1) <u>Date or dates for the payment</u>: The Administration recommended Option d.

a) One-time payment in September 2021 following the results of the employee survey:
b) Split payments of $1,500 in September 2021 & $1,500 in December 2021;
c) Monthly throughout the fiscal year which would make the stipend payments eligible for TRS (retirement) benefits; OR

d) Employees can select the Option of their choice (a, b or c) to receive their ESSER III stipend. An online survey may be conducted asking employees for their: ESSER III stipend payment option, name, employee ID, and campus or department. The employees can receive the funds whenever they choose.

Mr. Gonzalez rescinded his previous motion in order to approve Option d as recommended by Mr. Sanchez. Mr. De Los Santos accepted to rescind the motion. All board members agreed.

2) <u>Cut-off hiring date to qualify for the employee retention stipend:</u>

a. Employees already working as of, or prior to, June 30, 2021 receive the ESSER III retention stipend.
   •Teachers and other campus instructionally related personnel's contracts/work schedule end in May.
   •Administrators and Paraprofessional Staff's contracts/work schedule end no later than June 30; Or
b. Following the 2020-2021 compensation plan in reference to employees' general pay increases, employees must have worked for the district for at least 90 days the previous year to be eligible for a general pay increase.

>Mr. Trevino requested to move the cut-off hiring date to August 30, 2021 instead of June 30, 2021.

>Mrs. Sustaita and Mr. Trevino were both in favor of using ESSER funds as a recruitment stipend and not just as a retention stipend. They wanted to know if it was feasible to include the new employees coming in to the district prior to August 30.

•Staff will look at the numbers and review the monies previously allocated for projects from the ESSER funds.

>Will staff receive the $3000 retention stipend or will there be some deductions?

•Income taxes will be deducted from the $3,000.

3) <u>Requirements for continued employment with the district after receiving the stipend payment:</u>

a. This requirement would neglect employees who had planned or may be planning to retire from their service to the District in December 2021 or January 2022 from receiving the ESSER III Retention Stipend. If employees must work the entire year, can employees planning to retire at midyear decline to receive the stipend? The requirement would be to continue working until May 2022.
b. If employees who may be planning to retire in December 2021 or January 2022 are allowed to qualify to receive one-half (1/2) of the ESSER stipend, they would at least receive some of the intended benefit from the stipend. The requirement would be to continue working until December 2021.
c. If employees are allowed to receive the ESSER III stipend in monthly payments, and they choose to leave their employment at any time during the fiscal year, can those employees consider "as earned" any and all ESSER III stipend payments received to-date, if they work until the end of the month on the month they retire or resign from the district.
d. Otherwise, for any employees that receive the stipend in September 2021, and subsequently leave their employment, Administration and legal counsel would need to request/demand the reimbursement of the stipend payment received by friendly attempts or legal proceedings.

>If an employee leaves in December, the money allocated for that individual for the remaining months will go back to ESSER funds and allocated for something else.

Mr. Andrew Gonzalez made the motion to approve the following:

>1(b): a one-time stipend payment or monthly as the employee chooses

>2(a): a cut-off hiring date of August 30, 2021

>3(a, b, c): use requirements noted in a, b, and c

Mr. Marcos De Los Santos seconded the motion and it passed unanimously. He thanked the administration for doing everything possible to accommodate staff.

XIV. Discussion and Possible Action for the Board to Consider Approval to Adopt the District's General Fund and Debt Service Fund Budgets for the Fiscal Year 2021-2022

A Public Hearing to discuss the proposed budget was held on Monday, August 23, 2021. The Board must adopt the District's Budget by August 31, 2021 or earlier, as required by the Texas Education Agency. The 2021-2022 budget year will be a 10-month budget as the transition year to change the fiscal year cycle from September 1, 2021 through August 31, 2021, to July 1, 2021 through June 30, 2022.

Dr. Jaime Rodriguez made the motion to adopt the District's General Fund and Debt Service Fund Budgets for the Fiscal Year 2021-2022. Mr. Marcos De Los Santos seconded the motion.

Mr. Andres Sanchez presented the following information on the proposed budget:

The proposed 2021-2022 General Fund Budget is a surplus budget:
•General Fund – Projected Revenues: $177,119,387
•General Fund – Projected Expenditures: $172,874,591 = $4,244,796 (Surplus)

The proposed budget includes the following pay raises which were approved by the Board of Trustees on August 11, 2021, pending approval of the compensation plan.

Employee	Proposed Pay Raise
Teachers, Nurses & Librarians (based on a 187 day contract)	$2,000.00
Professionals (Principals, Administrators, Other)	2.74% actual pay from midpoint
Paraprofessional Staff: Office & Teaching Assistants	3.74% actual pay from midpoint
Manual, Technical Trades (Custodial, Energy Management, Food Service, Maintenance, Safety & Security, and Transportation	3.74% actual pay from midpoint

Highlights of Items Included in the Proposed 2021-2022 Budget:
•Compensation Plan for Fiscal Year 2021-2022
•Certified Taxable Values of $2,873,972,106
•Total Tax Rate of $0.9807 (M&O $0.9407 and I&S $0.04)
•Current Tax Collections are projected on a 92% tax collection rate. Collection goal is 94%
•Delinquent Tax Collections are projected on a 13.47% tax collection rate. Collection goal is 20%.
•WISD budgeted the same Average Daily Attendance (ADA) of 15,200 as in the 2020-2021 fiscal year.
•There are several vacancies included in the budget. The vacancies were discussed with the Board of Trustees during the public hearing.
•The Band, Orchestra and Mariachi programs at both Weslaco High School and Weslaco East High School are allocated $450 per student. The Band programs at all Middle Schools are allocated $80 per student.
•Fine Arts allocations are included at the same level as the last two years.
>High Schools – Theater Arts, Dance & Visual Arts
>Middle Schools – Theater Arts, Dance & Visual Arts
>Elementary Schools – Music & Visual Arts
•The budget includes $25,000 recorded to the object code 6491 for state-mandated advertisements such as requests for proposals for procurement purposes, and for public hearings to discuss the proposed budget and tax rate.
•The budget includes $1,936,542 in the local maintenance fund for substitute pay including fringe benefits. This budget is 94.7% of the total amount spent ($2,044,067) for substitute pay in fiscal year 2018-2019.
•The schools and departments' budgets were adjusted down to reflect the shorter fiscal year: Schools received 90% and Departments received 83.33%.

•Total Pay Raises for all District Staff: $3,276,490.25 plus fringe benefits (Medicare taxes, workers' compensation insurance contributions, unemployment insurance contributions, and teacher retirement employer contributions).
•The proposed budget surplus in the general fund is intended to be a one-time infusion of capital to the Unassigned Fund Balance in the Local Maintenance Fund.

Questions/Concerns addressed by the Board:

>Vaccine/Booster Stipend
- •Provide a stipend to employees who receive the Covid vaccine
- •Provide a stipend to employees who receive a booster
- •Follow up on legal ramifications
- •Have staff follow up on total cost to see if it is feasible through ESSER funds

>Para-professional pay
- •Implement a cap on para-professional salaries
- •As per Dr. Valdez, compensation plan states no employee may be paid over the maximum of the assigned pay range; therefore, employees at a maximum of their pay range will not qualify and will not receive the approved pay increase unless otherwise approved by the Board. She informed the Board that it is their decision to give a pay raise to all or to exclude the ones that have maxed out. It has been standard practice to apply the adjustment factor for the cost of living.
- •Total of employees that have maxed out: 196

>As per Mr. De Los Santos, para-professionals are actually getting a 4 to 5% pay raise by modifying the pay scales.
- •The Administration will carefully explore and analyze the pay structure.

>Comp time vs. overtime?
- •Shouldn't all employees who work over 40 hours per week get paid overtime according to wage and labor laws? Staff will follow up.
- •According to Administration, some employees prefer to get comp time in lieu of overtime. Employees are paid at time and a half or receive comp time at time and a half for hours worked over 40 per week. There is a cap of 60 hours, so employees will need to use time before they accrue any more time. Only para-professionals and manual trades can get comp time or overtime.

The Board voted unanimously in favor of the motion made by Dr. Jaime Rodriguez and seconded by Mr. Marcos De Los Santos to adopt the District's General Fund and Debt Service Fund Budgets for the Fiscal Year 2021-2022.

XV. Discussion and Possible Action for the Board to Consider Approval of a Resolution Adopting the 2021-2022 Total Tax Rate of $0.9807 on Each $100 of Assessed Taxable Property Value with a Maintenance & Operations (M&O) Tax Rate of $0.9407 and an Interest and Sinking (I&S) Tax Rate of $0.04

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 2021-2022 fiscal year budget has been approved.

The table below reflects the Tax Rate considered for approval:

Description	M&O Tax Rate	I&S Tax Rate	Total Tax Rate
Current Tax Rate 2020-2021	$0.9989	$0.02	$1.0189
Proposed Tax Rate 2021-2022	$0.9407	$0.04	$0.9807

This tax rate will raise more taxes for Maintenance and Operations and Debt Service than last year's tax rate by $88.95. The District's total proposed tax rate for 2021-2022 is lower than the 2020-2021 tax rate by $0.0382 (3.82 pennies).

Mr. Marcos De Los Santos made the motion to approve the resolution adopting the 2021-2022 total tax rate of $0.9807 on each $100 of assessed taxable property value with a Maintenance & Operations (M&O) Tax Rate of $0.0947 and an Interest and Sinking (I&S) Tax Rate of $0.04. Mrs. Jaclyn Sustaita seconded the motion and it passed unanimously.

XVI. Adjournment

The meeting adjourned at 9:36 p.m.