Board of Trustees
Jaclyn Sustaita, President
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Dr. Jaime Rodriguez, Secretary

Benjamin Castillo, Trustee
Armando Cuellar, Trustee
Marcos De Los Santos, Trustee
Jesse Treviño, Trustee

WESLACO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE INTERIM SUPERINTENDENT, DR. RICHARD RIVERA

Meeting:	Regular Board Meeting
Place:	WISD Board Room/Virtual
Location:	319 W. 4th Street
Date:	January 17, 2023
Time:	5:44 P.M.

THIS MEETING WAS POSTED ONLINE FOR AT LEAST 72 HOURS. THE MEETING WAS LIVESTREAMED AT THE FOLLOWING WEB LINK: ***https://youtu.be/jZqnea1kTI4***

MINUTES

I. Call to Order

The meeting was called to order by Jaclyn Sustaita, Board President.

II. Establishment of a Quorum

Jaclyn Sustaita, President
Isidoro Nieto, Vice President
Dr. Jaime Rodriguez, Secretary
Benjamin Castillo, Trustee
Marcos De Los Santos, Trustee
Jesse Trevino, Trustee

Armando Cuellar joined the meeting at 6:46 p.m.

III. Invocation

Mrs. Paulina Ventura, third grade teacher from PFC Mario Ybarra Elementary School, delivered the invocation.

IV. Pledge of Allegiance/Texas Pledge

The following students from PFC Mario Ybarra Elementary School led the pledge of allegiance:

- Gianna Hinojosa is a 4th grade student at PFC Mario Ybarra Elementary School and she is the daughter of Randy and Gissel Hinojosa. Gianna is a member of the Ybarra Art Club and her artwork was selected for the Dia De Los Muertos Art Exhibit. She is also a newscaster and conducts the daily announcements at her school. Gianna is a recipient of Super Star, cum laude awards. She is a top AR reader and has won first place in her campus science fair. Some of her extracurricular activities include Karate and dance. She enjoys legos, reading, playing fashion games, and spending quality time with her baby brother. When she grows up, Gianna wants to attend the University of Texas and major in pre-med with a focus in veterinary medicine.

>Jayden Gutierrez is a 5th grade student at Ybarra Elementary School and is the son of Juan and Saida Gutierrez. This hard-working student has received the summa cum laude award for every six weeks this past semester. He has also met all of his Accelerated Reader goals every six weeks. Some of his hobbies include reading, working out division and multiplication problems, playing with his virtual reality headset, and playing sports. He is interested in owning his own business one day and is currently researching which university he wants to attend based on their scholarship opportunities.

V. Awards & Recognitions

All State Band and Choir

Three Weslaco High School students auditioned for, and earned chairs in the All State Band and Choir. These students will perform at the Texas Music Educators Association Convention in San Antonio at the Henry B. Gonzalez Convention Center on February 11, 2023.

•Iris Acebedo – Iris will perform with the All-State Treble Choir as Soprano 2.
•Raymond Sanchez – Won a 4th chair in the All-State Band as a Bb Clarinet
•Isabella Sanchez – Won 1st chair in Trumpet in the All-State Band

Interim Choir Director: Alexis Rodriguez
Band Director: Rodrigo Leal

A+ Employee

Arnold Hernandez, Weslaco High School Security Guard, is the recipient of the WISD A+ Employee of Month award. When the State of Texas and TEA passed a new school safety mandate, this employee embraced his new role. This Weslaco High School security guard oversees the new 'locked door' initiative securing 112 exterior doors before 8:30 a.m. every day in addition to his regular duties. He is the first person to welcome students, staff, and parents at the school's main entrance ensuring the safety of everyone.

VI. Public Comments

>Zion Rodriguez - 107 Valencia, Weslaco, Texas

"I am here to speak on behalf of my dad who is also my coach. The absence of my dad at school has affected me emotionally and mentally. Three years ago, he had a heart attack and I took comfort in knowing we were in the same building if anything happened with him and him not being there has made me anxious for his safety, his health, and makes me extremely sad. It has also affected my basketball team tremendously. The family atmosphere he has created for us is no longer there. He's my father but he is also a father figure to my teammates. He believed in building a family in our program to make sure we all felt included. The culture that my dad has worked very hard to establish has been impacted by his absence. We used to have weekly pasta nights, Thanksgiving, Christmas parties, and team gatherings; none of which has happened since he was relieved of his duties. As my coach, I have missed our film sessions, our scouting reports, our strength and conditioning, and our practices that are purposeful. His absence on the bench at games has also been hard on my teammates and I. We are used to his voice, his inspiring words, his ability to motivate us and to expect the best from us and our team players, and his ability to adjust in crucial possessions during games. As his son, it has been difficult to see the man I love and admire go through a situation like this. As a teenage male, wrongful accusation hits differently now that I have seen from experience what he has gone through despite his innocence. I also believe that there is good in people, but after this situation as his son and player, it makes me scared for my teammates, my friends, because not everyone is good and not everyone believes in telling the truth even if it hurts people. It makes me sad to know that our district and our district leaders know that he has been wrongfully accused; yet, they have allowed for this to happen to my dad, my coach, and my program. I ask that you please reinstate my dad and my

coach today. Please help my team and I get the man we love and admire back in our court, in our lives, and in our season. Thank you."

Nathan Salinas - 616 W. Plaza Street, Weslaco, Texas

"I like to speak about that man that I so much respect, our coach Zeke. He is a person that has given me more opportunities than any other coach has. He has taught us to be a team player, to be brothers, and respect one another. He's family; he's like a father and a leader to me. One thing he has taught us is to respect each other, to respect the ladies, and to treat them like our mothers. Like my favorite verse says, "Treat others as you want to be treated, verse Luke 6:31. In the beginning of the school year when Coach Zeke was coaching us, we were confident of winning district champs with him as a coach. Since this misunderstanding has been going on and hurting each one of us, we have different coaches. We have been slacking off and not playing as a team. I need my coach back and our team needs our coach. We miss him. Thank you and God bless you."

Jediah Rivens - 1907 W. Roosevelt Street, Weslaco, Texas

"I'm a junior at Weslaco East and I love basketball. I would like to start by expressing my gratitude to each of you, the board members, and Dr. Rivera for giving us this opportunity to be heard. Today, you will each vote to make a very important decision that will have a direct impact on the lives of people that mean the world to me. To you, Coach Zeke Rodriguez may just be an employee, a P.E. teacher, a basketball coach, but to me and to many of my teammates, Coach Zeke is a father figure, a mentor, a leader, and our strongest advocate at school. We miss him. Truthfully, I've learned more about life and being a person of sound character from Coach Zeke than from my biological father. Coach Zeke is my role model as a coach, as a father, and as a man. I'd like to share something with you that will show you what kind of man Coach Zeke is. There was a time in my life when the anger I felt towards my father consumed me. Aside from his absence most of my life, he told me some things that I grew a hatred for him. It really affected me. No one at school really noticed except one person – Coach Zeke. He could tell something was wrong. He kept me after practice one day and talked to me, not as a coach, but as a man. After listening to me, he encouraged me to forgive my father no matter how bad the situation is because at the end of the day, he is my father and if anything bad were to happen, I would regret holding that grudge. Coach assured me that he was there whenever I needed him, even just to talk to him or spend time with Zion. I'm still working on the forgiveness part, but that's Coach Zeke for you. He genuinely cares about me and each of his players. I know it does not compare to the void Zion felt, but I cannot express how much Coach Zeke's leave has affected me. Coach Zeke was not allowed to start our basketball season this year. This decision was unfair to Coach and to his family, my own on-court brother Zion, and to the entire varsity team. It felt as if we were robbed of our season before it even started. Without Coach Zeke, we felt defenseless and alone. We are consistently threatened and disrespected by other coaching staff. Without Coach Zeke's leadership, we are left to call our own place. We have a game tonight yet we are here to plead with you – please give us our coach. Thank you for your time."

Carlos Roman - 1721, E. 29th Street, Weslaco, Texas

"I'm a student-athlete at Weslaco East. I appreciate you all giving me the time to support the reinstatement of our coach Zeke. To begin with, I would like to say that I'm not the type of person to stand up and talk in front of a big crowd and me standing here today in this meeting shows how much me and my teammates care about our coach. We have a game in one hour that we should be getting ready for when we are all here supporting our coach which we feel is the right thing we should be doing right now. We would rather take a loss because the real loss is not playing another game without him as our coach. We see him more than just a coach. To many, he's a mentor, role model, and a father figure. Coach Zeke is not your average coach. He goes the extra mile for his players. He pushes us to succeed on and off the court. A coach who wants us to put education first and see us succeed in life. Coach Zeke encourages us to support one another. He created a bond between the team and that bond has made us a family. This misunderstanding has caused us to lose a big part of our Wildcat family,

which has caused us to struggle. We are struggling on the court. It seems like we can't play as a team. We are lacking that bond that was created by Coach Zeke. We truly need him back. We, as seniors, feel more confident going into a game with Coach Zeke by our side. The decision of the Board has not only punished Coach Zeke but has punished us players as well. We have put in countless hours in the off-season with Coach Zeke, expecting he would be our coach. That is why we need our coach back. Coach Zeke will never give up on us so we will never give up on him. Thank you."

> Elijah Garza, 608 E. 2nd Street, Weslaco, Texas

"I was new to WISD last year. I was anxious and excited to work with Coach Rodriguez because of his reputation of being a great coach and leader. My skills as a basketball player improved because he pushed me beyond my limits and motivated me to become a better point guard and leader. I'm also here because I'm supporting my friend who is his son who I've seen go through a lot these past few months and it's affected the team, so please vote to reinstate our coach to continue coaching us for the rest of the season. Thank you for allowing us the time for us to speak, and my team and I will step out since we have a game to play tonight. Thank you."

> Denise Garza, 608 E. 2nd Street, Weslaco, Texas

"Thank you for giving me the time to speak. My husband and I are here and that was our son who just spoke. I'm gonna go through a lot and just get to the point, but our faith has got us here this evening to fight for our coach, to fight for justice, to fight for our boys, and to fight for the coach's family. Members of the school board, right the wrong that has been done to Coach Rodriguez under the previous superintendent. Show what kind of community we are here in Weslaco when we come together. We seek the truth and we find that he is innocent. Please reinstate him to the basketball head coach position at Weslaco East. Thank you."

> Lucio Garza, 608 E. 2nd Street, Weslaco, Texas

"I'm a parent of a sophomore student that plays varsity basketball at Weslaco East. I'm here to support my friend and my son's coach, Zeke Rodriguez. I have known him for 25 years now. When I was a teenager, he encouraged me to stay off the streets, not to hang around with the wrong crowd, and to stay focused in school. He believed in me and was a mentor in my young teenage life. He was the first in my neighborhood to go to college and play college basketball. When he would come down to visit, he continued to motivate me to play basketball and finish high school, and go to college no matter what I was going through at the time. Now that I am married and have a family, I also coach young kids in our community. I am a mentor to them as he was to me. This is the person I know, who was willing to give rather than to receive. Both of our sons are close friends and teammates on the varsity team now. A few years back, Coach Rodriguez experienced a life-threatening heart attack. This could have set anyone back, but with the support of his family and community he fought to get back to what he loved to do and that is to coach basketball. He got the Weslaco East basketball program to make the playoffs after a five-year drought. That is not easy, and it comes from his investment to the kids. For my son's freshmen year, my wife and I decided to move our son to Weslaco East for the simple fact that we know and trust Coach Rodriguez. Since his recent absence, there has been a lack of communication from the current coaches and school members to us parents about certain events. Parent night is scheduled for this Friday and no one has reached out to us. The regular events that would bring the basketball players and parents closer together have not happened. It has affected the players by adding frustration, confusion, lack of organization, and there is no real investment to help the team finish strong in their current season. Nothing compares to Coach Rodriguez's leadership and as a parent that can be frustrating as well. I know, upon Coach Rodriguez's return, the team will get the fire back that he instilled in them since day one. I believe that after a dark night comes a bright day and that is why we wanted to be here, to shine a light on what Coach Rodriguez is, so we are counting on you school board members for your vote to reinstate Coach Rodriguez to finish what he has started. The decision you make tonight matters to all of us and we want you to look over the facts that have been presented to you. Seek the truth and make the right choice. Thank you for your time and God bless each and every one of you."

>Gabriela Salazar, 616 W. Plaza Street, Weslaco, Texas

"There's some parents that wish they would speak on Coach Rodriguez's behalf today but due to fear of retribution, they cannot make public comments. Some of these parents are here today as you can hear and see, and some of them are joining us virtually. I volunteered to share some of our collective thoughts with you today. Coach Rodriguez has done a tremendous job with our East basketball program. We have made it to the playoffs for the last two years. More importantly, through Coach Rodriguez's guidance, we have seen our boys develop into responsible and disciplined young men who are passionate about basketball and who make good decisions both, on and off the court. Since Coach has been asked to step down, our boys have been different. They are no longer home excited after practice; on the contrary, they are angry and not wanting to talk about what happened during practice. They no longer express how eager they are to play in an upcoming game as you heard previously. They would rather be here with their coach instead of being in a basketball game. They are confused and upset about the removal of their coach. There are no longer conversations about areas of improvement and their current coach. They do not play the same and no longer feel like a team anymore. Their holiday celebrations this year – they didn't have it. There's no bonding opportunities for our boys outside of games and practices. There is evident of discord among the coaches and students and amongst the players themselves. There's no communication with the parents. This week is Parent Night and yet we have not heard of any plans. They have heard, it is my understanding and political charges that decisions are – there is light out there. They are hurting. Dr. Rivera and board members, we the parents of the varsity boys program are looking to each of you to rescind all the unfair action that has been taken against our Coach Rodriguez and allow him to return to Weslaco East to coach our boys. We pray and we would like your vote to be in support of Coach Rodriguez tonight, and I thank each and every one of you guys for hearing us out tonight. God bless you."

>Julie Valdez, 1103 Stone Street, Weslaco, Texas

"I am here to talk about Item XII-E – Discussion and possible action for Administration to develop a corrective plan in response to findings in the forensic audit. First of all, let me say how disappointed I am. I am disappointed in– well, various superintendents, previous superintendents that you know, there was a promise that something was gonna get done and there was a promise that, you know, things were going to improve in the district and they all failed, my opinion right, that's what I've been told repeatedly, but they've all failed. My goal here is since you're going to be discussing that, I want to stress accountability as I always do every time I come and speak here. Accountability for individuals that were seemingly protected and from what I've been informed under Chapter 21. I'm not here to name any names. I'm not here to attack anybody. I'm not gonna name any names, but these individuals were protected under Chapter 21, but what I find interesting is that the former HR Director or whatever her position was, wasn't'protected by Chapter 21. The Transportation Director wasn't protected by Chapter 21 also, meaning that if you guys really wanted to, you can pursue action against some of these individuals that were not held accountable. Individuals such as a person that signed off on the requisitions of the mass spending at the transportation department, he wasn't held accountable. People that were hired without even applying for a job, they weren't held accountable. The people that changed, the person that coerced the individuals - the hiring committee to change the scoring guide wasn't held accountable either. As a matter of fact, he's still employed getting promotions. I don't understand how you choose to hold some people accountable and not others. How is that exactly done? How is that transparent and how is that fair? Accountability needs to be held all across. People that were accused or that were proven of wrongdoing, nothing happened to them. As a matter of fact, they're free to roam around in the school district and alienate people, good people, like myself. I resigned because I was continuously harassed, targeted, and I was passed over four – I can't talk about that so I'm gonna stop right there, but for reasons. And it's okay for people like me to be put under the wringer, but not other people that are proven through the audit report that you all paid $300,000 for. We paid $300,000 again, just like a misspent - misuse of money, and nothing's gonna get done. These people are there, still going on, still imposing, and still abusing their authority and their positions to just make life miserable for other individuals. That's basically what got done and because they weren't held accountable, they continued to act in the way that they were, that they got hired themselves. There was no accountability. Is there going to be accountability? I'm here as a taxpayer to demand accountability, to demand

something be done. I was affected. My colleagues were affected. The morale of the district is affected. Yes, we're here for students. We're here to take care of students, but how do we take care of the students if the employees are not even okay. How do we go into the classroom? I could no longer do that. I could no longer go into the classroom and be unencumbered with the problems with personnel issues or issues. I couldn't do that no more. I was just worried all the time. In order to take care of the students, you have to take care of the staff too. The criteria, there were corrections that we paid - the taxpayers paid $300,000 in the Weaver Audit Tidwell report, whatever specific name it's called. They recommended that there be criteria, evaluations…that they're not in place and you know what, those criteria and those evaluations are still not in place because as of this summer someone got hired for a position. They got hired for a position and they reported that that position was given to somebody else. Thank you."

VII. Recognition of WISD School Board of Trustees

January is proclaimed as School Board Recognition Month. The WISD Administration acknowledged the board members for their dedication and commitment to students, parents, staff, and the community.

Dr. Rivera presented the board members with a plaque for recognition for their years of service to Weslaco ISD. Board members also received a goody basket and were entertained by the Weslaco High school choir students.

Board Member	Years of Service
Jacklyn Sustaita, Trustee	2020 – 2022 (2 years)
Isidoro Nieto, Trustee	2014 – 2022 (8 years)
Dr. Jaime Rodriguez, Vice President	2016 – 2022 (6 years)
Ben Castillo	Elected November 2022
Armando Cuellar	2018 – 2022 (4 years)
Marcos De Los Santos, Trustee	2020 – 2022 (2 years)
Jesse Trevino, Secretary	2020 – 2022 (2 years)
Jacklyn Sustaita, Trustee	2020 – 2022 (2 years)

VIII. Proclamations

>National Guidance and Counseling Week, February 6-10, 2023

The Board proclaimed the week of February 6-10, 2023 as "National Guidance and Counseling Week".

WHEREAS, school counselors are employed in our schools to help students reach their full potential; and

WHEREAS, school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

WHEREAS, school counselors help parents focus in ways to further the educational, personal and social growth of their children; and

WHEREAS, school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

WHEREAS, school counselors seek to identify and utilize community resources that can enhance and complement school counseling programs and help students become productive members of society; and

WHEREAS, comprehensive developmental school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school and prepare for post-secondary education;

THEREFORE, I, Jaclyn Sustaita, President of the Weslaco Independent School District Board of Trustees, do hereby support and proclaim February 6-10, 2023 as **"NATIONAL GUIDANCE AND COUNSELING WEEK".**

IX. Superintendent's Report

><u>Student Enrollment/ADA</u>

Dr. Rivera provided the following report on enrollment.

•The enrollment for the 18th week of school increased by 817 students compared to last year's enrollment in 2022.

DISTRICT ENROLLMENT COMPARISON			
Campus	18th Week Enrollment		
	2022	2023	DIFFERENCE
Sam Houston Elementary	713	760	47
Silva Elementary	504	601	97
Gonzalez Elementary	595	640	45
Margo Elementary	854	922	68
Airport Elementary	668	785	117
Memorial Elementary	962	1078	116
North Bridge Elementary	667	715	48
Rico Elementary	698	760	62
Cleckler-Heald Elementary	866	963	97
Ybarra Elementary	477	519	42
Mary Hoge Middle School	911	950	39
Cuellar Middle School	661	625	(36)
Central Middle School	910	969	59
B. Garza Middle School	1015	956	(59)
South Palm Gardens	72	80	8
East High School	1904	1949	45
Weslaco High School	2473	2550	77
Horton	67	105	38
JJAEP – Student Alternative	5	16	11
Hidalgo County Bootcamp	11	12	1
Early College High School	250	228	(22)
21st Century ELF Academy	425	342	(83)
GRAND TOTAL	15708	16525	817

><u>ADA</u>

•The budget was based on 15,700.

•The actual ADA is 13,972, which is low.

•The attendance for the first, second, and third six weeks has decreased.

•Dr. Rivera is working with the principals on improving attendance.

School Year	Enrollment	Budgeted ADA	Actual ADA	Hold Harmless ADA
2016 - 2017	17,483	16,100	16,096	
2017 - 2018	17,446	16,170	15,906	

2018 - 2019	**17,379**	**15,905**	**15,820**	
2019 - 2020	**17,254**	**15,751**	**15,891**	
2020 - 2021	**16,616**	**15,200**	**15,001**	**15,616**
2021 - 2022	**15,752**	**15,200**	**13,608**	**14,172**
2022 - 2023	**16,521**	**15,700**	**1st SW- 14,276 2nd SW- 13,828 3rd SW- 13,812 Refined - 13,972**	

><u>2022-2023 Budget</u>

•The ADA of 13,972 is based on three six weeks.
•There is budget shortfall of over $15 million.
•Below is a plan of action to reduce the deficit:

Current Refined Average Daily Attendance ADA) – 13,972
Budget Refined ADA – 15,700
ADA Difference – (1,727.56)
Budget Implications: Reduced State Foundation Revenues ($9,000 per ADA)
ADA Difference 1,727.56 * State Revenue $9,000 = **($15,548,040) Budget Shortfall**
*__Additional Staff__ hired after **July 2022** are not included in Current Budget
*__Placed on Hold -__ (9) Student Outreach Specialists and (1) Clerk **(Approx. Cost $530,000)**
*__Placed on Hold -__ Financial Management & Student Information Software **(Approx. Cost $1,000,000)**
Budget Plan of Action:

1. **Review Current Budget for Savings** such as Reducing Travel, Furniture, Utilities, Overtime Pay, and Realignment of Early College, and other Expenditures
2. **Search for Additional Revenue Sources** such as Increasing the Collection Rate for Property Taxes
3. **Review Current Staffing Levels – Districtwide**
   * Reductions through Attrition
   * Payroll Cost Savings by replacing retiring staff with new less costly staff/retired staff
4. **Optional Flexible School Day Program (SASI-Student Attendance Success Initiative) Will Increase ADA Funding**
5. **Utilize ESSER Funds to fill the gap – Approx. 16,979,482 (Approx. 300 Teachers: January-August 2023)**

A brief discussion was held on previous enrollment figures presented at past meetings that were inaccurate and ways to increase revenues and reduce expenditures in order to come up with a balanced budget.

Dr. Rivera pointed out that in conversing with the Business Department staff, he was informed that they did not agree with the numbers presented by the previous administration because they were going to be difficult to match.

Mr. De Los Santos wanted to know if district staff had restrictions in place when accepting students from outside the district. He pointed out that some students who want to transfer to our district have poor attendance and discipline issues that could cause classroom and management issues at WISD. Therefore, he does not want the campuses to accept transfers just to justify the staff counts.

Dr. Rivera replied that the principals do a good job in checking a student's transcript and history prior to accepting or rejecting a transfer. Principals have the right to deny a transfer if they feel that the past history of a student will cause problems at their campus.

>CTE Early College

Dr. Rivera explained that this program was not meeting the standards for CTE.

- As per STC, students are not being successful and are dropping out of this program.
- The students currently enrolled at CTE will be attending the two high schools.
  - ›Students and parents are aware of this plan.
- 25-30 employees will transition to unfilled vacancies district wide.

As per Mr. Abel Aguilar:

- The amount invested in the ECHS does not equate to the number of associate degrees produced at the high school campuses.
- Students will have opportunity to apply or continue at the ECHS program at the respective comprehensive high schools.
- New students can apply and will have the opportunity to participate if they meet the criteria.
  - ›Students do not have to continue in the program.
- CTE provides a certain number of slots. Students begin the program in the 9th grade.
- College hours for students will transfer 100% to the respective high school.
- Class ranking will not be affected.

Below is additional information related to the closure of this program.

CTE Early College High School

- Non Compliance Action Plan was implemented by STC in Spring of 2022- Fall 2022
- Current Enrollment- 230 Students
- 15%-20% of students drop college classes (negative impact on financial aid in the future)
- ECHS Opt in Agreement was not submitted by December 16, 2022 for the CTE ECHS
- Students have option to enroll in Early College at zoned Weslaco HS/Weslaco East HS (Approximate: 80-WEHS /76-WHS have confirmed)
- Teachers/Staff will transition to unfilled vacancies district wide
- Savings to 2022-2023 Budget (Approx. $1.3 million)

>Human Resources Issues

Dr. Rivera provided information on how staff is addressing current issues at the Human Resources Department.

- Staff is reviewing pay grades/salaries to ensure they are correct.
- Staff is reviewing the salary for employees who were reassigned to other positions.
  - ›Trying to find a solution for these employees to keep their same salary for the 2023-2024 school year
  - ›Information will be presented to the Board during the budget process.
- Staff is reviewing unfilled vacancies, classroom size waivers, and employee service records.

Human Resources Issues 2022-2023

- Employee Job Description Review/Reclassifications (Approx.. 20 Requests are due to compression of pay grades on the compensation plan based on the recent TASB study)
- Employee Reassignments (Salary Remains the Same for 2022-2023)
  - ⟹ Total: 30
- Compensation Plan Review - Wage and Salary Structures/Stipends/Benefits/Incentives
- Employee Recommendations on Resignations/Reassignments/Retirements/Transfers of Certified Professional & Non-Contractual Personnel
  - ⟹ Will be taken to the Board of Trustees for Final Approval (Ensure Full Transparency)
- Evaluate Unfilled Vacancies
- Classroom Room Size Waivers
- Employee Service Record Reviews

>**Virtual Health Clinic**

•The clinic was set up through a grant.

›The clinic is housed in a portable building located across the WISD Administration Office.

•13 students and 13 staff members have received services since January 4, 2023.

•110 students and staff members have been tested for COVID-19.

•As per Susan Coffman (Head Nurse), payment is not collected at the clinic.

›Dr. Rivera assured the Board that the nurses would not go to homes to collect any form of payment on behalf of the company.

•Below are the benefits of having a centralized virtual health clinic:

Benefits for Students:

- All students have access to quality healthcare regardless of their insurance or social economic status.
- By receiving an early diagnosis of communicable diseases and receiving early interventions, students will return to health and to school quicker.

Benefits for Parents:

- Minimal to no wait time for appointment. Currently the wait time for a physician's office is 4-5 hours.
- Less missed time at work
- Parents may join virtually, missing less time at work, if another responsible adult brings student to clinic.

Benefits for Schools

- Foster a safer healthier environment for learning
- Increase daily attendance rates
- Increase instructional time (with a return to class rate of up to 50 %)
- Identify and reduce spread of communicable infections such as strep, flu and COVID 19.

Staffing

- Contracted with GoodSide Health to have 1 Medical Assistant for the School Med Clinic and 2 float LVN's at a rate of $40/hour to be paid for via the School Nurse Grant.
- School Nurse Grant is schedule to end on 03/23/23; however, there are rumors it will be extended but we have not received anything in writing.
- If the School Nurse Grant does expire on 03/23/23, then the Medical Assistant at Central Middle School will run the clinic until the end of the school year. This position is being funded by the ESSER Funds.

The School Med clinics are traditionally housed on each campus of a school district. Due to a high concern for safety and the success of our centralized COVID 19 testing center it was decided to house the SchoolMed Clinic in a central location. It is important to note this is only one of two clinics like this in Texas. Since 01/04/23 to date we have seen 13 students and 13 staff members in the School Med Clinic and tested 110 students and staff for COVID 19 via the free Covid 19 centralized clinic.

>Construction Project Needs

Below is a list of funded/unfunded construction projects. The total amount for the projects that list an estimated cost is $34,595,000.

Dr. Rivera explained the three (3) ways to address the construction projects:

•Place $5 million dollars in the construction fund and utilize the funds for certain projects during that year.

•Do a Maintenance Tax Note:

›Borrow $25 or $30 million and pay the funds back within 10 to 15 years.

•Hold a Bond Election:

›Community votes for or against the proposition

According to Dr. Rivera, the Board needs to meet with the Financial Advisor to discuss the best way to address the needs of the district. He believes WISD will only fall further behind on completing these projects if they do not address it through one of the methods presented.

Project	Facility	Estimated Cost	Funded/ Unfunded	Architect or Engineer	ESSER Funds (Y/N)	Status
HVAC Upgrades	Memorial, Airport, & N. Bridge	$5,900,000	Unfunded	Engineer	N	Urgent
Playground Equipment Repairs, PK3 Equipment, Canopies	All Elementary Schools	$2,000,000	Unfunded	Engineer	N	Urgent
Building Envelope Water Intrusion	Sepulveda Gym	NA	Unfunded	Architect	N	Urgent
Roofing	Districtwide	$21,000,000	Unfunded	Architect	N	Urgent
HVAC Controls	Districtwide	1,650,000	Unfunded	Engineer	N	Urgent
Football Stadium Scoreboard	Weslaco East HS	NA	Unfunded	Engineer	N	Urgent
Tennis Courts Resurfacing	Weslaco HS	$90,000	Unfunded	Engineer	N	Urgent
Stadium Chair Lift	Lackey Stadium	NA	Unfunded	Engineer	N	Urgent
Billboard Catwalk	Lackey Stadium	NA	Unfunded	Engineer	N	Urgent
Weight Rm & Equipment Rm Remodel	Cuellar MS	NA	Unfunded	Architect	N	Urgent

Project	Facility	Estimated Cost	Funded/ Unfunded	Architect or Engineer	ESSER Funds Y/N	Status
New Offices and Storage	Warehouse	NA	Unfunded	Architect	N	Need
Canopy (Drop Off/Pick Up Area)	Memorial Elementary	NA	Unfunded	Engineer	N	Request
Soil Grading	CATE	NA	Unfunded	Engineer	N	Need
Heavy Duty Concrete Pad	Weslaco East HS	$185,000	Unfunded	Engineer	N	Need

New Fuel Station	Transportation Department	NA	Unfunded	Architect	N	Need
Retractable Basketball Rims	WHS & WEHS Main Gyms	$70,000	Unfunded	Engineer	N	Request
Security Access Controls	High Schools	$500,000	Unfunded	Engineer	N	Need
Baseball Field Turf	Weslaco East HS	$725,000	Unfunded	Engineer	N	Request
Softball Field Turf	Weslaco HS	$725,000	Unfunded	Engineer	N	Request
Track - 4 Lane	Middle Schools	$1,200,000	Unfunded	Engineer	N	Need
Stadium Track Resurfacing	Weslaco East HS	$550,000	Unfunded	Engineer	N	Request
	Total - Not including (NA)	**$34,595,000**				

><u>ESSER Reserve Funds</u>

•$13 million dollars are available and need to be spent by September 2024.

›This amount will not cover all the expenditures listed below.

Potential Reserve Funds for Projects: $ 13,002,663* *Must be expended by 30 September 2024

>Potential Expenditure

- **•2023-2024 Recruiting/Retention Stipend - $4,745,500 ($2,000 per full-time employee)**
  (Note: If approved, by the end of school year 2023-2024, all full-time employees will have received <u>$10,500</u> including the COVID vaccine stipend from ESSER.)
- **•HVAC Upgrades (Memorial, Airport, & N. Bridge) - $5,900,000**
- **•Playground Equipment Repairs, PK3 Equipment, and Canopies (All Elementary Schools) - $2,000,000**
- **•Roofing (Districtwide) - $21,000,000**
- **•HVAC Controls - $1,650,000**

<u>Questions/Comments Addressed by the Board:</u>

>Board President Jaclyn Sustaita mentioned that WISD had applied for several grants. She wanted to know the status of these grants.

•According to Eliza Gomez, Assistant Superintendent for Teaching, Learning & Innovation, the district applied for 13 grants. She is not aware of any grants that have been pulled out, but she will follow up on the status of these grants.

›Mrs. Gomez oversees the literacy grants. The three (3) literacy grants pending are:

1. Raising Blended Learners
2. Strong Foundations
3. RSSP

•According to Mrs. Claudia Martinez, Instructional Programs Director, WISD can apply for another grant called the LASO grant, which is free.

•Mrs. Gomez informed the Board that she would prefer to have further discussion with the Board on these grants.

X. Consent Agenda

Ben Castillo made the motion to approve the consent agenda as presented. Marcos De Los Santos seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

A. Approval of the Minutes of the Regular Board Meeting of December 12, 2022 and the Special Meetings of December 20, 2022 and January 2, 2023

The Board approved the minutes as presented.

B. Approval of Out of Valley Trips

The Board approved the following trips as presented:

Memorial Elementary

- The fourth grade students will travel to Corpus Christi, Texas on May 12, 2023 to visit the Texas State Aquarium and the USS Lexington.

Cuellar Middle School

- The Band students will travel to San Antonio, Texas on May 6, 2023 to compete at the Texas Music Festival Contest at Six Flags Fiesta Texas.

Weslaco East High School

- The Gear Up students will attend a college trip to Corpus Christi, Texas on February 14, 2023.
- The JROTC Batallion Team will participate in the Raiders Competition at La Copa Ranch in Falfurrias, Texas on February 11, 2023.
- The Swim Team will compete at the Region 8-5 A Swimming Meet at Corpus Christi, Texas on February 2-4, 2023.
- The Softball Team will compete at the Medina Valley MVP Varsity Fastpitch Tournament in San Antonio, Texas on February 16-18, 2023.
- The Softball Team will compete at the IWA Lady Angel Softball Classic Varsity Tournament in Corpus Christi, Texas on February 23-25, 2023.

Weslaco High School

- The Choir students will perform at the TMEA All State Choir Clinic/Concert at the Henry B. Gonzalez Convention Center in San Antonio, Texas on February 8-11, 2023.
- The Band students will perform at the TMEA All State Band Clinic/Concert at the Henry B. Gonzalez Convention Center in San Antonio, Texas on February 8-11, 2023.
- The Swim Team will compete at the Region 8-6A Swim Meet in Laredo, Texas on February 3-4, 2023.
- The Girls Track and Field Team will travel to Laredo, Texas on March 2-4, 2023 to compete at the Border Olympics Track and Field Invitational.
- The Girls Track and Field Team will travel to San Antonio, Texas on April 27-29, 2023 to compete at the Regional Track and Field Meet.
- The Girls Track and Field Team will travel to Austin, Texas on May 11-14, 2023 to compete at the State Track and Field Meet.

District-Wide

•The secondary science students will compete at the Texas Science and Engineering Fair in College Station, Texas on March 24-26, 2023.

C. Approval to Accept Donation of Twenty Christmas Gifts from the Lions Club for WISD Students District-Wide

The Board accepted the donation of gifts from the Lions Club. Twenty students from Memorial Elementary School and Weslaco High School were selected based on need and received a gift prior to the Christmas break.

D. Approval to Accept Donation in the Amount of $2,000.00 from the Love of Christ Lutheran Church for North Bridge Elementary School Students

The Board accepted a $2,000.00 donation for students at North Bridge Elementary as follows:
•$1,000.00 in H.E.B. gift cards to assist families with groceries
•$1,000.00 (check) to Wal-Mart to purchase Christmas gifts for the students.

E. Approval to Accept Donation in the Amount of $100.00 from Futurity First Insurance Group for North Bridge Elementary School Staff

The Board accepted a $100.00 donation from Futurity First Insurance Group. The funds were used to purchase turkeys to distribute to the staff at North Bridge Elementary School.

F. Approval of Purchase of IXL Learning for English and Math for High School Students for the 2022-2023 School Year

The Board approved the purchase of the IXL Learning online program at a cost of $85,190.00. This program will provide 9th and 10th grade high school students at Weslaco East High School and Weslaco High School with personalized guidance and differentiated instruction in English and Math to address the learning loss and increase achievement. The online program will be funded by ESSER III.

G. Approval to Renew the Accelerated Reader Subscription with Renaissance Learning, Inc. for Weslaco ISD Elementary Campuses for the 2022-2023 School Year

The Board approved the purchase of the Accelerated Reader program for eight elementary schools. This renewal, together with the previous renewal from the other two elementary schools, will provide access to this resource for all ten elementary campuses. The program is used to incentivize reading and encourage students to read on a daily basis. It has been utilized at the elementary campuses for over ten years. The purchase of this renewal is $32,161.22.

H. Approval of Budget Amendments:

The Board approved the budget amendments as presented.

1. Athletics Department – Athletics Fund to pay for purchase and spreading of dirt for the Baseball and Softball Fields at Weslaco High School and Weslaco East High School: $5,000.00
2. Business Office – Local Fund to record a budget for new Xerox copier leases as Per GASB 87: $329,291.00

3. Business Office – Local Fund to record a budget for district-wide ACT testing for all 11th graders which will be reimbursed by TEA under Texas Education Code (TEC) §39.0261(1) and §48.155: $34,854.00

I. Approval of Quarterly Investment Activity Report for the Quarter Ended November 30, 2022

The Board approved the Quarterly Investment Activity Report for the quarter ended November 30, 2022. 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 November 30, 2022 was lower than the book value of the investments, as required by law.

Fund Name	Book Value 11/30/2022	Ending Market Value 11/30/2022	Market Value is Higher (Lower) than Book Value By	Accrued Interest @ 11/30/22
Total First Public Investment Pool	$ 57,241,256.75	$ 57,234,849.40	$ (6,407.35)	N/A
Total Range Investment Pool	$ 11,544,574.74	$ 11,544,574.74	-	N/A
Total Tex-Pool Investment	$ 6,198,014.52	$ 6,198,014.52	-	N/A
Totals – All Investments	$ 74,983,846.01	$ 74,977,438.66	$ (6,407.35)	

The investment earnings amount for the quarter ended November 30, 2022 was $542,297.84.

J. Approval of Monthly Tax Adjustments for November 2022

The Board approved the monthly tax adjustments for November 2022 as recommended by the Hidalgo County Tax Office. The Hidalgo County Appraisal District has the authority to correct, adjust, and supplement the certified tax roll.

All the tax adjustments are listed in the monthly tax collection report summarized by tax year (current & prior years) and is further broken down by the tax involved (M&O, I&S, etc.) The total tax adjustments for November 2022 are as follows:

October 2022				
Type of Tax	**Current Levy**	**Prior Years Levies**	**Roll Back Taxes**	**Total**
M & O	($ 73,684.35)	($ 8,500.18)	0.00	($ 82,184.52)
I & S	($ 2,873.00)	($ 278.41)	0.00	($ 3,151.41)
Total Adjustments	**($ 76,557.35)**	**($ 8,778.59)**	0.00	**($ 85,335.94)**

The positive (negative) tax adjustments represent an (a) increase (decrease) in the tax receivable balances for the year.

K. Approval of Interim Financial Report for the Six Months Ended December 30, 2022

The Board approved the Interim Financial Report for the six months ended December 30, 2022.

Source	Budget	Received & Receivable	Variance	Percentage
5700 Local Source	29,475,223	11,490,585	(17,984,638)	38.98%
5800 State Source	138,853,192	63,987,221	(74,865,971)	46.08%
5900 Federal Sources	44,350,086	14,137,633	(30,212,453)	31.88%
Totals	**212,678,501**	**89,615,438**	**123,063,063**	**42.14%**

- Of the total revenues budgeted of $212,678,501; the district has received $89,615,438, which represents 42.14% of the budget.
- Of $225,439,331 in budgeted expenditures, the district expended or encumbered $92,665,313, which represents 41.10%.

L. Approval of Hidalgo County Tax Office Collection Report for November 2022: Current Taxes and Delinquent Taxes

The Board approved the Hidalgo County Tax Office Collection Report for November 2022 for the current and delinquent taxes as prepared by the Hidalgo County Tax Assessor/Collector.

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.

Below is the November 2022 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 2022-2023	% Tax Collections 2021-2022	2022-23 Versus 2021/2022
Current Taxes	$28,409,990	$2,362,560	$ 285,766	$26,333,196	8.23%	9.75%	1.52% Lower
Delinquent Taxes Prior Years Levy	4,150,278	588,264	(235,239)	3,226,774	15.03%	5.96%	9.07% Higher
Rollback	58,698	75,398	75,398	58,697	56.23%	0.00%	
Totals	$32,618,965	$3,026,221	$125,924	$29,718,668			

- The collection of current taxes for fiscal year 2022-2023 through November 30 is 1.52% lower than the current taxes for fiscal year 2020-21.
- The collection of delinquent taxes for fiscal year 2022-2023 through November 30 is 9.07% higher than the delinquent taxes for fiscal year 2020-21, as presented. The November 30, 2021 collection figure and percentage represents twelve (12) months compared to only two (2) months for November 30, 2022 due to the change in fiscal year cycle to 10 months for 2021-2022.
- The column for tax modifications represents the cumulative tax adjustments reported by the Hidalgo County Tax Office for the month of November 2022 in their report.

M. Approval of Resolution to Designate Authorized Signers at Texas National Bank

The Board approved the resolution to name individuals authorized to sign checks at Texas National Bank, the District's Depository Bank.

The three (3) individuals authorized to sign checks will be:

Jacklyn Sustaita, Board President
Dr. Richard Rivera, Interim Superintendent of Schools
David Robledo, Executive Director for Business & Finance

N. Approval of Revision to the District's Updated Emergency Operation Plan

The Board approved the revision to the District's Updated Emergency Operation Plan (EOP). The revision on the EOP will reflect the name of Dr. Richard Rivera, Interim Superintendent of Schools.

The EOP is a working document that outlines the district's emergency response procedures in the district for various emergency situations (fire, emergency medical services, severe weather watch, abduction, assault, lock-down procedures, etc.). The document will be regularly updated to address changes in procedures and/or requirements.

O. Approval to Authorize Administration to Solicit Proposals for District Employee Health Clinic

This item was placed on the agenda by Trustee Ben Castillo and Board President Jaclyn Sustaita.

The Board authorized the administration to solicit proposals for the District Employee Health Clinic.

P. Approval to Hire Estrada Hinojosa as District Financial Advisor

This item was placed on the agenda by Trustee Ben Castillo and Board President Jaclyn Sustaita.

The Board approved to hire Estrada Hinojosa as the District Financial Advisor.

XI. Discussion Items:

A. Update on Training, Conferences, Events, and Consider Future Agenda Item Requests by Board Members

Interim Superintendent Dr. Rivera informed the Board that a meeting date to hear two Level Three grievances needed to be scheduled in the near future.

Trustee Ben Castillo suggested the Board hear all pending grievances during a special board meeting rather than scheduling the grievances during a regular board meeting.

Board President Jaclyn Sustaita asked administration to follow up on a concern addressed by a parent on why the district does not accept cash for purchases at the stadium. Credit cards are accepted but individuals incur a service fee when paying for a purchase. She wanted to know if there was another option available in order to avoid paying a service fee.

XII. Discussion and Possible Action Items:

A. Discussion and Possible Action for the Board to Consider Approval of the Second Reading to Board Policy FDA (Local): Admissions-Intradistrict Transfers

The Board approved the second reading to Board Policy FDA (Local): Admissions – Intra-district transfers with the proposed amendments to the policy as follows:

•The proposed amendment under section "Factors" includes an update to read, "In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history, *academic records,* and attendance records. *The District shall follow applicable state and federal law when considering the transfer request of a student with a known disability, including a student who receives special education services. The Superintendent shall also consider if false information was used to obtain a transfer."*

•The proposed amendment under section "Transfer Agreements" includes an update to read, "Violation of the terms of the agreement may result in a transfer request not being approved the following year *or immediate removal within the approved school year.*"

Mr. Isidoro Nieto made the motion to approve the second reading to Board Policy FDA (Local): Admissions – Intra-district transfers as presented. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

B. Discussion and Possible Action for the Board to Consider Approval of Substantial Completion for the Bobby Lackey Stadium Running Track Replacement Project (CSP #22-06-23)

The primary scope of this project consisted of the replacement of the asphalt base and the running track surface at the Bobby Lackey Stadium. On January 18, 2022, the Board approved the competitive sealed proposal method of construction, delegated the ranking authority to the administration, and approved the criteria and points as presented. On May 17, 2022, the Board approved Beynon Construction from Hunt Valley, Maryland for the construction of this project in the amount of $670,911.50.

The completion or closeout of the project is underway with the ongoing work on punch list items and delay days. The administration feels comfortable in approving the substantial completion of this project.

Dr. Jaime Rodriguez made the motion to approve the substantial completion for the Bobby Lackey Stadium Running Track Replacement Project as presented. Marcos De Los Santos seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

C. Discussion and Possible Action for the Board to Approve the Selection of Architectural and Engineering Firms for District Projects (RFQ #23-10-17)

On August 8, 2022, the Board approved the release of a Request for Qualifications (RFQ) for Architectural and Engineering service firms, and the criteria and points to be used to rank the qualification statements received.

Isidoro Nieto made the motion to approve all nine (9) architectural firms and the seven (7) engineering firms presented. Dr. Jaime Rodriguez seconded the motion.

Name of Firm	Location	Firm Type
Able City, LLC	Mission, Texas	Architectural
ADM Group, Inc.	Austin, Texas	Architectural
ERO Architects	Edinburg, Texas	Architectural
Gignac Architects	McAllen, Texas	Architectural

Gomez Mendez Saenz, Inc.	Brownsville, Texas	Architectural
Milnet Architectural Services, PLLC	McAllen, Texas	Architectural
ROFA Architects	McAllen, Texas	Architectural
Sam Garcia Architect	McAllen, Texas	Architectural
The Warren Group Architects, Inc.	McAllen, Texas	Architectural
Chanin Engineering, LLC	McAllen, Texas	Engineering
DBR Engineering Consultants, Inc.	McAllen, Texas	Engineering
Ethos Engineering	Harlingen, Texas	Engineering
Guzman & Munoz	Mercedes, Texas	Engineering
Raba Kistner, Inc.	McAllen, Texas	Engineering
Supreme Engineering, PLLC	Edinburg, Texas	Engineering
SWG Engineering, LLC	Weslaco, Texas	Engineering

After a brief discussion was held on whether the Board wanted to interview and rank the firms or have Administration rank the firms, Mr. Ben Castillo suggested that they select all the firms and have administration recommend two or three firms as the projects arise. The Board could interview the firms and either approve the firms or reject them. By selecting all of the firms presented, the Board would be able to select a firm from the list and avoid having to go out for another RFQ.

Mr. Nieto amended his motion to approve all 16 firms and have Administration bring forth 6 or 7 firms to the Board as the projects arise. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

D. Discussion and Possible Action to Adopt the Lone Star Governance Framework

This item was placed on the agenda by Trustee Ben Castillo and Board President Jaclyn Sustaita.

Isidoro Nieto made the motion to adopt the Lone Star Governance Framework. Ben Castillo seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

E. Discussion and Possible Action to Request Administration to Develop a Corrective Action Plan in Response to Findings in Forensic Audit

This item was placed on the agenda by Trustee Ben Castillo and Board President Jaclyn Sustaita.

Trustee Castillo requested that the Administrative team, along with the school attorney, create a corrective action plan to include proposed policies and procedures. He would like to schedule a workshop in February to allow the Board to review the proposed action plan and provide some feedback.

Board President Jaclyn Sustaita asked staff to follow up on scheduling a TASB Policy Review to ensure that district policies are in place and updated.

Marcos De Los Santos made the motion to request Administration to develop a corrective action plan in response to findings in the forensic audit and present to the Board in a workshop setting in February. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

F. Discussion and Possible Action for the Board to Consider Approval of Appointment of District of Innovation (DOI) Committee to Develop a Local Innovation Plan

On October 18, 2022, the Board approved the pursuit of designation of the District as a District of Innovation. There are several steps that must be followed in order for a district to become a DOI. A committee comprised of the following members will begin to develop a local innovation action plan to be approved by the Board in September 2023. The Innovation Plan would take effect in 2024.

Elementary Campus Administration (2)
Middle School Campus Administration (2)
High School Campus Administration (2)
Elementary Teacher (2)
Middle School Teacher (2)
High School Teacher (2)
Elementary Parent (2)
Middle School Parent (2)
High School Parent (2)
Community Members (2)

District representation:

Eliza Gomez	Assistant Superintendent for Teaching Learning & Innovation
Dan Budimir	Assistant Superintendent for School Leadership- Team Panther
Beatriz Solano	Assistant Superintendent for School Leadership- Team Wildcat
Juanita Ybarra-Rodriguez	Assistant Superintendent for Human Resources
Sandra Avila	CTE Director
Claudia Martinez	Director of Instructional Programs
John Garlic	Director of External Funding, State & Federal
David Robledo	Executive Director for Business & Finance
Elias Trevino	Director of Assessment & Accountability
Erica Garcia	Community Engagement & Workforce Development Coordinator

Below is the timeline for approving the local innovation plan.

Time	Action Item
January 17, 2023	Board appoints committee to create plan
February, 2023	Committee interest survey
March, 2023	Notify committee members and give charge to create DOI plan
June- July, 2023	Plan is created with community feedback
July, 2023	Proposed plan is posted for 30 days
July, 2023	Proposed plan is sent to commissioner
September, 2023	DOI Committee has public meeting and passes plan by majority vote
September, 2023	Board approves final plan
September, 2023	District notifies commissioner of approved plan within 14 days of approval
September, 2023	District posts plan online
September, 2023	District sends plan to TEA

Questions/Concerns Addressed by the Board:

- Mr. Castillo wanted the community to be aware of the exceptions being proposed in the DOI plan.
  - According to Claudia Martinez, Director of Instructional Programs, the exceptions include:
    - CTE certification
    - Date of first and last day of school
    - Match calendar schedule with STC
  - The committee will create the plan with input received from the community and post the plan online for 30 days for public viewing prior to obtaining Board approval.

Isidoro Nieto made the motion to approve the appointment of the District of Innovation (DOI) Committee to develop a local Innovation Plan. Dr. Jaime Rodriguez seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

XIII. Closed Meeting to Discuss:

The Board convened in closed meeting at 7:49 p.m. to discuss the following items:

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

1. Discussion Regarding Superintendent's Recommendation on Certified Professional & Non-Contractual Personnel

2. Discussion Regarding Superintendent's Recommendation on Resignations/Retirements of Certified Professional & Non- Contractual Personnel

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. 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)

XIV. Reconvene in Open Meeting:

The Board returned to open meeting at 8:29 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 Regarding Superintendent's Recommendation on Employment of Certified Professional & Non-Contractual Personnel

Dr. Rivera, Interim Superintendent, recommended that the Board approve the contracts for certified professional and non-contractual personnel as discussed in closed meeting.

Professional Personnel		
Name	**Position**	**Location**
1. Alvarez, Sandra	Early Childhood Special Education Unit Teacher	Margo Elementary School
2. Bautista, Ashley	GT Quest Teacher	Rico Elementary School Ybarra Elementary School Silva Elementary School Sam Houston Elementary School
3. Cuellar, Rebecca	Special Ed. Teacher	North Bridge Elementary School
4. Juarez, Stephanie	RN	Weslaco East High School
5. Lopez, Eric	English Teacher	Weslaco East High School
6. Portillo, Jalen	Theater Arts	B. Garza Elementary School
7. Ozuna, Rebecca	Parent Specialist	Weslaco East High School
8. Vela, Veronica	GT Quest Teacher	B. Garza Middle School

Auxiliary Personnel		
Name	**Position**	**Location**
1. Arevalo, Carmen	At Risk/Attendance Clerk	B. Garza Middle School
2. Cantu Jr., Javier	Security Guard	Security Department
3. Cruz, Paul	Head Custodian	Custodial Department
4. Flores, Luis	Groundsmen – Yard Crew	Maintenance Department
5. Garces, Rafael	Groundsmen – Yard Crew	Maintenance Department
6. Garcia Jr. Nasario	Groundsmen – Yard Crew	Maintenance Department
7. Lopez, Christina M.	Food Service Manager	CTE Early College
8. Melendez, Benigno	Painters Assistant	Maintenance Department
9. Molina, Miguel	Groundsmen – Yard Crew	Maintenance Department
10. Moralez, Josue	Special Ed Bus Aide	Transportation Department
11. Rivera, Nester	Food Service Manager	Food Service Department North Bridge Elementary
12. Rodriguez, Jose Omar	Painters Assistant	Maintenance Department
13. Rodriguez, Miguel	Skilled Painter	Maintenance Department
14. Romero Jr., Ruben	Groundsmen – Yard Crew	Maintenance Department

Paraprofessional Personnel		
Name	**Position**	**Location**
1. Dominguez, Rebecca	Special Ed. Aide	Mario Ybarra Elementary School
2. Najera, Jonathan	Special Ed. Aide	Mario Ybarra Elementary School

Clerical Personnel		
Name	**Position**	**Location**
1. Andrade Jr., Daniel	Attendance/At-Risk Clerk	Cuellar Middle School
2. Bravo, Alex	Media Clerk	Central Middle School
3. Cardona, Iris	Library Aide	Weslaco East High School
4. Garza, Nelva	Office Clerk	Warehouse Department
5. Sandoval, Roman	Media Aide	Margo Elementary School
6. Yzaguirre, Laura	Data Entry Clerk	Weslaco East High School

Dr. Jaime Rodriguez made the motion to approve the contracts for certified professional and non-contractual personnel as recommended. Armando Cuellar seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

2. Discussion and Possible Action Regarding Superintendent's Recommendation on Resignations/Retirements of Certified Professional & Non-Contractual Personnel

Dr. Rivera, Interim Superintendent, recommended that the Board approve the resignations/retirements of certified professional and non-contractual personnel as discussed in closed meeting.

Resignations/Retirements		
Name	**Position/Location**	**Effective Date**
1. Banda, Melissa	Special Ed. Teacher Memorial Elementary School	January 27, 2023
2. Cavazos, Vivian	Counselor North Bridge Elementary School	June 5, 2023
3. Garcia, Martha	Counselor North Bridge Elementary School	June 5, 2023
4. Marines, Nora A.	3rd Grade Teacher Silva Elementary School	May 26, 2023
5. Reyes-Grimaldo, Nelda	Registered Nurse Mary Hoge Middle School	February 10, 2023
6. Segura, Jennifer E.	Social Studies Teacher Cuellar Middle School	December 31, 2022
7. Arreola, Silvia	LVN Gonzalez Elementary School	January 27, 2023
8. Gonzalez, Efren	Security Guard Safety & Security Department	December 13, 2022
9. Llanas, Maria	Head Baker Food Service Department	December 31, 2022
10. Mora Jr. Raul	Special Education Aide Weslaco High School	January 6, 2023
11. Reyes, Maria	Cook Food Service Department	January 10, 2023
12. Vela Turrubiates, San Juanita	Office Clerk Parental Involvement Department	June 30, 2023
13. Veliz, Armando	Custodian Custodial Department	June 29, 2023
14. Veliz, Oralia	Office Clerk Parental Involvement Department	June 28, 2023

Dr. Jaime Rodriguez made the motion to approve the contracts for certified professional and non-contractual personnel as recommended. Ben Castillo seconded the motion. Voting in favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

XV. Closed Meeting to Conduct Level Three Grievance Requested by Z. Rodriguez Pursuant to Weslaco DGBA (Local)

The Board convened in closed meeting at 8:30 p.m. to hear a Level Three Grievance.

XVI. Reconvene in Open Meeting: Possible Action on Level Three Grievance Requested by Z. Rodriguez Pursuant to Weslaco ISD Policy DGBA (Local)

The Board reconvened in open meeting at 9:59 p.m.

Ben Castillo made a motion, based on the recommendation by Mr. Budimir and Dr. Gamboa with respect to their initial decision, to grant the remedies as requested by the grievant as a result of the investigation by the previous superintendent being done improperly. Isidoro Nieto seconded the motion. Voting in

favor of the motion were Dr. Jaime Rodriguez, Armando Cuellar, Ben Castillo, Jesse Trevino, Isidoro Nieto, and Marcos De Los Santos. Motion carried.

XVII. Adjournment

The meeting adjourned at 10:01 p.m.