

STATE OF TEXAS

(Minutes conducted via electronic voting)

COUNTY OF CAMERON

BE IT REMEMBERED, that on the **23rd day of June, 2026**, the Board of Trustees of the Brownsville Independent School District met in a **Special Called Board Meeting** at the Administration Building, 1900 Price Road, Brownsville, Texas, for the purpose of transacting any and all business that came before the Board and with the following to wit:

PRESENT:

Daniella Lopez Valdez	President
Frank Ortiz	Vice-President
Minerva Pena	Secretary
Carlos Elizondo	Board Member (via zoom – arrived at 8:02 p.m.)
Denise Garza	Member
Jessica Gonzalez	Member
Neida Ruth Grantland	Member

ABSENT:

ALSO PRESENT:

Dr. Alda T. Benavides	Interim Superintendent of Schools
Andrea Vela	Attorney for the Board

ALSO ABSENT:

None

WHEREUPON, a quorum being present and it appearing before the Board, it is hereby so found that notice of this **Special Called Board Meeting** has been duly given in the manner and for the length of time as prescribed by law. The meeting was called to order and declared ready for the transaction of business with the following to wit:

- I. Special Called Board Meeting called to order by Daniella Lopez Valdez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Alda T. Benavides, Interim Superintendent.**
- III. Pledge of Allegiance led by Daniella Lopez Valdez, Board President.**
- IV. Roll Call. Daniella Lopez Valdez, Board Member announced that all Trustees are present and Mr. Carlos Elizondo is via zoom.**
- V. Recommend approving the agenda of the Special Called Board Meeting of Tuesday, June 23, 2026, with any corrections/deletions.**

Motion made by Jessica Gonzalez, seconded by, Neida Ruth Grantland, and unanimously carried to recommend approving the agenda of the Special Called Board Meeting of Tuesday, June 23, 2026, with amendments stated by Dr. Alda T. Benavides during discussion of agenda item. (7-0-0)

VI. Superintendent's Report: * SB1566

A. Conference Presentations:

1. BUDGET HEARING:

- a. Open Public Hearing as Pursuant to Section 44.004 of the Texas Education Code - Proposed Budget and Proposed Tax Rate for the Fiscal Year 2026-2027.

- 1. Presentation of the Brownsville Independent School District 2026-2027 Proposed Budget and Proposed Tax Rate.

Ms. Rosario Pena, Chief Financial Officer stated, good evening, Board President Daniela Lopez Valdez, Interim Superintendent Dr. Benavides, Trustees, and members of the community. Tonight, administration is presenting the proposed fiscal year 26-27 budget and proposed tax rate for the Brownsville Independent School District. This presentation fulfills the public hearing requirements established for the Texas Education Code and Texas Tax Code prior to budget adoption. The proposed budget reflects months of planning, analysis, and collaboration focused on maintaining educational services, supporting employees, and ensuring the district remains financially stable, despite continued enrollment declines and funding changes. The purpose of tonight's hearing is to, number one, present the proposed fiscal year 26-27 budget, present the proposed maintenance and operations tax rate, present the proposed interest and sinking tax rate, review the newly required Open Meetings Act taxpayer impact statement, provide an opportunity for public participation, and ensure compliance with all applicable state requirements before budget adoption. This hearing allows transparency and public input prior to Board action. State law establishes several requirements that must occur before our school district may adopt its annual budget. The district has completed the required budget preparation process, published all required notices, published the proposed tax rates, and published the taxpayer impact statement. Tonight's hearing provides the opportunity for public comment. Following the hearing, the Board will consider adoption of the budget. The tax rate will be formally Adopted after certified property values are received and the Texas Education Agency releases a maximum compression rate for the 26-27 fiscal year. Development of the proposed budget has been a comprehensive process involving multiple stakeholders. Throughout this process, administration worked to balance student needs, employee compensation, operational requirements, and fiscal responsibility. The proposed budget aligns with the district's strategic priorities. Every budget recommendation was evaluated through these priorities, which are student achievement, employee recruitment, and retention, safe learning environments, fiscal responsibility, facility preservation, operational efficiency, and long

term financial sustainability. One of the most significant challenges facing the district continues to be declining enrollment. Since 2020-2021, BISD has experienced a reduction of approximately 7,500 students. For the 2026-27 school year, enrollment is projected at 33,235 students, representing an additional loss of approximately 1,102 students from the current year. Because state funding is largely driven by student attendance, declining enrollment directly reduces operating revenues. The trend continues to require careful budget planning and expenditure management to ensure the district remains financially stable. This slide presents the proposed revenue sources for fiscal year 26-27. Total projected general fund revenues are at \$501.3 million, your debt service revenues of \$1.4 million, for total projected revenues of \$502.7 million, not including federal funds. State funding remains heavily dependent upon student attendance and enrollment, making enrollment trends one of the most significant factors impacting revenue projections. Administration has used conservative assumptions when estimating revenues to ensure the budget remains realistic and sustainable. The additional revenue details are presented on this slide. Revenue estimates are based upon current state funding formulas, projected average daily attendance, estimated property values, historical collection rates, and available grant funding. Administration will continue monitoring these revenue assumptions throughout the year and will report any significant changes to the Board. The largest portion of the district's revenue comes from the state, which totals about 77 percent of our total revenues. This slide presents the proposed expenditures for fiscal year 26-27 for general fund. We are projecting a total of \$488.9 million. For Food and Nutrition, we are projecting expenditures to be at \$35.8 million. And for debt service, we are projecting expenditures to be at \$4.2 million. For total projected expenditures of \$529.1 million, not including federal funds. The largest expenditure category continues to be payroll and employee benefits, which represents the majority of the district's operating costs. Administration has worked to align expenditures with available revenues while maintaining critical educational services. The expenditure plan reflects both operational needs and strategic investments. Throughout the budget development process, administration carefully evaluated all requests and prioritized expenditures that directly support students, campuses, and district operations. The proposed budget seeks to maintain service levels while managing the financial impact of declining enrollment. The district continues to prioritize instruction, which currently holds 54% of the projected expenditures. The majority or a majority of the proposed budget is investing in our employees. Proposed compensation enhancements include a 2% general pay increase, market value adjustments, decompression placement scales for classified employees, salary adjustment for high school assistant principals, realignment of department directors from level 7 to level 8 on the administrative educational pay plan. Additionally, administration is recommending

specialized professional stipends to support hard to fill positions and recognize specialized certifications and responsibilities. These investments support recruitment, retention, and competitiveness with the region. The proposed budget also includes an important instructional investment by reducing the teacher to student classroom ratio from 26 to 1 to 22 to 1 at fifth grade and middle school level. This initiative is designed to provide students with increased individualized attention, strengthened instructional support, and improved classroom learning environment during critical transitional academic years. The proposed budget also includes program additions based on identified student needs. Recommended additions include three speech language pathologists, three speech language assistants, one physical therapist four at risk counselors, 11 after school centers to expand after school services to campus not currently receiving grant funding. These additions are subject to actual enrollment and service demands and will be adjusted as necessary. These investments directly support student services and intervention efforts. This slide summarizes the district projected fund balance position. The district began fiscal year 25-26 with a fund balance of approximately \$131.9 million dollars. Several commitments have been made during the year, including retention stipends, chess and destination imagination competitions, forensic audit services, police dispatch upgrades, fleet replacement lease obligations, TEA, ESSER non-compliance refund, and the proposed loan to the Food Service fund. After accounting for these commitments and the protected operating deficit of \$23.5 million, the district is expected to maintain an estimated unassigned fund balance of approximately \$90.1 million at July 1, 2026. This fund balance remains an important financial resource for managing future uncertainties. As previously discussed with the Board, the Food and Nutrition Service Fund is projected to end the current fiscal year with a deficit. In response, administration has implemented several corrective actions, including engaging an experienced food service financial consultant to conduct a comprehensive operational and financial review of the department. A significant component of the fiscal year 26-27 Food Service budget development process was the implementation of a zero-based budgeting approach-based budgeting approach. For the first time in several years, Food Service revenues and expenditures were developed using actual year to date operational trends rather than historical budget assumptions. The proposed budget aligns planned expenditures with realistic revenue projections based on actual meal participation, reimbursement rates, and current operating conditions. This approach is intended to ensure that expenditures remain within anticipated revenues and to establish the sustainable financial framework for the Food Service Fund moving forward. Administration will continue to closely monitor revenues and expenditures throughout the year and will provide periodic updates to the Board regarding the department's financial recovery efforts and the progress made towards achieving a balanced operation. The Debt Service Fund accounts for

the district's bond principal and interest payment obligations. The proposed fiscal year 26-27 Debt Service budget provides sufficient resources to meet all scheduled debt service requirements and maintain the district's commitment to honoring its financial obligations. An important milestone reflected in this budget is that fiscal year 26-27 includes the final scheduled payment on the district's outstanding Bond debt. Upon completion of this payment, the BISD will have fully satisfied its current bond obligations, marking a significant Achievement in the district's long term financial planning and debt management efforts. The proposed tax rate for the fiscal year 26-27 reflects the district's continued commitment to responsible financial management and taxpayer stewardship. The proposed rate consists of the maintenance and operation tax rate and the interest and sinking tax rate. However, due to the district's strong financial Position within the debt service fund, no debt service tax rate is being proposed for the fiscal year 26-27 As discussed previously, fiscal year 26-27 includes the district's final scheduled bond payment. Because the debt service fund has accumulated sufficient fund balance to satisfy this final obligation, the district can make the last payment without levying an interest and sinking tax rate on taxpayers. As a result, taxpayers will see a decrease of approximately .004450 cents per 100 valuation, representing the elimination of the debt service tax rate component. In accordance with state law, the district published a required public notice on June 13, 2026. The notice informed taxpayers of the proposed budget, proposed tax rate, and the Date, time, and location of this public hearing. The publication satisfies statutory requirements and promotes transparency throughout the budget adoption process. This year, Texas Legislature implemented a new requirement under Government Code 551.043 Section C2, requiring governmental entities to present a taxpayer income statement. The statement compares the prior year's tax rate. The proposed tax rate, the resulting tax levy, estimated revenue impact, the impact on an average resident's homestead. The purpose is to provide taxpayers with greater transparency regarding the financial effect of the proposed tax rate. So, if you see under fiscal year 2026-2027, I call your attention to the median value homestead. And in finance, we kind of had to look at this like three times because it's only showing a \$2,267 valuation. Keep in mind that this year the homestead exemption went up to \$140,000 So the value of a home could be at \$142,000 that is why that medium valuation is at \$2,267 So, yes, an estimated property tax bill for the school district would be a possible approximately \$17.84 if the homeowners have the homestead relief on them. I do want to mention that the state allows the districts to recapture some of that \$140,000 homestead exemption. To what point? It depends on the refunds that are issued to the district. And so they really have not established a set rate. Rather, it's on the basis of how much refunds the district gives because of the Homestead exemption for that taxing year. The proposed fiscal year 26-27 budget reflects administration's effort to balance educational priorities, employee

investments, operational needs, and fiscal responsibility. Despite continued enrollment declines and ongoing financial challenges, the budget maintains support for students and staff while preserving the district's financial stability. Administration appreciates the Board's guidance throughout the budget process and respectfully recommends adoption of the proposed fiscal year 26-27 budget. We conclude tonight's presentation. I would like to thank the Board of Trustees, the District Budget Committee, Cabinet, campuses, and departments for your leadership, support, and Engagement throughout the budget development process. This proposed budget is a result of many months of collaboration, analysis, and planning by campuses, departments, district leadership, and the board. Despite the financial challenges associated with declining enrollment and changing funding dynamics, we have worked diligently to develop a budget that supports students, employees, and long-term financial stability to the district. I would also like to extend a special thank you to Ms. Alaffa, Finance Director and Business Manager, and her entire finance team for their outstanding work and dedication throughout this budget process. Their countless hours of work analyzing data, preparing projections, validating assumptions, and complying with financial information were instrumental in the development of this proposed budget and ensuring the accuracy and transparency of the financial information presented to the board and to the community. Their professionalism, commitment, and teamwork have been invaluable throughout this process, and their efforts are sincerely appreciated. With that, we conclude our presentation.

Minerva Pena stepped out at 6:10 p.m.

2. Open Meetings Act (OMA) Taxpayer Impact Statement (EXHIBIT A).
3. Public Participation to discuss Proposed Budget and Proposed Tax Rate for the Fiscal Year 2026-2027.

Patrick Hammes - Good evening, Board President. I'm sorry, Board Chairwoman. Ms. Lopez Valdez, Dr. Benavides, members of the Board. My name is Patrick Hamas. I'm a Union Leader with the BEST AFT, the Union of Professionals. I had a brief conversation with Ms. Daniella Lopez Valdez before the meeting, and I want to share a few thoughts. Okay? And so, drive a nice car. I'm sure some of you all drive nice vehicles also. I bought that vehicle 11 years ago. It was considered a luxury vehicle when I bought it. When I bought it, I paid for it, I did not finance it. 115,000 miles 11 years later, I'm looking for another vehicle. One that I can afford because that I also think it's a nice vehicle. I haven't made a purchase yet because I cannot pay off the vehicle right now. And so, until I build it up where I can, I will not purchase it and I'll continue to drive my beautiful blue beast. Okay? And so when I look at that, and I'm going to pick on a couple Board members, Ms. Gonzalez and Ms. Garza. And I remember Ms. Garza

was a para professional in the district, probably making significantly less than 10 an hour. And Ms. Gonzalez, as a parent, both of them, both of those parents, and as a mom, working out of a home, that they probably had to work on sacrificing things that they wanted to buy because they could not afford to. Right? Maybe some of the others of you will do the same thing early in life and in your career. We cannot afford to buy things even though we like them if we cannot afford it. The fact that we're going from a \$131 million reserve fund to \$90 million is very concerning to us and the employees. That's a 30% cut, maybe a little more than 30%. There are several suggestions in this budget that we really, really like. Like the 22 to 1 ratio for middle school at \$6.6 million. Can we afford it? We don't think so. You're looking at, and it's an agenda on tomorrow night, roughly \$1.8 million in consulting fees. Do we need all of that? And can we afford it? What you need to look at are recommendations, and I know I make lots of recommendations to you. Is getting back to your \$100 million reserve fund that at the last May budget meeting you stated that was three months that you needed to have. You're \$10 million below that now. If something comes up during this coming school year, and something always comes up. How are we going to pay for it? And what does that lead to a year from now? Because the last thing we want is for you to have to declare a financial exigency and start letting people go. Whether you want to call it pink slips or firing, it doesn't make a difference. It comes down to the same thing. So, where can you find \$10 million in this budget that we can trim, just like I need to trim a few inches off my stomach okay, so that we can get through the year and instead of being financially stable, be somewhat financially secure. So that's what we're looking to at the recommendations that are being made tonight that have been made at previous budget meetings is where can you trim the fat? How can we get to lean? Where can you save \$10 million? Right? And where, you know, maybe wait a year to buy the things that we really like. But we can't afford. Thank you for your time. Have the best of evenings.

Ms. Lopez Valdez stated, Public Participation is closed

- b. Adjourn Public Hearing - Proposed Budget and Proposed Tax Rate for the Fiscal Year 2026-2027.

VII. PUBLIC COMMENT:

Adina Alegria - Good evening, President Lopez Valdez members of the Board, Dr. Benavides Member of the Board, those in the room, and those keenly watching this evening. My name is Adina Alegria, Executive Director of Texas Valley Educators Association, affiliated with Brownsville Union Coalition. I am proud of every teacher, every cafeteria worker who learns 40 kids' names and their allergies, every bus driver who knows which kid needs a little extra patience that morning. I am proud of what each of you has built here every single day with far less than what you deserve. This district is being asked again to do more with less without letting

the students ever feel the strain. I'm not sure that's something to celebrate anymore. I think that's something to be angry about. The basic allotment sat frozen at 6,160 per student for six straight years six years of inflation, six years of rising insurance costs, utility costs, and costs for the basic supplies that keep the classroom running. Lawmakers finally moved that number by \$55. Independent estimates say it would have taken roughly 1,300 more per student to keep pace with inflation since 2019. We got \$55, \$55. That is not an increase, that's a rounding error dressed up as relief. And then to add insult or injury, during the same legislative session, Texas created a 1 billion private school voucher program. A student attending a private school under that program can receive up to \$10,900 a year in public money. A student with a disability can receive up to \$30,000. Compare that to the current \$6,250.00 our public-school students are funded at. A child who walks into a private school building can be worth nearly twice as much to the state of Texas on paper as a child who walks into ours. In no version of a fair Texas should a child's value to their own state government depend on which schoolhouse door they walk through. Every dollar funneled into that 1 billion program with no accountability, no transparency requirements, no obligation for private schools to take every child who applies. That dollar came from the same pot that was supposed to fix our deficit, raise our staff pay, fix our aging buildings, and fund special education students. This still owes a \$2.3 billion shortfall to you. Our students don't get to wait for Austin to find its conscience. They don't get a deferred childhood while a legislator finds the political will to do right by them. Every dollar has to work twice as hard. Every program, every position, every line item gets a hard look. Not because our staff doesn't deserve every cent, but because protecting the classrooms has to be the test every decision passes. And we do not pretend that a \$55 increase or a tight budget is anyone's idea of fully funded. We say it plainly to all. The outrage doesn't stay in this room, it has to travel to Austin. I want to say thank you. Thank you to the individuals in this room who finally listened to the concerns of our staff who have been sitting compressed, doing the same job, carrying the same experience, and watching new hires close the gap on them year after year. But I want to be honest with you we don't believe this should stop at the years of service stated. Every single person on that list, no matter how long they've been with us, deserves to be recognized. We're asking you to go all the way up to scale and leave no one behind. I also want to raise concerns regarding our Transportation Department. There have been pay discrepancies that have gone unaddressed since the last budget cycle. We're asking to sit down with administration soon to talk through how quickly that can be corrected. Last, on behalf of TVEA, I want to say how genuinely grateful we are for the work that goes into building a budget of this size and complexity. Thanks to each of you for the care you put into every line of this budget and for fighting the good fight for the people and the students this district exists to serve. Thank you all for your time, service to the Brownsville community, and your attention this evening.

Patrick Hammes - I like these meetings where we get 10 minutes to speak. Can we do this more often? I agree with everything that Adina just said, as a union leader, as a retired educator. I agree with everything she said. But the reality is, you have to do the budget with the money that we have. We can sit here and cry and moan and complain about what the state leadership is not doing for our children and for our community, but you still have to do the budget based upon the dollars we have. It's your number one responsibility. The other one is the Superintendent. So going back to it okay, I'm not going to repeat what I said a few months ago, but every time we have met with Board members, we try to find ways, if there's not new money, on reallocation of funds or things like this. So now my comments are going to be about the 26-27, okay, actually getting into the 27-28 budget, because you need to look a year ahead. And what are we going to do, okay? And again, a lot of it will be based on what Austin does. We hope they improve will

be based on what Austin does. We hope they improve. They'll be going to the ballot box in November. But what are some things you need to start looking at? So, number one is where are some cuts that we can make? You're going to have to look at consolidation of campuses. You're going to have to look at a significant consolidation of campuses. You're going to have to look at the possibility of reducing the number of days of some of the higher paid employees, and you can message it where they are getting two more weeks of vacation at this time. You are going to have to look. You're going to have to look, okay, again, okay it's not me, okay, and going back to looking at where again can the money be saved. And so if we're looking at days cut, if you're looking at not going through phase judging next year to see if we can afford the 22 to 1 ratio for middle school, or the phasing in at 24 to 1 and then going to 22 to 1. But what you're going to start looking at a year in advance is what can we do. What can we do that we're not doing right now? And so in looking at this, and we'll be speaking to it more tomorrow night, also, but where is it? So, one of the things you're looking for a superintendent. We have heard Board members be concerned with the Superintendent's salary for the last two superintendents. So, we're going to pay the next one \$375,000 or \$400,000 or can you find one for a lesser rate? Okay, that's \$100,000 right there. Again, trying to find money to avoid financial exigencies. I covered most of what I wanted covered in the previous public one, so I'll spare you two more minutes of my time. Thank you and have a good evening.

The Board may deliberate or take action regarding the following agenda items.

Board policy BE (Local) and Robert's Rules limits debate to two opportunities. A Trustee may debate a motion for three minutes on the first speaking opportunity and two minutes on the second opportunity.

VIII. Action Item(s):

A. Recommend approval of the following General Function Item(s):

1. Recommend approval of Resolution #28/25-26 to excuse any pay for the time missed by employees caused by the District closure due to the inclement weather on June 16, 2026.

Handout added to official minutes - Amendment: Pages 4, 5, and 6 will be added to agenda backup

Ms. Jessica Gonzalez, Board Member stated motion to approve. Ms. Neida Ruth Grantland stated, I second. **Dr. Alda T. Benavides stated, before we approve that, I would like to call your attention to the packet that you have, there is an additional 3 pages that are going to be part of the resolutions, pages 4, 5 and 6. So the approval will be with those additional pages.** Ms. Daniella Lopez Valdez, Board President stated, we have a question, Ms. Garza would you like to ask your question. Ms. Denise Garza, Board Member stated, yes I just want to ensure that this includes our summer school staff, including transportation, custodian, maintenance, facilities, on this resolution. I don't want to leave anyone behind. Ms. Lopez Valdez stated, an anyone answer that? *Ms. Andrea Vela, Board Attorney stated, it's on page five, eligible employees.* Ms. Garza stated, yeah, but I think some of our employees sometimes just rather they go straight to our Board meetings than looking at the resolution. So, I just want to hear if this covers everyone. *Ms. Vela (inaudible).* Ms. Lopez Valdez stated Dr. Benavides. **Dr. Benavides stated as far as I understood, it did not include federally funded personnel if the teachers did not work. Then it doesn't include the teachers here or anyone else that is paid through federal funds. Anyone paid through general funds is included. Correct me if I'm wrong, Ms. Vela.** *Ms. Vela stated, no, that's correct, Dr. Benavides.* Ms. Neida Ruth Grantland, Board Member stated, Item 4 of page 5 pretty much defines it. Ms. Garza stated, right, but some

of our employees don't take the time to read the resolution, so I just wanted to ensure that they go back to our Board meeting and they hear it loud and clear that they will be paid for this day. Ms. Lopez Valdez stated, and for those who, all employees, Board Book is online and they can also look at it online if they have any questions and want to go back to our Board Meetings. Thank you. We have a first and a second. **Ms. Minnie Almanza, Executive Assistant stated Mr. Elizondo, can you hear us?** Mr. Carlos Elizondo, Board Member stated, yes ma'am I can. **Ms. Almanza stated, is that a yes, sir, or no, sir?** Mr. Elizondo stated, that's a yes ma'am. **Ms. Almanza stated, okay, thank you, sir. Motion passes six yes.** Ms. Lopez Valdez stated, and for the record, Ms. Pena has stepped out.

Note: Minerva Pena stepped out of the meeting at 6:10 p.m., did not vote (refer to item VI. A. 1. a. 1)

Motion made by Jessica Gonzalez, seconded by Neida Ruth Grantland, to recommend approval of Resolution #28/25-26 to excuse any pay for the time missed by employees caused by the district closure due to the inclement weather on June 16, 2026, inclusive of Amendment: Pages 4, 5, and 6 will be added to agenda backup, as stated by administration. (6-0-0)

2. Recommend approval of the 2026-2027 Employee Compensation Plan.

Handout added to official minutes - Amendment: Page 7 will be replaced with Page 7a

Daniella Lopez Valdez, Board Member stated, also, Dr. Benavides, would you like to state that this is just for the presentation? **Dr. Alda T. Benavides, Interim Superintendent stated on this item, we're going to do the presentation and then there are some issues that I would like to discuss in executive session. So the approval of the compensation plan will be after executive session.**

Minerva Pena returned to meeting

Ms. Minnie Almanza, Executive Assistant stated we will need a motion. Ms. Neida Ruth Grantland, Board Member stated I so move. Ms. Daniella Lopez Valdez, Board President stated second. **Dr. Benavides stated, (inaudible).** Ms. Jessica Gonzalez stated, okay so no voting. **Dr. Benavides stated we don't need to vote.** Ms. Garza stated, (inaudible) Ms. Lopez Valdez stated, first, we will present and then we will go into executive session because Dr. Benavides would like to discuss some items with us. When we come back out, we can discuss and have more questions. Mr. Frank Ortiz, Board Member stated, on this item. Ms. Lopez replied, exactly, yes, on this item we will specifically come back out and discuss. (Inaudible). Ms. Lopez stated, as well as the third item. **Mr. Arroyo. Mr. Eddie Arroyo, Compensation Manager stated, good evening, Madam President, Dr. Benavidez, members of the Board. We have provided you with a red folder that contains the following. It contains an Excel worksheet with previously discussed updates or changes which were presented in Budget Committee meeting number three with recent updates and changes, which are highlighted in yellow, that were recommended from budget committee meeting number four, and updates and changes provided in the CFO's most recent Friday letter. We're also providing you in that backup with the compensation plan pages that only consist of the proposed updates or changes that align with the Excel worksheet provided. At this time, we can address any questions you may have on these.** Ms. Neida Ruth Grantland, Board Member stated, why are we getting this addendum. Ms. Daniella Lopez Valdez, Board President stated, Ms. Grantland. Ms. Grantland continued, was it eliminated

from the first one. Ms. Lopez Valdez stated, Mr. Arroyo, do you think can you just explain that this is actually the Compensation plan that he's going to you're going to review. Can you just give us a background because I know that we have there may be confusion just because of what has already been presented. Ms. Grantland stated, well if I can just ask my question. Why are we is this an addendum or is this your first presentation? **Mr. Arroyo replied, no ma'am. This is a continued updates from the previous budget meeting that we had on budget meeting number three.** Ms. Grantland stated, was it omitted from that meeting? **Mr. Arroyo stated, no, no, these are the these are updates from those meetings.** Ms. Grantland stated, I get it, okay that is all I needed to know. **Mr. Arroyo continued; the ones that are highlighted on that Excel worksheet that you see on this part that I have on the screen these are the most updated ones after those meetings.** Ms. Grantland stated, that's fine. I just wanted to know the purpose of this particular document. Thank you. Ms. Lopez Valdez stated, and just for the record, I want to make sure that everybody knows this we had four budget meetings, and so here we are at the final Special Called Board Meeting where we will approve the budget. So we are now reviewing the final adjustments. So that's where we are at this point in the process. Thank you, Mr. Arroyo. **Mr. Arroyo stated, at this time, if you have any questions in regards to these changes, I can address those.** Ms. Lopez Valdez stated, we're going to go ahead and do the presentation first, and then we will go over the questions. Mr. Carlos Elizondo, Board Member stated, just to consider, during your presentation, if you can reflect back to what it was before and what it is now, especially on those pay grades. You can include that in your presentation. **Mr. Arroyo stated, yes, sir. That's fine.** Ms. Lopez Valdez stated, great thank you. **Mr. Arroyo continued, okay, so let's start off with page one of the Compensation plan. And we have where we updated the item the library and the elementary school staffing guidelines, the librarians. We added the enrollment 0 to 499 will have .05 librarians, and 500 plus will have one librarian. And then along with that, we have.** Ms. Lopez Valdez interjected, Mr. Arroyo, before, was there the adjustment? **Mr. Arroyo stated, oh, there wasn't any allocation or, sorry, enrollment on that in the previous compensation plan.** Ms. Minerva Pena, Board Member stated, question. **Dr. Benavides stated, I'd like to make a comment. On the librarians, the directive that I gave to Human Resources was to let Dr. Castro make recommendations since she's the director of the librarians and for her to submit recommendations to HR. So that we could accommodate everyone. That's what this reflects.** Ms. Pena stated question? Ms. Lopez Valdez stated, Ms. Pena, and just sorry, let me just answer this really quick. For the actual what was there before, we all, as the Board and also on Board book, have a copy of this. Ms. Grantland stated, (inaudible) I just don't have it with me. Ms. Lopez Valdez stated, it's in your package. Ms. Grantland stated, okay; Ms. Pena. Ms. Pena stated, yes, and Dr. Benavides, and I know it says half a librarian, which means one day, half day there. When was the last time, sir, that we had a librarian per school? **Mr. Arroyo stated, Dr. Castro.** Ms. Pena stated, does anyone have that answer? **Dr. Cynthia Castro, Director stated, to answer your question, a librarian was allotted last year a full-time librarian for every campus, with the exception of Sharp and Palm Grove. They had a shared librarian later in the year.** Ms. Pena stated, okay, so that means that we've had this before and I'm having questions, I have people call me and parents that the fact that you don't have a librarian full time and now we're going to have less librarians. Librarians, in my opinion, are very important to be there every day because they're very essential. And like I said, if you start messing with the front line, you're going to collapse. And without the front line, we don't need any of us up here. So, I

want to make sure that we look at that because a lot of kids want to go into the library and they're really into that and they're focused. These are kids developing their lives and their way of thinking for the future to become our next, you know, I call them the president of the United States. We need to make sure we can adjust, please. So, thank you. **Dr. Castro stated, Ms. Pena, I completely understand the concern. I can also tell you that the recommendation that I did is not about reducing support, it is about creating a clear cost neutral structure so that students can continue to have access to library services while reviewing staffing in a fair and consistent way. So, what I proposed was dividing them up in tiers and my librarians are aware of it as I asked them or I told them during our district budget meeting on May the 21st. And it's actually having a librarian almost in every campus with the exception of some of the lower, lower enrollments. And we're talking low enrollment of 330 or below that will be shared campuses.** Ms. Pena stated, and the question I have with that is... Ms. Lopez Valdez interjected, Ms. Pena. Ms. Pena continued, I'm not finished with-- Ms. Lopez Valdez stated, Ms. Pena, no, I just want to make sure, okay so originally, this is the plan. The plan is to go through the presentation and if you have questions, please circle them and then we'll go through them. That will help us be more efficient with this process. So, I'm going to let her finish this library question and we're going straight to the next item. And then to please circle your items and then we'll go over them at the end. **Dr. Castro stated, yes, ma'am.** Ms. Pena stated yes ma'am, and like I said, I want to treat every child as important as the other don't want to penalize a child who is in a neighborhood that has less children. So you're going to get less assistance and less quality. I don't think that way. Every child to me is important. Because you never know when that child's going to make a difference in your community when they grow older and take our positions, become us. So, to me, I don't know if you agree, but every librarian needs to be at every campus. Even if it's less than 300. Those 300 kids are valuable. And to say that they're not breaks my heart because that's what we're saying. That's not enough of you, so we're only going to give you half. So please forgive me if I don't agree with that. But I really would believe in one library per school every day because they're very important and very essential. It's just my opinion and what I stand on. **Dr. Castro stated, yes, ma'am.** Ms. Lopez Valdez stated, thank you, Dr. Castro I don't think anybody believes that kids are, not all kids are important. Mr. Arroyo, please go ahead and continue this presentation. **Mr. Arroyo continued, so we'll still continue on page one in elementary school staffing guidelines for librarian aides, for library aides. We deleted enrollment of 400, 401 at 650 and we added 500 to 699 with .05 teacher aide or sorry library aide and deleted 651 plus. And added 700 plus with one aide. We move on to page three in the high school staffing guidelines. Librarians, we deleted enrollment up to 2,000 and updated it with 0 to 1,599. We'll have one librarian and 1,600 plus will have two librarians to include the language of reduced by attrition. On page four we have added the library aides. We added enrollment 0 to 1,599, we'll have one library aide. Moving along to page 12, on page 12, we close the FTE for assistant director of special services. We are reclassifying the following to pay grade eight Director of Adult Education, Director of Federal Program, and Director of Parent and Family Engagement. Moving to page 13. Mr. Elizondo interjected, excuse me, may I interrupt real quick. Ms. Lopez Valdez interjected, Mr. Elizondo can. Mr. Elizondo interjected, Ms. Daniela, I know what you just said okay, please let me finish. I had asked for the hit to reference what the move is and what it was before. He's not doing that. Those are directions, and that was my request at the beginning, which was granted. Ms. Lopez Valdez stated, Mr. Arroyo, could you please refer to those,**

if for Mr. Elizondo, if you actually look at the copy, it's on, he's referring the page number to where it actually has the item. Mr. Elizondo stated, that's fine but the public can't see that because I can't see that where I'm at either. Ms. Lopez Valdez stated, Mr. Arroyo, could you please reference that? **Mr. Arroyo stated, okay, on page 12, where I was discussing about the reclassifications from pay grade 7 to pay grade 8 are the following. The Director Adult Education, Director Federal Program, and Director of Parent and Family Engagement.** Ms. Lopez Valdez interjected let's go ahead and wait till the end. **Mr. Arroyo continued, on page 13, we're looking at the administrator Business Management pay plan. We're removing or deleting the PEIMS Coordinator and moving that FTE to the Clerical Administrative Pay Plan, pay grade 11. And in the following pages, we'll discuss that in a bit. Also, in the admin business management pay plan, in page 14, We are updating the title from Director Records Sustainability Warehouse to Director Records Sustainability. Moving along to page 15, the Professional Instructional Support Pay Plan. Initially, in our Budget Committee Meeting number three, we had put their Intern School Psychologist, we're just also adding the Intern Speech Language Pathologist to pay grade to pay grade 2. Also, in the professional instructional support pay plan we had previously brought to the Budget Committee Meeting about the title change of the elementary/secondary Music Advisor, we're bringing this again to just increase the days from 194 to 205 days. Moving along to page 22, the Clerical Administrative Pay Plan, as I discussed earlier about the PEIMS Coordinator. In here we're adding a Specialist in PEIMS in pay grade 11. We're also closing the payroll specialist at FTE. Moving along to page 29, these are the supplemental duty pays. And before I go over, I just wanted to, if you look there at the bottom, there's a special note there. And we added this special note where it says, Employee may not earn a stipend if they are performing the same duty in a grant funded supplemental duty assignment. Also, on that, on page 29, for supplemental duty pay Special Education we're increasing the SPED counselor Stipend from \$2,500 to \$3,000 and we're adding the following stipends to the SPED Social Worker, Speech Language Pathologist Assistant, Educational Diagnostician, Audiologist with doctorate degree, School Psychologist, Occupational Therapist, Occupational Therapist with doctorate degree, Physical Therapist, Physical Therapist with doctorate degree, and Speech Language Pathologist. Next on page 36, we're removing, deleting in the wrestling section where it says year two participating schools only Hanna, Lopez, Rivera and Veterans Memorial Early College High School, where we're removing that from the head coaches and from the high school assistant coaches. Moving to page 37, previously we had mentioned that we're trying to get the stipends to 90% market. This one was just the UIL campus coordinator for high school. After review again, we needed to add this one to get it closer to market 90%. On page 38, from the Budget Committee Meetings recommendation of meeting number four and number three, we added the Green Power USA sponsor high school in the amount of the stipend amount of a \$1,000, and we also added it in middle school in the amount of a \$1,000. On page 39 we also added the Board Runners, we added the supplement per semester \$250 for a total of \$500. At this time, that concludes my presentation.** Ms. Lopez Valdez stated, thank you, Mr. Arroyo. My colleagues, we can now ask questions. Ms. Garza? Ms. Denise Garza, Board Member stated, thank you, Mr. Arroyo, for your presentation. Just a few questions and concerns. So, going to page one with the librarians, where we're reducing the half FTE, you know, the district the campuses that have less than 500, how many of those campuses will be affected with having no

paraprofessional? **Dr. Castro replied okay, so let me go to my notes, ma'am.** Ms. Garza stated, so let me ask the questions and see, maybe you can just answer them all, or maybe with Mr. Arroyo. So which campuses will lose the paraprofessional under this proposal? And also, how many current employees will be affected? And where will these individuals be reassigned? **Dr. Castro replied, so, the reassignment, I won't know exactly where they're going to be reassigned. That's an HR question as far as who's getting placed where. The way that we have it is every school will have a librarian if we reassign some of the high schools because we currently had vacancies at the elementary level. So, our goal is to make sure that every campus maximizes the librarians at every school with the exception of four campuses at the elementary. So, the original plan for budget three was going to affect 10 campuses. Which would have been five librarians to be shared over 10 campuses. We went back, we studied our numbers without touching or increasing any FTEs. We stay with the same aides, and the aides are being distributed. If you fall in the 700 above at the elementary level, you will receive a full-time librarian and a full-time aide. Let me see. Let me get my notes. Since it's being recorded, so I got to make sure I say it correctly. So, the schools that will receive a full-time librarian and a full-time aide would be Benavides, Hudson, Padres, and Pullum. The schools that will receive a shared aide but a full-time librarian are going to be Aiken, Brite, Burns, Canales, Champion, Cromack-Castaneda, Gonzalez, Keller, Ortiz, Perez, Vermillion, Yturria. The librarian. Perez, Vermilion, Yturria. The librarians that are going to be full time librarians at a lower than 500 tier are going to be Breeden, Del Castillo, Egly, El Jardín, Gallegos, Judge Reynaldo Garza, Martin, Peña, Putegnat, Russell, Sharp. Those are the ones that will still continue to get full time librarians. However, when we're looking at Palm Grove with an enrollment of 281, they will get a shared librarian and a shared aide. So, when the librarian is not there, there will be an aide there to cover. So, we're looking at the same scenario to happen with Garden Park, who has 316, Palm Grove who has 281, Skinner, that has 304, and Villa Nueva, that has 334. So, we're not filling those vacancies because we're using a shared librarian for that should we close in the future some campuses? And the way that we can do that is by removing a librarian from Lopez, Pace, and Porter because they don't meet the ratios to have two librarians. However, once we remove that librarian that will be going down to elementary, then they will stay with one librarian and we will give them an aide. That way, they have one librarian, sorry, and one aide for those schools that are going to get affected not meeting the ratios. We continue with the shared librarian model at the Brownsville Early College High School, continued with the shared librarian at the Lincoln Park, and a half librarian clerk at Brownsville Academic Center.** Ms. Garza stated, so, can we get a list of those campuses so that we can have? And have these paraprofessionals been already told that they're going to be reassigned? **Dr. Castro replied, not on my part, no, ma'am.** Ms. Garza stated, okay because I'm just kind of concerned that we always look at ratios when it comes to our campuses you know, we're always reducing from the campuses, that is my concern. I know we do have to reduce, but we're reducing from where they impact student achievement. Also with the high school, my concern is, you know how do these reductions impact our student services there at the high school? You know, the literacy, initiatives, the technology support and the collaboration with classroom teachers. That is just my concern is that we're always cutting first from instruction and at campuses versus anywhere else when we're trying to save money. So that is just my concern right now. So we're not letting go of anybody. But I'm just thinking again, like you mentioned,

Russell. I know that pretty much all year Russell did not have a librarian. **Dr. Castro interjected, that's correct, ma'am.** Ms. Garza continued, they had a paraprofessional. And so now I'm hearing that paraprofessional is part of that list, and have we already filled that position? **Dr. Castro stated, that position, should the compensation plan be filled with a high school librarian, because it is. You're correct. The literacy starts at the foundation are correct, the literacy starts at the foundation with elementary. They have to have a librarian. We need to make sure that these kids have a librarian at the elementary as best as we can.** Ms. Garza stated, I just see a trend and the next thing I don't want to see like in a year or two from now is that, oh we're going to go away with three-year-old paraprofessionals, pre-K paraprofessionals because it just seems that we're always touching the classroom instruction. That's just my concern. Ms. Lopez Valdez stated, I'm going to go ahead and remind everyone that all of these are very important concerns. The actions that the Board does today affect us tomorrow. We have had four budget meetings. And we've had a committee who has come before us and has met also in addition we've had our CFO come in and explain to us. This is a large process that involves the community. I've met myself with several organizations and other people. We've all received messages and emails all the way up to 3 pm today on the budget approval day. Everybody knows what's going on at the state level with public education being under attack, and we all know this is a team effort. Nobody wants to affect classrooms, but the decisions we make today affect tomorrow. So whether we are looking at the fund balance and a very questionable amount of 90 million versus 131, we need to look at exactly like Ms. Garza said if it's not the librarian, then there may be somebody else on the list that we have to look at because we don't want to affect student facing. Which is why we had four budget meetings so that we can go over what our priorities were. So, I just want to remind us that that's where we're at today. These questions are the questions that we should have asked earlier. They're still very important and we still have to handle and deal with them. But we have to figure out where we're going to give. I believe that it is important that student facing, I think a lot of us agree here, student facing is the last where we want to cut. But that means we have to look at the others as well. So I just want to get us back on track and remember if we're going to do that. We're already at 90 million, which is probably unadvisable because, Ms. Pena, could you please answer quickly 90 million? What is our actual amount that we should have in the fund balance? **Ms. Rosario Pena, Chief Financial Officer replied, we need to have at least 30 million a month and policy says 75 days so it's right around the 90 million dollars mark we always like to be at 100 million.** Ms. Lopez Valdez stated, so we are at the exact level which is very nerve wracking considering we have already faced emergency Crises and we don't know what will happen. So just want to make sure everybody understands where we're at. So I have Mr. Ortiz who is next in line with a question and then Ms. Grantland. Mr. Frank Ortiz, Board Member stated, yes, a couple of questions coming back to the librarians; Dr. Castro you indicated a little moment ago that every school will have the library available for classes Monday through Friday, is that correct? **Dr. Castro replied, yes sir, including the shared librarians, because if when the librarian is not there amongst the four campuses or two librarians that'll share the campuses, there will be an aide.** Mr. Ortiz stated, okay, the only time that that library would be closed is if the aide calls in sick. Is that correct. **Dr. Castro replied, that's correct, sir.** Mr. Ortiz stated, okay, so there is a possibility, okay, that we may have the library closed down for a day or so during the week if the library aide does not come in on that day. **Dr. Castro stated, that's correct, sir.** Mr. Ortiz continued, so the kids are missing out on library services. **Dr. Castro stated, that's**

correct, sir. Mr. Ortiz stated, okay, a couple of other questions, okay and that's the clarification that I wanted on the librarians. Coming back, and I know I've got my desk here full of papers all over the place because, you know, they're all interrelated, you know, cross referencing and so forth. But I know that when Ms. Pena gave a presentation I was looking and it's also here on the compensation plan and so forth. But I did have some questions. Basically, it's on page 11 of 20, but you don't have to make a reference to that, Ms. Pena. I'll go ahead and bring it up. I know under the compensation enhancements, the 2 the general pay increase, we have that there. I'm also looking at a memorandum that, Ms. Pena you sent out to all of us where you summarized basically. The adjustments to the compensation plan. And I know that we talked about the market value adjustments, I think for 363 employees, and I know that you included them in this particular memorandum. So my question is, maybe Mr. Arroyo can answer this question. My question is, okay, let's say the two you know, we adopt the budget tonight. Okay, and as it was stated, it affects the district tomorrow. Now, if employees start calling in especially the 363 and let's say basically across the board, all the other employees are calling in with their 2 pay increase, is there a salary scale in which these employees can refer to? Because I know you get a lot of those calls. Especially when these increases come up and these adjustments come up and you're bombarded with calls from all the employees. Is there a salary Scale that would take all these increases and that employees can actually look at and refer and find out how much of an increase they're going to be getting? **Mr. Arroyo replied, so when the employee looks at, for certified employees, they're getting a 2 off the midpoint. Right? And there's no scale for the certified employee on admin educator or admin business or professional instructional support for them to look at a scale. The certified employees, like the teachers, are looking at the teacher hiring salary schedule from 0 to 35 plus years. The classified employees are going to be looking at the placement scale. And those placement scales are going to go from 0 to 40 years. And so, initially, some of these employees can go in there first. It's the two percent. Let me give you an example for classified employees, it's two percent off their midpoint of their pay grade, right? And then they have to look at when they do that. They then look at the placement scale. So, let's say that their hourly rate after the 2 is lower than their years of experience on the placement scale, well, they're going to be adjusted to the placement scale. And those employees, if they have questions on that, they usually typically give me a call and I'll go over that with them.** Mr. Ortiz stated, and you get a lot of calls, I'm sure. Okay? Because the way that you explained it right now, even maybe myself, I wouldn't be able to find out. **Mr. Arroyo stated, they call sir, or I set up a meeting with them, and I go over that with them.** Mr. Ortiz stated, okay. My last question is on the realignment of the three department directors. Why are we going from a level seven to a level eight? **Dr. Benavides replied, Mr. Ortiz I'd like to discuss that further in executive session, so you can defer your question until then.** Mr. Ortiz stated, thank you, ma'am. Okay, that's all I have. Ms. Lopez Valdez stated, okay, Ms. Garza still had questions, so I'm going to go back to her. Ms. Garza stated, I wasn't done with my questions. Let me ask you this Are these librarian aides federally funded? Is it possible that Mr. Deleon's department could fund these individuals? **Dr. Castro stated, the funding, JJ, I believe all librarians are federally funded. Librarian aides are federally funded as well. Yes, ma'am.** Ms. Garza stated, okay, so, question why would we recommend removing them if they're federally funded? **Dr. Castro stated, we're not removing them. We're currently using the current staffing that we currently have. We're realigning them. We're justifying them so that they can help the campuses.** Ms. Garza stated, but

some of them won't be in these positions anymore. **Dr. Castro stated, no we're not removing any aides, ma'am. We're using the current aides that we currently have and we're redistributing them to maximize their use. So, nobody's getting, like, there's no FTEs that are going away.** Ms. Garza stated, this is just, you know I know we've had several Board Meetings as our Board President stated, but there were still many concerns as one of the teacher organizations just mentioned, you know. There's a lot of things that we want, right, but maybe we couldn't afford. Maybe just a recommendation and something we can discuss during Executive Session. I know we have a proposal of increasing some of our stipends. Now, we could probably hold off and increasing these stipends, right? So it would help our budget. But I would, I support those stipends, the ones that are getting added. Because there were no stipends available for those individuals. So this is just something like we are in a budget constraint. And so I just cannot justify increasing certain areas when we're cutting from the classroom instruction. That's just my thing. But I guess we can discuss this during executive session when we meet with Dr. Benavides. Ms. Neida Ruth Grantland, Board Member stated, thank you, Madam Chair. I'm having a real problem with Lopez. Pace, and Porter losing one librarian, and I'll tell you why. We are being held accountable by CCMR. At that level of education even the librarians, they're not in the classroom every day, but they are instrumental to helping us make that hurdle with our students. That generates money for the district. And so for us to cut that and I've seen what the volume is of traffic in and out of the libraries at the high school level, I think it's important that we keep those librarians there. You know you're weighing practicality against curriculum and funding because I know that we can do better in CCMR. I've been looking at the numbers and we need to increase our performance there. And so, by cutting the library I don't think we're doing ourselves any favor, I think we're shooting ourselves in the foot. And so, I'm not supportive of that idea. Now, having been a principal myself I know that you can get around the scheduling with an aide and a library I mean, a library aide and a librarian, but I also know how instrumental my library program was to my campus as instructional value for the students. So, I'm not negating that, I'm not saying that elementary because it's elementary isn't as important, I'm just weighing the two things. And yes entry level for students is very, very important because that's where their ideas are formulated, that's where the world opens up to them. Some of these children come very limited in their exposure to the outside world, and so through the library, the world can come alive given the right kind of librarian, the right kind of program. And so I can see where we can do a librarian and a library aide part time, unless somebody gets sick, and what if it's somebody with a long term illness? So, I would suggest that maybe you look at a floater that would be available, not a Substitute, but among what you've got. A floater that would be available to go campus to campus. And I don't know if that can be accomplished given the staff you've got, it's just a suggestion. But I am not in favor of taking the high school librarians and putting them into elementary school. **Dr. Castro stated, yes, ma'am. At the high school, it would be a full-time librarian aide and a full-time librarian. And that's a good idea about a floater.** Ms. Grantland stated, a full-time librarian aide, and a full-time librarian. **Dr. Castro stated, yes, ma'am.** Ms. Grantland stated, what qualifications does the full-time librarian certified have that are way above the aide level? I'm not saying aides can't do the job. I'm just saying that sometimes the certifications and the skill level, the skill set, becomes a real critical issue. And I'm still. I can't get past the CCMR requirement. **Dr. Castro stated, yes, ma'am. I know that our librarians have masters to be a librarian at their actual jobs, most of them.** Ms. Grantland stated, that makes my point. Ms. Lopez Valdez stated, thank you. Okay, for the

sake, thank you. Mr. Elizondo interjected and stated, may I. Ms. Lopez Valdez stated Mr. Elizondo, I still have two people right now. I'm going to go with Ms. Pena and then Ms. Gonzalez, and then I'll get to you. Okay? Ms. Pena. Ms. Pena stated, yes, I have a question. Will this report that we're looking at right here that was highlighted, I guess you can come up to the podium, sir. Will this report be available online to the public on our web-site? **Mr. Arroyo replied, you're referring to this, ma'am?** Ms. Pena stated, the one where you show what you're closing, what you're adding, and that stuff. **Mr. Arroyo stated, it's actually on the full employee compensation plan draft. It's online right now.** Ms. Pena stated, okay, and the reason I asked because I noticed that when you were going through it, you skipped some pages and didn't mention. Like on page 26, you didn't mention that the ITV production technician lead is going to be closed. **Mr. Arroyo stated, oh the ones that were highlighted in yellow were the ones that were recently updated. The ones in white were already presented in the Budget Committee Meeting number three.** Ms. Pena stated, I know, but it's really important to mention them again, sir, because what you did yesterday, you're not going to remember next week. So, for politeness to the community, especially in 2026, with what we've gone through in the world. I would appreciate that you do mention them all because they're very important. Okay? So, thank you. And now to my question. I concur with Ms. Grantland 100% and to say, well, because they have Lopez, Pace, and Porter, and okay, let me ask you, do any of the high schools have less than a thousand students? **Dr. Castro replied, no, ma'am.** Ms. Pena continued, so why would we shorten them and take away one of those librarians because they have less than what are you proposing that they have to have for you to keep those two librarians and the eight there? What do you... **Dr. Castro interjected and stated, 1,600 or above ma'am.** Ms. Pena stated, where did you get that recommendation? **Dr. Castro stated, so that we can have some alignment and some structure on how do we do it.** Ms. Pena stated, where do you get that recommendation. **Dr. Castro replied, ma'am, all I can answer you is we were doing as best as we can with the cost of and using those librarians so that we can keep the personnel that we have without letting anyone go as per Board recommendation that we're not letting everyone go and use those librarians strategically to place them at the elementary level. So that every child has a librarian to the maximum extent possible with what we currently have.** Ms. Pena stated, and my question is, is it federally funded? **Dr. Castro stated, it is federally funded. Yes, ma'am.** Ms. Pena stated, so we can get the federal funds and keep those librarians there and not be cutting them. Because if you don't use federal funds you're going to lose them, and that is a fact. **Dr. Castro stated, that would probably be a question for J.J. And he is the one that federally funds us.** Ms. Pena stated, may I ask JJ then? **Dr. Castro replied, yes. Mr. J.J. DeLeon, Director for State Compensatory stated, Ms. Pena, so the answer is yes. So federal funds pay the librarians 100% for every campus. The money is already stationed. It's called the box money and it's sitting there in their campus.** Ms. Pena stated, is that money being cut back? **Mr. DeLeon replied, so if they remove the proposal consideration that you all guys are talking about, the campus would then end up getting a little bit of box money because it would only be half of the funding for a librarian aide or a librarian. If they lose a librarian, they get the whole salary back to their box money.** Ms. Pena stated, what does that mean? Define that box money. **Mr. DeLeon stated, for example, the three high schools that they say that they would cut one librarian, so that librarian, let's say they're making \$90,000 that allocation will go back into their box money so they can utilize it for anything that they have.** Ms. Pena stated, so, in other words, you're going to shortchange our librarians

and our students' ability and save that money to do other things with because you're not getting any money. And I have a concern with that. Because they're allowed to use it, am I right, J.J. And continue using it? Am I correct? **Mr. DeLeon replied, technically, yes, ma'am.** Ms. Pena stated, and I totally respect that. **Mr. DeLeon stated, those considerations were never spoken to me about, so I'm only saying what I'm saying.** Ms. Pena stated, no, no, I'm just asking what it is. Thank you, sir. Thank you so much. And that's what I'm saying. I see the recommendations that we're making, and I will never make a recommendation that's going to shortchange our students. It is very important to have a librarian their full time. If somebody gets sick, and we've seen it a lot across the campuses, across the office, across everywhere, people get sick, they're off for two, three months and we've got to respect that. And you don't have anyone, you can have substitutes. My concern is I don't appreciate, please forgive me, but I don't appreciate when we shortchange the students in our classroom. That's the last place we would look. And I like to say, well, we're not going to get rid of no, no, no, no, no, we're not about getting rid of the employee. We're about servicing the student. And when we remove them, we won't be able to service them like we're supposed to because I'm the kind that you serve the children first and everything will fall in place because that's the reason we're here. So, I really believe that we can keep a librarian per school and the two, a thousand kids, have you ever been around a thousand kids? **Dr. Castro stated, yes ma'am.** Ms. Pena continued, I have and they're a lot. So, to turn around and see that librarian be up here helping some students and the other group walks in and they have to wait and then the aide says, well you have to ask the librarian. Well then she has to finish because you don't have a second librarian. So, I would really like for those to be reconsidered because what I want to know is we need to stay connected to the front line and never ever ever disconnect to the front line. I'm sorry sometimes you move up, and I understand, but never forget what it's like and what you need in the front line. **Dr. Castro stated, let me just say that the purpose of this recommendation again is to protect student access to library services. This plan does not remove library services, it redistributes existing staffing so campuses continue to receive support based on enrollment, shared assignments, vacancies and daily operational need. We have studied it as best as we can and my task was this is what you have, please use what you can do with it and my job as a Director is to make sure that our kids are served as best as they can.** Ms. Pena stated, well let me ask you this, since we have the money for it, what's wrong with leaving a permanent librarian at the school and the two librarians at the high school? How would that hurt us if we have the money for it? Why would we do that to our students if we have the money for that? **Dr. Castro stated, I don't have that money, ma'am. I was given funds, I was given staff FTE numbers. And with those numbers is what I was supposed to make work and make sure that the access to library students that they have access to a librarian. I was not given additional FTEs or additional money to place additional people.** Ms. Pena stated well, what I'm hearing is that federal funds are there to do that because what it isn't used is put in to use other stuff. What I'm hearing and I've already studied. The money is there. We need to take care of every school. The money is there. And I was raised with theirs. There's always more time than money, and more time than there is life. Money is always around. When we were younger, the people in the first generation were given a chicken for a goat. That's always existed. My thing is please, please, let's reconsider and get every school a librarian. If it's 300 kids, 600 kids. *Ms. Vela interjected, Madam Board President.* Ms. Pena continued, every child is valuable. *Ms. Vela interjected, that is time on this item.* Ms. Pena continued, to turn around and say, it hurts my heart. Ms. Lopez Valdez in term of librarians we already

know that we have to discuss this item. First of all, thank you, Dr. Castro. Mr. Elizondo, I know you're next. Thank you, Dr. Castro. I know that you were just trying to do your best with your budget. **Dr. Castro stated, that's what I have.** Ms. Lopez Valdez stated, so I appreciate you, I know that none of this is easy. Nobody wants to cut. We are at this point. So, I appreciate your explanation and your professionalism. Mr. Elizondo. Yeah. Mr. Elizondo stated, yea just real quick, I'm probably going to repeat this, but how did you come up with the recommendation of dispersing librarians? Where did that thought come from? **Dr. Castro replied, it came from the original budget of the ratios that was discussed during Budget 3. We just realigned them so that it would fit with the current staffing that we currently have, sir.** Mr. Elizondo stated, I understand that, but it's 100% funded. **Dr. Castro stated again, Mr. Elizondo, I was working with the personnel that I was told that I had and that was it. I was not told that I could add librarians or librarian aides. I concur. If we had the money, then yes. It would be beautiful to have a librarian everywhere.** Mr. Elizondo stated, so who told you? **Dr. Castro stated, HR.** Mr. Elizondo stated, so HR told you that you have to (inaudible)? **Dr. Castro stated, we have the FTEs and we're maximizing the use of library services so that the kids can have an access to librarians.** Mr. Elizondo interjected, that's not what I asked. That's not what I asked. **Dr. Castro stated, that is all that I have Mr. Elizondo.** Mr. Elizondo stated, what I asked was, who told you? You said the HR. HR told you to cut back on librarians, is what I asked. **Dr. Castro stated, HR told me, sir, that this is what you have. So the answer is yes, that's what I have, and that's what I worked with.** Mr. Elizondo stated, okay, even though that the librarians are 100 federally funded, like Mr. J.J. said, am I correct, Mr. J.J.? **Mr. DeLeon replied, yes, sir.** Ms. Lopez Valdez stated he said yes. **Dr. Alda T. Benavides, Interim Superintendent stated, and I would like to add that I also said, work with what you have. What I don't want at the end of this school year is to have to face people, I won't be here, but still. It's human beings that are going to have to be let go. And so I did tell HR that we would allow Dr. Castro to make a recommendation and we would go with her recommendation, but it had to be that no additional staff because it'll just increase the number of people that we're going to have to let go. And that's what this district is going to have to face. You have eight schools with enrollments of 300, and in order to be fiscally responsible, we're going to have to make some tough decisions. And some big changes.** Mr. Elizondo stated Dr. B, no disrespect, but I understand the circumstances. My thought is, and I have an issue with, is you have a 100% funded position, which is like a librarian, you want to cut them off so that they then in turn, the money that they were bringing in, you're going to give back to the school. Why are we not looking for other avenues of looking where we can cut the budget and not on the back of the employees? **Dr. Benavides stated, and I do agree with you, Mr. Elizondo. To tell you the truth, when I made that statement. I wasn't even looking at the funding source. I was just looking at the number of people we had, the number of library aides, and the number of librarians, and for them not to get affected, but not at the funding source. I'll be honest.** Mr. Elizondo stated, but you see, my concern is that we're going to cut a position that's federally funded 100% because somehow at the school or somewhere else, we're not doing what we're supposed to. So, we're going to use someone's salary to be able to supplement someone's shortcoming. **Dr. Benavides stated, that I, I mean, I did not expect that response. I didn't know that that was going to be the case, and that changes things.** Mr. Elizondo stated, right. And I also agree, I heard Mr. J.J. say that he wasn't even included in the thought of this position. I don't know if it's news to him today that was one of the things

that they were going to do is cut the librarians who are 100 federally funded so they can use the money at the school campus. **Dr. Benavides stated, I cannot, like I said, this is the first I hear of it for it to be allocated like that. So, I do hear your concern.** Mr. Elizondo stated, right I think Mr. Mr. DeLeon was also just, I guess, advised today of the same circumstances which is, I have a big issue with that as well too. But thank you. Those are my questions and answers. Ms. Lopez Valdez stated, thank you, Mr. Elizondo. For the record Ms. Rosie Pena or Ms. Alaffa, could you all please come back to us? I think there was a lot of information that was stated in terms of federal funding and having it and not and I think that we do need to make set the record straight whatever it is, whether it is that we do have the money or whether we don't, I would like to know whether this source can be used or not. I think we all need to set the record straight because it doesn't seem like we have an answer right now. Mr. Elizondo interjected, (inaudible). Ms. Lopez Valdez continued, okay, so sounds like we definitely need some librarian situation that we want to work on, Dr. Castro, again, thank you. I know you're doing what you can with what your job was given, and again, I think as Board Members, we are all being forced to split babies here. And it is a very difficult decision. And everybody here is having to do that. And so we still have some positions on here that are actually, we need to make some decisions. Obviously, student facing is important to us. Everyone here has really mentioned that. So again, thank you, Dr. Castro. Ms. Grantland interjected, Madam Chair, can I just say one quick thing? Ms. Lopez Valdez stated yes Ms. Grantland. Ms. Grantland stated, this is not personal. I know that we've been very passionate about what we've been saying. It's not personal. It's personal when it comes down to what's in the classroom. But you all have worked very hard, I know, and spent long hours trying to make the difficult choices. And now the ball's in our court. So, thank you so much for what you've done. **Dr. Castro stated, yes, ma'am.** Ms. Lopez Valdez stated, we appreciate it. Ms. Pena stated, may I? Ms. Lopez Valdez stated, Ms. Pena closing comments. Ms. Pena continued, yes, in closing, yes, you did an excellent job, not personal. But I hear you say you were given certain information, weren't given other information, and it kind of, my spine just freaks out that you were given half of the information, and if you're not giving all the information, that's not fair on you because you do an excellent job, and the information and the results you're going to come up with is what you were given. And then you find out there's something else, it's like, that's not fair to you. You do an excellent job, keep up your good work. And like I said, it's just that we're passionate to help the students just like you are. So, thank you and continue your great work. **Dr. Castro stated, yes ma'am.** Ms. Lopez Valdez stated, we will go ahead and we already had the first and the second for the discussion, but we will go into executive session as well as a second, as a third item. So, should we go ahead and read the third item? Before we go into executive session.

3. Recommend approval of the Brownsville Independent School District 2026-2027 Budget.

Ms. Jessica Gonzalez, Board Member stated, motion to approve. Ms. Daniella Lopez Valdez stated second; Ms. Pena do we have discussion for now, or is there a presentation for this, or was it the presentation you already gave us. **Ms. Rosario Pena, Chief Financial Officer replied, no ma'am, it was the one we first did with the hearing.** Ms. Lopez Valdez stated, okay so then we will go ahead and wait on action on this until after executive session.

Ms. Minnie Almanza, Executive Assistant stated, you are going to take both items into executive session. (Discussion amongst Trustees - inaudible) Ms. Lopez Valdez stated, okay before we go into executive session, legal counsel, can you please guide me on this? Could we go into B1 just so that we get that one over with before we go into executive? *Ms. Andrea Vela, Board Attorney stated, yes, Madam Board President, you may.*

B. Recommend approval of Contract(s):

1. Recommend approval of the Educational Services Agreement between Brownsville Independent School District and Little Haven PPEC, LLC. *

Handout added to official minutes - Amendment: Pages 2 – 25 will be replaced with Pages 2a – 25a

Ms. Almanza continued, next item will be B1 recommend approval of the educational services agreement between Brownsville Independent School District and Little Haven PPEC LLC. Ms. Denise Garza stated, motion to approve. Mr. Carlos Elizondo, Board Member stated, Second. Ms. Garza stated, just a few questions. Ms. Lopez Valdez stated, we have a first and a second, Ms. Garza. **Dr. Alda T. Benavides, Interim Superintendent stated, before we ask the questions, just to let you know that in your packet, there are some pages to be replaced and that includes pages 2a-25a because there were some changes made on that contract.** Ms. Garza stated, and yes, one of my questions is which Little Haven employees would need to submit an affidavit? And is there any issue with BISD employees working outside of their BISD hours in a non- management position? Ms. Daniella Lopez Valdez, Board President stated, is anybody able to answer? **Dr. Benavides stated, what page did you refer to? I'm sorry.** Ms. Lopez Valdez stated, Ms. Garza, the page number? I'm trying to look for it, hold on. **Dr. Benavides stated, Ms. Vela would you be able to provide us guidance on that?** *Ms. Andrea Vela, Board Attorney stated, actually, it's exhibit C, is the affidavit.* Ms. Minerva Pena, Board Member stated, is there a page number on there? *Ms. Vela replied, yes, page 18, 19.* *Ms. Vela stated, So, uh... so the position of the district is that any Little Haven employee, contractor, or subcontractor that is assigned to work under or provide services under the MOU should complete the affidavit before services are rendered.* Ms. Garza stated, thank you. And also, what would it impact any employees? Let's just say I'm a registered nurse, I work for the district 8 to 5, but then I contract or go work at Little Havens from 6 to 10, and this is just our, it's outside of BISD. Would that affect them? They just have to notify their supervisor? *Ms. Vela replied, so it could potentially affect them. That is not categorically answered in the MOU itself because it's going to depend on a case-by-case basis based on the position. Based on the applicable district policy. So, they are encouraged if they think that if an employee thinks that they are potentially affected by that to go to HR and have that reviewed through HR and through legal counsel.* Ms. Pena stated, well, tell us right now, general. Ms. Lopez Valdez interjected, Ms. Pena hold on, Ms. Garza is not done with her question. Ms. Garza continued, thank you for that. So just any employees, I guess that work outside of BISD just to notify their supervisor. **Mr. Miguel Salinas, staff Attorney stated, correct, ma'am. That's in policy before they work outside of the hours they need to approve. They need to have the approval of their supervisor and we also have to do a check to make sure there's no conflict of interest.** Ms. Garza stated, okay thank. Discussion amongst Board of Trustees (inaudible) Ms. Lopez Valdez stated Ms. Pena you have a question. Ms. Pena stated, yes. I was going to ask the same question that you were going to ask. Is it written in there that they can turn around and do that? And what are the rationality in approving one employee and not approving another employer, or not

approving them all, or approving them not? How is that going to work? **Mr. Salinas stated, I'm not sure I'm understanding your question Ms. Pena but...** Ms. Pena interjected, okay let's say that they want to work after 5 o'clock in the afternoon and work with them and they have a contract with the district, Little Haven, and the employee is going to go work on their off-duty time with us to work with them. What are the possibilities of that happening without being brought up as, you know. Conflict of interest? And what would be the conflict of interest? **Mr. Salinas replied, they have to bring it up with their supervisor, that is in policy.** Ms. Pena stated, no, no, I understand that. But could the supervisor say I think it's a Conflict of interest? No. Is that something that we're using or are you going to use? **Mr. Salinas replied, no that will be reviewed by legal.** Ms. Pena stated, that will be you. **Mr. Salinas stated, yes.** Ms. Pena stated, that's why I'm asking you. **Mr. Salinas continued, the Employees' responsibilities tell a supervisor, if the supervisor feels there's a potential conflict of interest, perhaps if they're going to work the hours that are going to interact or something. They will run that through legal.** Ms. Pena stated, I guess what I really want to know is something that is concrete and not opinionated. And the way I interpret it as opposed to what the law is. That's what I'm saying. Are we going to have something written down that is going to be fair across the board for all the employees, that are going to find themselves in this position? **Mr. Salinas stated, we have that in policy, our conflict of interest is also in policy.** Ms. Pena stated, and what would be the conflict of interest in this? Give me an example. **Mr. Salinas stated, are they going to be, if they have, I can't think of a scenario. There's a relationship between the parent and the students that they're going to be servicing, and is there a relationship A blood relationship between the employee and the student being serviced? I can't think of rationale. I hadn't even anticipated them working after five. This contract contemplates school hours, not after work. That's between the employer, I mean, I'm sorry, that's between the employee and the supervisor. They're going to work after hours, and that's true of anyone that works outside of the district's regular hours.** Ms. Pena stated, I appreciate that. Unfortunately. In today's day, not everybody makes, you know, 6K, so they've got to get something extra. So, thank you so much. Ms. Grantland stated, based on what you responded a little while ago, I'm asking is it written in here that the potential employee, the BISD employee who potentially wants to work for them must consult with their supervisor and HR prior to applying? And the reason I'm asking that is to protect our employees because some may assume it just because they're savvy and they know what they need to do. Some may not. And so that's the case if I didn't think to do that went and accepted a job and then it turned out that there was something wrong. I just want to guard our employees from getting caught up in a situation. Now, to what Ms. Pena was alluding to is the policy covers things that need to be handled objectively. And so a subjective answer to is there a conflict is hopefully eliminated because of policy? And so, I trust that that will operate the way it's supposed to. But I just want to protect our employees to make sure they know to check first. **Mr. Salinas stated, obviously, the employees are not privy to this contract, they're not signatories, so it's not covered in there. But in our handbook, that's spelled out what they have to do if they're going to work outside of district hours. So employees should know because they tell us they've read the policy.** Ms. Grantland stated, would there be anything against this MOU stating please consult your supervisor? **Mr. Salinas stated, well, they are not, employees are not part of the contract, so, it wouldn't do the employee any good to have.** Ms. Grantland interjected, I see. OK. **Mr. Salinas stated, it's just a district and Little Haven.** Ms. Grantland stated, got it, okay well, it's just a matter of talking to them and letting them

know what the procedure is. **Mr. Salinas stated, yes, ma'am.** Ms. Grantland stated, thank you. Mr. Frank Ortiz, Board Member stated, yeah, going back to legal, Mr. Salinas. My understanding is that and this is the way I interpret it interpreted is that if it's out of your working hours, there shouldn't be a conflict of interest. But at the same time, there is a form, is that correct, that the employee needs to sign that says that there is no conflict of interest? **Mr. Salinas stated, there is a form, but you're right Mr. Ortiz, after hours, their responsibility is to tell the supervisor if there's a conflict of interest it's up to us to point it out and we will give them the form. It's not necessarily that they anticipate the conflict of interest, it's the district contemplating the conflict of interest. Basically, their responsibility is to tell their supervisors, I'm doing this after hours.** Mr. Ortiz stated, okay, but once again, there is a form that's filled out and it's through HR, is that correct? And therefore, HR also reviews just to make sure that we protect our employees and that there is no conflict of interest. Is that correct? **Mr. Salinas stated, yes, sir. And right now, top of my head, I can't think of a possible conflict of interest.** Mr. Ortiz stated, okay, thank you. **Mr. Salinas stated, there's always a possibility.** Mr. Carlos Elizondo, Board Member stated, yes are you saying that any employee that gets a job outside of the school district after hours on their own time has to come and ask you for permission? **Mr. Salinas replied, if there's a potential conflict with their work, yes.** Mr. Elizondo stated, so, what you're saying is that every employee in the school district has to come and ask you for permission, they're going to get a job somewhere else. **Mr. Salinas stated, not that sir, HR.** Mr. Elizondo stated, excuse me. **Mr. Salinas stated, HR.** Mr. Elizondo stated, so again, let me rephrase that, just keep bouncing around. Any employee that works for the school district that gets a job after hours or in the summer, whenever, has to come and ask permission of the school district, whether it be you, HR, whoever, before they actually go and apply and get a job? **Mr. Salinas stated, not in the summer if they're off contract. They're on contract yesterday.** Mr. Elizondo stated, so if they're after five o'clock, they're off contract. So same question applies. **Mr. Salinas stated, no, they're employees 24 hours a day, sir. So we have to make that determination.** Mr. Elizondo stated, every employee in the school district is an employee 24 hours a day during school, the nine months? **Mr. Salinas stated, we are district employees 24 hours a day, sir. We are public employees under statute.** Mr. Elizondo stated, so the question is, yes, they have to come and ask you for permission. Is that what you're saying? **Mr. Salinas replied they don't have to ask permission; they have to inform their supervisor.** Mr. Elizondo stated, every employee. **Mr. Salinas stated, yes, sir, every employee.** Mr. Elizondo stated, well I have an issue with that. I don't think that's fair; I don't think that's even American to come and ask permission to go get a job somewhere else. It's up to them if they have a conflict with a job to make sure that they come and tell you, but not to ask permission to go get a job somewhere else. I have to disagree with you, sir. Ms. Lopez Valdez stated, Mr. Salinas, it's statute. Is that correct? This is the state law because they're public employees? **Mr. Salinas stated, no.** Mr. Elizondo stated, there's no such thing as state law. That's local government. **Mr. Salinas stated, public employee is defined under state law. There is no state requirement that they inform us. That's a district issue.** Ms. Lopez Valdez stated, this is our policy that has been enacted for how long or is this what districts typically follow? Mr. Elizondo stated, how long has it been, it's been its wrong. It could be 100 years old is still wrong. **Mr. Salinas stated, I can look at the policy. It may be, I'm doing this from memory and I shouldn't see policy or administrative regulations, but that's been in place for years. And years. Because we have to, we've had employees that are coming in to work late because of their other job, or leaving early because of their other job. So, we have to make that**

determination if there's going to be a conflict of interest. Ms. Lopez Valdez stated, got it okay, so ultimately this is to protect the students. Ms. Pena stated, one quick question please. Ms. Lopez Valdez stated, Ms. Pena. **Mr. Salinas stated, to protect the district that pays their salary from whatever their hours are.** Ms. Lopez Valdez stated, understood, Ms. Pena. Ms. Pena stated, let me see if I understand this. Let's say I work for BISD. I happen to be a Maintenance employee, okay? But I want to go make extra money. I get hired by Walmart to be a door greeter. I have to come and fill out paperwork to let you know. And you made a statement because, you know, they might come in late or they might leave early. So that you won't know until it actually happens. So, my question is they fill out that paper. They won't be turned down because they're going to go work for Walmart. As long as they keep their school hours properly, then they should not be turned down for doing this. **Mr. Salinas stated, and that is correct.** Ms. Pena continued, and this is not a state law this is a BISD. **Mr. Salinas stated, that's correct.** Ms. Pena stated, okay and I'm really uncomfortable with that. Because they don't make the money that you make, I make, but they share our beans. **Mr. Salinas stated, well it applies to me too ma'am. I'm not doing legal work on the side.** Ms. Pena stated, no, I understand but I am saying.... **Mr. Salinas interjected.... and if I did, I would tell my supervisor.** Ms. Pena stated, no, I'm saying because of the money. People don't have a second job because they just want to do it. Because they need it. And I was raised never get a parttime job in your life when you work because you're going to depend on that money. You don't want to. So my thing is some people have to sir. That's what I'm talking about. Those of us that make way over that \$100,000 a year, they don't need that. So, thank you. **Mr. Salinas stated, in policy DBD, it is actually policy conflict interest, which requires employees to disclose situations that could create a conflict between personal business interests and their district responsibilities.** Ms. Pena stated, what's the policy? Repeat the numbers so we can look it up. **Mr. Salinas stated, David, Bob, David.** Ms. Pena stated, say it on the mic, please. **Mr. Salinas stated, DBD, David. Bob David.** Mr. Elizondo stated, Mr. Salinas can you reference that policy again for me, please, just one more time? you got cut off. **Mr. Salinas stated, Policy DBD, sir. David Bob David.** Mr. Elizondo stated, no, can you read it? I'm sorry, you cut off when you read it. I heard where you referenced it. **Mr. Salinas stated, Policy DBD, which requires employees to disclose situations that could create a conflict between personal or business interests and their district responsibilities.** Ms. Pena stated, and that's local policy. **Mr. Salinas stated, that's local policy.** Ms. Pena stated, that is DBD local. **Mr. Salinas stated, DBD local.** Ms. Pena stated, because you didn't mention that part thank you. Ms. Lopez Valdez stated, we have a first and a second. **Ms. Minnie Almanza, Executive Assistant stated, please vote.** Mr. Elizondo stated, I'll vote yes ma'am. **Ms. Almanza stated, thank you, sir. Motion passes six yes, one no. Oh, sorry. No two.**

Motion made by Denise Garza, seconded by Carlos Elizondo, and unanimously carried to recommend approval of the Educational Services Agreement between Brownsville Independent School District and Little Haven PPEC, LLC., inclusive of Amendment: Pages 2 – 25 will be replaced with Pages 2a – 25a, as stated by Administration. *

The following vote was recorded

Yea: Ms. Garza, Mr. Ortiz, Ms. Pena, Ms. Grantland, Mr. Elizondo
Nay: Ms. Lopez, Ms. Gonzalez
Abstain:

Motion Carried: 5-2-0

CLOSED MEEETING: DISCUSS VIII. A. 2 Recommend approval of the 2026-2027 Employee Compensation Plan and Item 3 Recommend approval of the Brownsville Independent School District 2026-2027 Budget 7:15 p.m.

Mr. Carlos Elizondo arrived at 8:02 p.m.

BOARD RECONVENES: 8:51 P.M.

VIII. A. 2 Ms. Neida Ruth Grantland, Board Member stated, Madam Chair, is it time for me to amend my motion or do I wait? Ms. Daniella Lopez Valdez, Board President stated, we're going to wait for the first one. Okay, so back in session and we are on VIII. A. 2. Ms. Gonzalez? Ms. Grantland stated, so it was mine, yeah. I would like to amend the motion as discussed in executive session. Ms. Jessica Gonzalez stated, I second that. **Ms. Patricia C. Perez, Executive Assistant stated, please vote, Motion passes 7 0 unanimous.**

Amendment: Page 7 will be replaced with Page 7a

Amended Motion made by Neida Ruth Grantland, seconded by Jessica Gonzalez, and unanimously carried to recommend approval of the 2026-2027 Employee Compensation Plan, as discussed in Executive Session, inclusive of amendment Pages 7 will be replaced with Page 7a, as stated by Administration. (7-0-0)

VIII. A. 3 **Recommend approval of the Brownsville Independent School District 2026-2027 budget.**

Ms. Jessica Gonzalez, Board Member stated, I would like to amend the motion and amend it to approve as discussed in executive session. Ms. Denise Garza, Board Member stated, second. **Ms. Patricia Perez, Executive Assistant stated, please vote.**

Amended Motion made by Jessica Gonzalez, seconded, Denise Garza, and unanimously carried to recommend approval of the Brownsville Independent School District 2026-2027 Budget, as discussed in Executive Session. (7-0-0)

IX. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 8:53 P.M.

A. LEVEL III GRIEVANCE(S):

1. Level III Grievance No.032/25-26 on A.G.
2. Level III Grievance No.033/25-26 on S.S.
3. Level III Grievance No.034/25-26 on S.C.

B. PERSONNEL MATTERS:

1. Personnel Update with Interim Superintendent Dr. Alda T. Benavides

X. BOARD RECONVENES-Board action on agenda items discussed in Executive Session. 12:04 a.m.

1. Recommend approval Level III Grievance No.032/25-26 on A.G.
No Action Taken
2. Recommend approval Level III Grievance No.033/25-26 on S.S.
No Action Taken
3. Recommend approval Level III Grievance No.034/25-26 on S.C.

Motion made by Carlos Elizondo, seconded by Neida Ruth Grantland, and unanimously carried to recommend approval to grant in part and deny in part as follows: granting the requested remedy for reinstatement, granting the requested remedy for back pay, and directing administration to carry out this action according to policy; denying as to the request for reimbursement of costs, denying as to the request for expungement of references. Directing administration to place these documents in a separate file and issue an incident report documenting the issue and to the last request, the finding to deny that request. (7-0-0)

XI. Announcement(s): There were no announcements on behalf of the Interim Superintendent, Dr. Alda T. Benavides.

XII. Adjournment.

Motion was made by Carlos Elizondo, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to adjourn the Special Called Board Meeting at 12:06 a.m. (7-0-0)

- There being no further business appearing before the Board, the meeting was adjourned.

(HANDOUTS ADDED TO OFFICIAL MINUTES)

(AUDIO/VIDEO TAPES OF THE OPEN MEETING AND THE WRITTEN CERTIFIED AGENDA
OF THE CLOSED MEETING ARE ON FILE)

Approved by:

Daniella Lopez Valdez, President of the Board

Date

Attested by:

Minerva Pena, Secretary of the Board

Date

Notes: Font style designation

Board of Trustees

Administration

Board Attorney

Staff Attorney

Speaker/Presenter

(Minutes presented at Regular Board Meeting held on August 4, 2026)