

**STATE OF TEXAS**

**(Minutes conducted via electronic voting)**

**COUNTY OF CAMERON**

**BE IT REMEMBERED**, that on the **13<sup>th</sup> day of December, 2022**, the Board of Trustees of the Brownsville Independent School District met in a **Rescheduled Regular 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:**

Jessica Gonzalez	President
Carlos Elizondo	Vice-President
Minerva Pena	Secretary
Frank Ortiz	Assistant Secretary
Eddie Garcia	Member
Denise Garza	Member
Daniella Lopez Valdez	Member

**ABSENT:**

None

**ALSO PRESENT:**

Dr. Rene Gutierrez	Superintendent of Schools
Kevin O’Hanlon	Board Attorney
Nick Maddox	Board Attorney

**ALSO ABSENT:**

None

**WHEREUPON**, a quorum being present and it appearing before the Board, it is hereby so found that notice of this **Rescheduled Regular 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. Meeting called to order by Ms. Jessica Gonzalez, Board President at 5:30 p.m.**
- II. Moment of Silence led by Dr. Rene Gutierrez, Superintendent of Schools.**
- III. Pledge of Allegiance led by Mr. Frank Ortiz, Board Member.**
- IV. Roll Call: Ms. Jessica Gonzalez, Board President stated, that all Board Members were present.**
- V. Recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 13, 2022, with any corrections/deletions.**

**Dr. Rene Gutierrez, Superintendent of Schools stated, there are no corrections of deletions to this agenda.**

**Motion made by Eddie Garcia, seconded by Denise Garza, and unanimously carried to recommend approving the agenda of the Rescheduled Regular Board Meeting of Tuesday, December 13, 2022, with no corrections/deletions as stated by administration. (7-0-0)**

**VI. Recommend approving the minutes with any corrections:**

- A. Amend Minutes of the Special Called Board Meeting held Tuesday, August 23, 2022
- B. Minutes for the Regular Board Meeting of Tuesday, October 4, 2022

**Motion made by Denise Garza, seconded by Eddie Garcia, to recommend approval amending the minutes of the Special Called Board Meeting held Tuesday, August 23, 2022 and minutes for the Regular Board Meeting of Tuesday, October 4, 2022**

**The following vote was recorded:**

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

**Motion Carried: 6-0-1**

**VII. Superintendent's Report: \* SB1566**

**A. Conference Presentations:**

- 1. Recognition of Texas Humanities 2022 outstanding Teacher Awards – Alma Salazar (Faulk Middle School).

**Dr. Rene Gutierrez, Superintendent of Schools stated, go ahead Dr. Trevino. Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/Human Resources stated, good evening madame president Ms. Gonzalez, Members of the Board and Dr. Gutierrez. Each year, Humanities Texas presents monetary awards recognizing the achievement of teachers across Texas. The Outstanding Teaching of the Humanities Award recognizes exemplary K thru 12<sup>th</sup> Humanities teachers. Each year, 12 teachers from throughout the state are selected to receive 5 thousand dollars cash award and an additional 1 thousand for their respective schools to purchase Humanities based instructional materials. I would now like to call to the podium Dr. Manuel Medrano, former Board President of Humanities Texas for the presentation of this prestigious award, Dr. Medrano. Dr. Manuel Medrano stated, thank you Dr. Trevino, well I got to begin by telling you that I never was president but I was a member for 6 years. Buenas tardes, my name is Manuel Medrano, my recognition extends to the distinguished BISD Board and administration, our honoree, Ms. Alma Salazar, Principal Benita Villareal from Faulk Middle School, former State Congressman and Current Senator and relentless education advocate, Eddie Lucio and you, our audience. Dr. Medrano continued with his presentation, upon conclusion, he introduced Principal Benita Villarreal and presented her with a check, he then proceeded to introduce Senator Eddie Lucio. Senator Eddie Lucio Sr. stated, good afternoon, madame chair and Members of the BISD Board, ladies and gentlemen, I am so, so happy and honored to have this opportunity to appear before you. I attended First Ward Elementary School and everybody is wondering, where was First Ward, our principals name was Mrs. Skinner so that's where it is.**

I saw so much during that period of time as a child and I've seen so much as Mr. Medrano eluded to, over the course of the years that I have had the honor of representing this community. Senator Lucio continued with his presentation, upon conclusion he introduced honoree Alma Marie Salazar, presented her with a check, a plaque, a certificate and a Texas flag from the state capitol. In addition, Senator Lucio proceed to congratulate new Board Members and those reelected. **Dr. Gutierrez presented Ms. Salazar with a certificate of recognition as well, upon completion, administration and the Board were very happy to recognize Ms. Salazar for her hard work, dedication and accomplishments.** Ms. Jessica Gonzalez, Board President stated, before we keep going, I would just like to once again, congratulate Ms. Salazar for all her accomplishments. Ms. Salazar has actually taught my children, so I know firsthand what a fantastic teacher she is and I know firsthand how it is a group effort. Mr. Salazar, her husband, raise your hand Mr. Salazar, has always, also taught my children and it's definitely a group effort and Ms. Torres, raise your had Ms. Torres. Ms. Torres was the very, very first parent liaison that I dealt with when I became a parent volunteer and look at me now Ms. Torres, it's because of you, it's because of you, thank you. **Upon conclusion of the presentations, group photos were taken.**

2. Recognition of Do the Write Thing Challenge 2022.

**Dr. Rene Gutierrez, Superintendent of Schools stated, I'm going to call on Ms. Longoria for this item. Ms. Rose Longoria, Assistant Superintendent, Middle Schools stated, good evening Madame President, Members of the Board, Superintendent Dr. Gutierrez, Administration and esteemed guests, with great honor, I present our 2022 Do the Write Thing essay challenge recipients. Do the Write Thing is a writing program organized by the U.S. national campaign to stop violence. This program is aimed at middle school students and had reached millions of children across the country. Ms. Longoria continued with her presentation and upon conclusion, she proceeded to introduce the honorees, two ambassadors from BISD. Dr. Gutierrez presented these students with certificates of recognition as well as medals and administration and the Board were very happy to recognize them as well. Upon conclusion of the presentations, group photos were taken.**

3. Recognition of BISD Elementary School Science Fair Winners

**Ms. Pat C. Perez, Administrative Assistant for the Board of Trustees stated, Ms. Lolita Emerson. Ms. Lolita Emerson, Curriculum & Instruction Director for Elementary Education stated, good evening, good evening, good evening Madame President, esteemed Members of the Board and Dr. Gutierrez. On October 29, November 5<sup>th</sup> and November 12<sup>th</sup>, BISD elementary students participated in the annual BISD elementary science fairs for the 22-23 school year. This year, schools were divided into 3 clusters. Ms. Emerson continued with her presentation and upon conclusion, students were awarded certificates and medals. Administration and the Board were very happy to recognize them as well. Upon conclusion of the presentations, group photos were taken.**

4. **Open Public Hearing - Targeted Improvement Plan Presentations and Board Public Hearing for Campuses In School Improvement.**

5. Targeted Improvement Plan Presentations and Board Public Hearing for Campuses In School Improvement.

Ms. Jessica Gonzalez, Board President stated, Dr. Gutierrez. **Dr. Rene Gutierrez, Superintendent of Schools stated, yes, thank you Ms. Gonzalez, I'm going to call on Ms. Rentfro, Dr. Rentfro, I'm sorry and Dr. Trevino to present on the Targeted Improvement Plan presentations of our campus in school improvement as required by TEA, go ahead Dr. Trevino. Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/ Human Resources stated, thank you Dr. Gutierrez, good evening again, Ms. Gonzalez, Board President, distinguished Members of the Board, Dr. Gutierrez and members of the audience. We are pleased to present our Targeted Improvement Plans for our 9 campuses. Currently, we have 5 campuses under targeted improvement, Aiken Elementary, Besteiro Middle School, Cromack Elementary, Stell Middle School and Lucio Middle School. In addition to these 5 campuses, we have 4 campuses required to submit an have an approved plan due to a 1.5 million dollar grant we were awarded back in 2021. The four campuses are Garcia Middle School, Palm Grove Elementary, Skinner Elementary and Vermillion Elementary. These 4 campuses exited the Targeted Improvement list last year, none the less, because the grant runs out, in 2023, we are required to submit and approved plan. We as well recognize that the assistance and support provided continued to serve its purpose of improving student achievement. Due to the efforts and support provided, we are proud to share that over the last 3 years of accountability, the number of targeted schools has been reduced from 12, to 9 and now 5. Our goal is to reduce that number to zero. Dr. Trevino continued with her presentation, upon conclusion, the following transpired. Dr. Ronnie Rentfro, District Coordinator of School Improvement stated, good evening Board President Ms. Jessica Gonzalez, respected Board Members, Superintendent Dr. Gutierrez, BISD staff and public audience, my name is Ronnie Louise Rentfro and I currently serve as a district Coordinator of School Improvement and a district champion for student learning objectives. The Texas Education Agency code does require that these campuses identified as targeted support schools develop targeted improvement plans, hold a public hearing to present the plans and have these plans approved by the Board of Trustees before we submit them to TEA by December the 16<sup>th</sup>. As mentioned by Dr. Trevino, four of these campuses, Palm Grove Elementary, Skinner Elementary, Vermillion Elementary and Garcia Middle School did exit the state federal accountability for 2022 but due to the ESF grant funding, they will continue to receive the support based on their approved plans. The BISD 1.5 million 2021-2023 ESF supported grant provides funds for contracted services from TEA's vetted improvement providers, which in our district our Instruction Partners and E3 Alliance as well as other services. And these services provide coaching to campus leaders, professional development to the campuses and on-site visits. The district has, as required, assigned a district coordinator of school improvement and the campus principals' supervisor as part of the campus intervention team that works with the campus leadership team to develop and monitor the targeted improvement plans. The targeted improvement plans are required to be developed using the effective school's framework which focuses primarily on campus and district adult behaviors. All of these campus leadership teams supported by district and Region One staff, have written plans that focus on improved instruction through more effective planning,**

**improved coaching and feedback and effective use of assessment data to improve instruction and monitor progress. These plans have been posted on the district website as required by the Texas Education Code prior to the public hearing and the presentations and full copies of their targeted improve plans are included in the BoardBook. The Board of Trustees already approved the state required campus improvement plans on October the 4<sup>th</sup> that include many additional strategies used by the campuses to improve student performance. Behind me you see the campus principals and representatives of their leadership team who are here this evening and are prepared to provide a brief overview of their plans if requested. Thank you. Ms. Gonzalez asked, is there anyone in the audience that would like, have something to say?**

### **Public Hearing Speakers**

**Adina Alegria** – Ms. Alegria stated, good afternoon President Gonzalez, Members of the Board, Dr. Gutierrez and esteemed guests here with us today and those joining us from the Brownsville ISD YouTube Channel. My name is Adina Alegria, executive director, Texas Valley Educators Association, affiliated with Brownsville Union Coalition. I, and on behalf of Texas Valley Educators members, wanted to take a moment and recognize everybody behind me for their efforts and all the campus administrators, teachers and support staff at the following elementary and middle school campuses. At Aiken, Cromack, Palm Grove, Skinner, Vermillion, Besteiro, Garcia, Lucio and Stell for receiving their wonderful campus grades. You each were handed a challenge amidst a pandemic and because of your efforts, dedication to your profession and resilience, you are each successful. Congratulations to each of those schools for overcoming those challenges and meeting them head on, we are so proud of you.

**Esmeralda Barajas** – **(Handout 1)** - Ms. Barajas stated, good evening President Gonzalez, Dr. Gutierrez and Members of the Board, my name is Esmeralda Garcia Barajas as special ed teacher at Castaneda and a BEST AFT leader. Ms. Pat Perez is going to be passing out an article that is called, Reclaim Recess, this article will hopefully rewrite our local policy when it comes to recess for our BISD students and utilizing the brand-new playgrounds as intended as this can improve our education and learning outcomes for all our students. BEST AFT would like to know why the socio emotional wellbeing of elementary students is not being addressed to the best of BISD's abilities as there is a direct correlation between their socio emotional wellness and academic success. We ask this because BISD has spent 2 million dollars on playground equipment for all elementary schools, yet students are not being allowed to use them, especially those in grades 3 to 5<sup>th</sup> in elementary schools. It saddens me because my son was so excited when the playgrounds were finally completed and you know how many times he has been taken out to use them since the last spring? Twice, this is infuriating to me as a BISD parent and so disappointing for all of our students who hoped that this time they would have a playground to use along with recess time. Most elementary campuses do not have recess built into their schedules, therefore, a critical tool to increase physical, socio and mental health is not being utilized. Before reading this article that I presented to you, I knew there were so many benefits to our children's mental health and improved learning when we provide playtime in the form of recess, but after reading this article, it is really infuriating at this point that the only ones that have benefited from our brand-new playgrounds were the companies who received payment for the construction. I will point

out the most important points in the research article that you received and I will read this out loud, not because, I know that you can read, but because I want our viewers at home to be able to listed to this research. This is a scholarly article presented by the Texas Children’s Hospital and the Baylor College of Medicine, Department of Pediatrics. In page 4, current evidence overwhelmingly shows that recess provides significant health and academic benefits, yet recess is disappearing across Texas schools. Texas recess policy, we not only promote greater health outcomes, but also improved academic performance, reduces socio economic disparities and lowers health costs and healthy students are better learners. I direct you now to page 5, at the very top, 24.1% of Texas elementary schools did not provide recess and that was in 2010, at the bottom, Texas children suffer because of the lack of physical activity. Only 29% of Texas children ages 6 to 17 engage in vigorous physical activity for more than 20 minutes every day. This falls very well short of the American Academy of Pediatrics recommended 60 minutes of moderate to vigorous activity per day. Furthermore, 36.6% of Texas children between the ages of 10 and 17 are overweight or obese and we all know what happened during Covid, I don’t think I have to tell you what happened. 71% of Texas children ages 6 to 17 do not engage in vigorous physical activity for more than 20 minutes a day. Page 6, health consequences of no recess, decreased physical activity increases the risk of childhood obesity, obese and overweight children are more likely to remain obese in adulthood, further increasing the risk for developing chronic illnesses. Recess is a critical time to get physical activity in, especially since children are not compensating for the lack of activity at home. Children without recess have a higher risk of developing depression and anxiety, so if we are to improve our children’s education this is something we should really be looking at. Without recess, children have one challenging cognitive task after another with no breaks, this can raise stress, stress levels and increase the risk for developing anxiety. Page 7, children without recess have decreased academic performance and this is something that we should really be interested in, right, in our schools. Schools have replaced recess with more class time in hopes of having students get higher score and I know that you know that our children are more than a test score. However, more class time does not lead to better scores, there are many studies that show children that get a recess break between cognitive activity show better focus and attention on the next cognitive activity than children who did not get a break. Not only does physical activity increase neural activity in the brain, but consistent physical activity also improves memory function over time, increased recess time has been shown to have a positive effect on academic performance and behavior. Page 8, increase physical activity reduces the risk of developing chronic illnesses, recess improves mental health, recess promotes positive social development and academic performance. Page 9, 1.4 billion is the annual cost of obesity related health care problems in Texas. Page 10, there has been a significant rise in both reading and math scores in Dallas, Texas where they actually have 3 daily 15-minute recess periods. Recess promotes positive social development and academic performance; 30 minutes of unstructured daily play time improves impulsivity and aggression in 4<sup>th</sup> graders who have ADHD and we all know how many of those children we have now. Is it because we have, we are leading a more sedentary lifestyle perhaps? Page 11, this is one that really concerns me as well, disparities in access to recess, the lack of recess disproportionately affects poor, urban and minority students, these statistics worsen when discussing students enrolled in schools serving low income communities. That concerns me because, as you know, we all serve a low-income community. So, is it because the parents aren’t here speaking on

behalf of their students? Is it because more affluent school districts have the parents with the knowledge and the data to go and speak about this? Perhaps, and that's why I'm here today, to show you the data, because we all like to see the data. Lack of recess translates to less physical activity and poor health for students of low socio-economic status. The study revealed in average, students of low socio-economic status had 25 fewer minutes of moderate to vigorous physical activity. Unsurprisingly, children raised in environments which limit physical activity are more likely to be diagnosed with obesity and chronic diseases later in life. I am almost done, I promise. Ms. Jessica Gonzalez, Board President stated, thank you. Ms. Barajas continued, school districts do a disservice to children born into poverty when they allow for their physical activity opportunities to be removed by eliminating recess since these students may not have other avenues for exercise. And the last thing I'm going to say, 6% of high poverty elementary schools receive little or no recess time while 82% of the districts more affluent campuses got 30 minutes of unstructured daily play time, also known as recess. So, BEST AFT is asking the administration and the Board to mandate on element campuses, recess 5 times a week for a minimum of 15 minutes per session because why did we spend all this money if schools are not going to allow their students to use it? Thank you, have the very best evening possible and happy holidays.

Ms. Gonzalez stated, thank you Ms. Barajas, is there anybody else that would have anything to say? Mr. Carlos Elizondo, Board Member asked, maam, can you come to the podium again? Ms. Gonzales stated, Ms. Barajas, can you come to the podium? Ms. Barajas, you mean, or for the principals? Mr. Elizondo stated, no, Ms. Barajas. Ms. Barajas stated, yes sir. Mr. Elizondo stated, hi maam. Ms. Barajas stated, hello. Mr. Elizondo continued, good evening. Ms. Barajas stated, good evening. Mr. Elizondo asked, thank you for being so passionate, is this the first time that you address this administration with this concern? Ms. Barajas replied, I believe so, yes. Mr. Elizondo, okay, well, just, I appreciate you coming out here and letting us know, that's something the superintendent might want to sit down with you guys and listen on what you have to bring to the table because I'm all for making sure that these kids get what they deserve. Ms. Barajas stated, wonderful. Mr. Elizondo continued, so I appreciate it, thank you for coming out. Ms. Barajas stated, thank you very much.

Ms. Gonzalez asked, anyone else in the audience? Mr. Frank Ortiz, Board Member interjected, Ms. Gonzalez. Ms. Gonzalez stated, Mr. Ortiz. Mr. Ortiz stated, yes, I would like to make a couple of comments on the targeted improvement plan. First of all, I'd like to congratulate the teachers and the staff at the schools that were able to get off that list, I think they deserve the recognition. That many times, that we, many times we forget to recognize them and thank them for the hard work that they are doing on campus. So once again, congratulations to those schools that are off the list. My follow up question is Dr. Gutierrez, these campuses that are on the TIP now, they also have a CIP also, on campus, so now they have two plans, are they interrelated or correlated or integrated in any way? **Dr. Rene Gutierrez, Superintendent of Schools stated, for the, just the audience to know, the campus improvement plan is the CIP versus the Texas Improvement Plan, there is just, you may want to answer Ms., Dr. Rentfro so that I don't?** **Dr. Roni Rentfro, District Coordinator of School Improvement stated, yes sir, excuse me, the, these particular targeted plans are required by the accountability designation or identification for targeted schools, the campus improvement plan addresses your general educational strategies for school improvement and it is also required for our federal and state compensatory funding. These particular plans are required under Texas Education**

Code as a result of the identification for being targeted, they are related although this plan, like I said, initially is much more focused on a few areas and it addressed adult behaviors rather than our campus improvement plans which deal with everything from funding through extracurricular, co-curricular activities and tutorials accelerated programs. Mr. Ortiz asked, yes sir, I understand that, okay, but my question again is, are we going to have the campuses working on two different plans? **Dr. Gutierrez replied, the campus improvement plan is a requirement under Title I, for all schools, because we get Title I funds and it's a requirement, this one is in addition to, with the accountability system.** Mr. Ortiz echoed, okay, so it's in addition to. **Ms. Rentfro stated, yes. Dr. Gutierrez stated, that's correct.** Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, and Dr. Gutierrez, and I also want to conquer with Ms. Barajas presentation, I think it's very important because when you let them make a playground and you make it mandatory, they are more cognizant of what everything (inaudible) because one thing I've noticed, when I go places and I see children, they only see what's right in front of them. The peripheral vision is shut off because the computer. So, to have them out in the playground to be able to see around them, see what's going on everywhere, it's something we need to instill in our children so when they grow up they can turn around and take that with them and not just have this focus of what is right in front of them which is the computer. So, if we can really look into making sure that we can apply this and give our children the ability to go out there, jump, scream, yell, get it out of their system and connect to the world, they will come back in class and be relaxed and pay attention to you because they just got all of their energy out. And that's the objective when we were in school, they let us run around till we were sick of it, especially the hyper ones, and we came back and listened because we were tired and resting and paying attention. So, I think it's a great thing, so if we could look at that, I would so appreciate it, it will make our children much better adults that, you know, are cognizant of their environment, so thank you. Ms. Gonzalez stated, thank you Ms. Pena, Ms. Garza. Ms. Denise Garza, Board Member asked, Ms. Barajas, that same concern was brought to my attention this past week and I did submit a Board Member request and we are just waiting on the report to see what schools and what are the grade levels that are utilizing our playgrounds, so thank you. Ms. Gonzalez stated, thank you Ms. Garza, third call for anyone else? With that, I will close public hearing. **Dr. Rentfro stated, thank you, have a wonderful Christmas Holiday.** Ms. Gonzalez stated, thank you, thank you all for being here as well. **Dr. Gutierrez stated, thank you all, thank you.**

6. **Close Public Hearing - Targeted Improvement Plan Presentations and Board Public Hearing for Campuses In School Improvement.**
7. Brownsville Independent School District Financial Report for the period ended November 30, 2022.

**Dr. Rene Gutierrez, Superintendent of Schools asked, any questions for Mr. Robledo on the Financial reports?** Mr. Carlos Elizondo, Board Member stated, Mr. Robledo. Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo. Mr. Elizondo stated, yes, I'm sorry maam, thank you for allowing me speak. Just real quick, just, you probably do know everything, but more than anything, where is the general fund at, at this moment in time? You know, as of today, December, today, 2022? **Mr. David Robledo, Chief Financial Officer stated, no problem, so on page 2, we are showing the reports of November 30<sup>th</sup>, because those are the latest financials that we do have, if we look at page 10, on the bottom of that page, it has the general fund, 101 thru 199. So, we have revenues**



of 173 million expenses of 176 which has a net loss, just for the first 5 months of the year, of 2.9. If you look further down, you have what they say, the unassigned fund balance as if July 1, 2022, so we just do that quick little math, 132 million, minus 2.9 and we have about 129 million dollars still left in the fund balance. Mr. Elizondo asked, and you are going to bet on that number? **Mr. Robledo replied, that's what the report says.** Mr. Elizondo stated, alright. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, Ms. Pena. Ms. Pena asked, Dr. Gutierrez, may I address Mr. Robledo? **Dr. Gutierrez replied, yes maam.** Ms. Pena asked, and that 129 million is unencumbered reserve money that the district has, am I correct? **Mr. Robledo replied, that is correct.** Ms. Pena stated, thank you.

#### **VIII. PUBLIC COMMENT:**

Ms. Jessica Gonzalez, Board President stated, give me a quick second, Mr. Miguel, can you help me keep track of time please, and, yeah but, so that he can remind them at the 30 seconds and Mr. Nic, can you just make sure that the rules are followed please? *Mr. Nick Maddox, Legal Counsel replied, yes Madame President.* Ms. Gonzalez stated, thank you, I appreciate it, go ahead Ms. Maggie.

**Dr. Maria Magdalena Aguilar Crandall** – Dr. Aguilar Crandall stated, good evening everybody, I am a little bit ADD so I prepared something to make sure I covered the points I wanted to cover and then I'm going to speak a little bit more off the cuff and from my heart. And actually, my previous principal, Myrta Garza would say, I'm a lot ADD but anyway. I'm here on behalf of myself, my family, the community, taxpayers and I want to ask you, the Board, I'm sorry, I think I didn't say good evening everybody. I want to ask you, that as a taxpayer and community member in Brownsville, I'm asking for true transparency and accountability for every tax dollar that is spent at the district. Even though you have been communicating that an audit has been done, I personally, don't believe that it is a true clear forensic audit. In my opinion, we need a forensic audit conducted to evaluate if our taxpayer dollars have been spent responsibly. As a parent, I also want to make sure that every dollar is utilized to help all students first and also, as a parent of a BISD student, I am asking for your consideration for a forensic audit. I wonder why a forensic audit would even be voted down? Because as the saying goes, if you have nothing to hide, you have nothing to fear. Now, I did want to bring up the fact that in your meeting that you had March 30<sup>th</sup>, 2022, on one of the agenda handouts, at the very last page, you presented a quote that said, "responsibility equal accountability, equals ownership, as a sense of ownership, and a sense of ownership is the most powerful weapon a team or organization can have". This is a quote from Pat Summit. And I would to ask you to really take into consideration the value of a forensic audit. As a retired librarian, I would like to know where all of the Libro Grant monies went, there is, one of the discussions that we had often was, if 3 school got closed right after the first year of the Libro Grant, that's an average of 270 thousand dollars, plus another campus, I believe it was BAC, I might be wrong, also did not qualify for some reason, to have a library so then it didn't qualify for the Libro Grant audit so that's another 90 thousand dollars, so we would like to see where that money went. Additionally, while I have, I will be the first one to say, I have made financial mistakes and errors in my lifetime, the 1.2 million dollars that was paid extra, above and beyond because our district was. *Mr. Nick Maddox, Legal Counsel interjected, maam, excuse me, I must interrupt, we will pause your time, that is the subject of an ongoing investigation that will be discuss in closed session so we would ask you to move on at this time and we will resume your time.* Dr. Aguilar Crandall stated, thank you very much, I didn't realize that, thank you very much. So, moving on to something else, I would like to also know, where the ESSER monies funds have gone? May I speak about that sir? *Mr. Maddox stated, continue and if we need to interject we will.* Dr. Aguilar Crandall stated, okay, thank you, so, the ESSER money funds, when we first received them, 189 million dollars over 3 years, you had proposed as a school district that you were going to give the teachers 3,600 dollars, I believe that's the number, over the following 3 years, so that was a 1,200-dollar teacher retention audit, thank you, bonus, that was being

given. I know it was given the first year because I think you gave 600 in August and 600 in December, this year, we have, I don't think the teachers have received it yet so I really would like to see where the money has gone. One of the other things that you guys, and if I might finish real quick, one of the other things that you presented was that the 3 things that you were going to look for on the ESSER monies was, initiatives to review by, no, sorry about that, wrong part, one of things you were going to look at. *Mr. Maddox interjected, excuse me Ms., its time.* Dr. Aguilar Crandall continued, was mental, I'm going, mental improvement of the students, and that's another thing that I would like to see, what the school district has done so far to improve the mental issues that our students have had, thank you so much, thank you.

Ms. Jessica Gonzalez, Board President stated, thank you Ms. Crandall. I just want to clarify and remind that this summer the teachers got 1,500, go ahead Ms. Nieto.

**Mary K. Nieto** – Ms. Mary K. Nieto stated, thank you, good evening Board President Gonzalez, Dr. Gutierrez and Members of the Board, my name is Mary Katherine Nieto and I am the co-chairperson of BEST, Brownsville Educators Stand Together and AFT, American Federation of Teachers. I am also a librarian for Hanna Early College High School. I am speaking this evening on agenda item VII A7, X A3 and XI A2. BEST AFT would like to thank the Board and administration for the 525-dollar retention stipend for all full time and part time employees. We are also happy to see that substitutes who have worked 60 days or more have been included in this retention stipend. We also want to thank the Board and administration for stating the need to decompress our classified workers' salaries to show a greater consideration for the time they have worked in the district. BEST AFT will gladly help the Board and administration in this endeavor. We do ask that when we get to a recommendation during the budget process, that we will have a salary schedule for both classified workers and certified staff. BEST AFT would like to wish everyone a happy Holiday season and the best new year, have a great evening.

**Patrick Hammes** – Mr. Patrick Hammes stated, now it's my turn, good evening Board President Gonzalez, Dr. Gutierrez, Members of the Board, Patrick Hammes, a leader with Brownsville Educators Stand Together, which is BEST and AFT, American Federation of Teachers, a union of professionals. Tonight, I'm speaking on X A2 and X A3. X A2, I would like to thank Mr. Elizondo and Mr. Ortiz for placing this item on the agenda. We know that we have teacher and classified shortages, especially in the area of special education. We would like to commend HR and the administration for hiring teachers with provisional certifications in the areas of need along with not requiring bilingual certification for new teachers. We understand that it is preferred but not mandatory. We know that HR is recruiting around the state (inaudible) out of state, in the past, we've recruited in the mid-west and in northern states. This would be a great time for us to reach out while the temperatures are dropping and the snow is rising, teaching in South Texas sounds pretty good. X A3, we would like to thank Mr. Garcia for placing this on the agenda, BEST AFT has been working like (inaudible) enough on Christmas Eve with getting administration to honor our level III grievance on data cards and data reports. All organizations have had the same concerns expressed to them by their members, if information is already on Tango or Eduphoria, teachers should not have to duplicate it. We thank all Board Members, all Board Members, for working to address our, your employees concerns, BEST AFT is willing to meet with you and work with all Board Members on our members concerns. X B3, quickly, this is a little repetitive with what Mary Katherine just said, we appreciate Ms. Denise Garza for placing the classified salary decompression on the agenda, the Board was generous in raising classified salaries to a minimum of 15 dollars an hour, we have heard though, from many concerns from our classified members that many of them are just making pennies more than their colleagues who have worked significantly less than, less years in the district then they have. We provided Board Members with some information in the past and we would, sorry, we provided Board Members with some information in the past on what this could look like, then we provided again, and will provide again in this year's budget book. Sorry for the misspeaking, thank you very much. We wish you a very Merry Christmas, a happy Hanukah, Seasons

Greetings, Feliz Navidad, have the best vacation possible.

**Adina Alegria** - Ms. Alegria stated, good evening President Gonzalez, Members of the Board, Dr. Gutierrez and esteemed guests. My name is Adina Alegria, executive director of Texas Valley Educators Association. I first wanted to start by congratulating Mr. Elizondo and Mr. Ortiz on their bid for Board of Trustee. We look forward to working with you. Mrs. Garza, congratulations on your bid for re-election, we look forward to working with you again during your next 4 term. And last but not least, congratulations Mrs. Gonzalez on being appointed Board President. You will bring a new and fresh perspective to the position. I want to take the opportunity to congratulate the winners of the Do the Write Thing challenge 2022, for being so young, both Jose and Aryam showed great strength and poise. I would also like to congratulate their teachers, Mrs. Martinez and Mrs. Villarreal for their guidance and ensuring these students stories were heard and ultimately, getting their students to Washington. Mrs. Villarreal was a teacher at Porter while I was there and she was always loved and admired by her students and colleagues and that is a true testament to a great teacher. Again, congratulations to all for their outstanding work. I stand before each of you today in solidarity with our brothers and sisters with TFT, AFT, we are astonished and dismayed by utter disregard for the remedies agreed upon after the level III hearing concerning data walls. By blatantly not following such remedies, you show total disregard for the process. I ask you tonight, what does that say for this administration? Do you expect people to feel valued, appreciated and respected if you are disrespecting the sanctity of the process? And while I and Mr. Hammes appreciates Mr. Garcia and Mrs. Garza and their request for the data wall timelines and bringing the issue back to the Board, they should have never had to. It is our hope this issue gets resolved sooner rather than later and that the teachers a given back some time to do what you hired them to do and teach. I want to express our gratitude to Mrs. Garza and Mrs. Valdez for the ask for an update to conduct a salary compression study. Brownsville ISD set a precedence during the last budget cycle and although they are not with us today, Dr. Tipton and Mrs. Brown was instrumental in not only getting teachers a significant pay raise, but making sure that no one in BISD would make less than 15 dollars. So, it is now up to this Board to continue to work and make sure that if it is anything this Board does is to ensure you compensate the classified employees of the district for their years of service within the department. Lastly, I would like to thank this Board for starting to hear grievances after not hearing any for several months, I hope the TVEA members who's level III grievances have been pending more than 3 months are heard asap, to have issues looming for this long and especially during the Holidays is physically and mentally exhausting and just not right. Please help our members, the employees of the Brownsville Independent School District. Thank you for your attention this evening, Merry Christmas to all and to all a good night.

**Micaela Escobar** – Ms. Escobar stated, good evening everybody, my name is Micaela Escobar and I proudly serve AOB and TSTA. Madame President, Members of the Board, Dr. Gutierrez and members of the public audience, the reason why AOB supports a forensic audit is very simple. As Senator Lucio mentioned, you were elected by the people to represent us, to do the best for our children, to do the best. On November 17, 2022, the annual financial comprehensive financial report for the fiscal year June 30<sup>th</sup> was approved, however, the audit dates were July 1<sup>st</sup>, 2021 to June 30<sup>th</sup>, 2022. Two, the auditor letter, which is at the end which is on page 150 clearly states, they do not express an opinion on the effectiveness of the district's internal controls, they don't. Number three, based on what is known, out in social media, something happened after June 30<sup>th</sup>, 2022. And from what little that we know, it does involve construction which is paid by tax dollars, again, it is paid by us, the citizens of this city. Going back to the statement that I said at the beginning, as elected Board Members, you should do what is best for our community, do what is best for our children and allow transparency to be present and this is the reason why we are asking for a forensic audit. And I will end with a quote from TASB that outlines in an article titled, What Are Texas School Board Roles and Responsibilities and they list several, but amongst those they say Board Members should monitor the districts fiscal activity throughout the year not just only during audit time and Board Members have the right to hire an independent auditor and approve a report. Thank you so much for your time.

**Angie Villarreal** – Ms. Villarreal stated, good evening President Gonzalez, Dr. Gutierrez and Members of the Board, my name is Angie Villarreal, I would like to thank Ms. Pena, Mr. Ortiz and Mr. Elizondo for attending our tree planting ceremony, thank you so much for being there. I would like to congratulate all the students for receiving many awards, I was very surprised when I walked in and saw the lobby completely full. It was beautiful to see BISD receive so many accolades, undoubtedly, our students are the heart of BISD. Now, the reason why these students are receiving these accolades is because there were very dedicated, teachers behind these students who took it upon themselves to foster their learning. These teachers went above and beyond as many do to make sure that BISD is above the rest. But when it comes to the value of teachers work, it has an exact value and that is \$525.00. I feel that is well below our value, I believe that a more realistic number is \$1,200.00. You may be thinking that we were given a raise, yes, but no, it wasn't a raise, we were given an adjustment of the cost of living and we are still below the inflation rate. You may not believe me, but, wait till you get your electric bill, go grocery shopping, it's not the same as it used to be before, it costs twice as much and teachers are barely making it, even with that adjustment in cost of living. We are not where we are supposed to be, teachers are still struggling. I ask that you show respect and compensate your faculty and staff for their hard work by giving them \$1,200.00. I believe that that is what everyone deserves, the funds are available, I thought we were at 31 million, the fund balance is 129, let me tell you, I wrote a letter last year and I was taken aback because we were given \$500.00 and I thought that was so wrong, for everybody that has been working so hard. And on that letter, I put on there, that if we were given \$500.00, I didn't think that it was right and I would give half of that stipend or bonus to our custodians. And so, I don't have 129 million dollars, by my \$500.00 were cut in half and as Ms. Paz is my witness, each one received \$85.00. Why do I have to do that? Having so much money in the district, you really think we don't deserve it? You honestly, touching your heart can say, teachers do not deserve it and there's not enough money? For everything that we go through, I think it's unfathomable, I really do. So, I'm going to end with this, let us not get so stuck on doing things right that we forget to do the right thing, right Ms. Pena? *Mr. Maddox interjected, its time maam, thank you.* Ms. Minerva Pena, Board Member stated, yes maam. Ms. Villarreal added, thank you, Merry Christmas.

**Veronica Borrego** – Ms. Borrego stated, good evening Superintendent Dr. Gutierrez, Board President Mrs. Jessica Gonzalez, esteemed Board Members and members of the audience, my name is Veronica Borrego and I am the proud president of AOB E the largest and only chartered local in BISD. I am here tonight to speak on the proposed \$525.00 retention stipend, it is not enough. I will quote some of our members and your constituents: It's a slap in the face. I like 1200 dollars Ms. Angie, but I'll raise you 150 and say, \$1,350.00, it sounds way better. Our district has been in attrition for at least 5 years, positions have been cut and all those extra duties don't go away, they have now been assigned to remaining staff members with no additional compensation. Campus administration has had to pick up many additional duties with cuts to campus administration. Teachers have spent, on average, 6 to 8 hundred dollars since the start of school in August, these out of pocket expenses were used to ensure their classrooms were presentable and ready for the first day of school. They were also used to buy classroom supplies, incentives, treats and gifts for their students for events and holidays. Making sure that everyone of their students this coming holiday is one of their main priorities. I would like to congratulate all the students who were recognized this evening, as mentioned by Mrs. Villarreal, staff is working after hours and on weekends for programs and activities such as those recognized this evening. They are writing lesson plans, grading papers, doing reading academies and now a new dyslexia program to name a few. Because of course, we all know, there's absolutely no way this can be done during our 45-minute planning period. According to the districts monthly financial report from November 30<sup>th</sup>, there is 132.2 million in unassigned funds, these funds could be spent to cover any general funds costs including the cost of increasing the retention stipend. There were 50.6 million in ESSER II and ESSER III for the 2022-2023 fiscal year that were unspent and unencumbered, these funds could be reallocated to cover the cost of increasing the stipends, the retentions stipends. It is time to show us, your staff, that you appreciate our hard work and the fact that BISD is an A district because we go above and beyond to make this district shine. We have earned it and we deserve it. Thank you and have a good evening.

Ms. Jessica Gonzalez, Board President stated, I would like to thank everyone for following the rules, it's important that we do, as adults and as educators of children, so thank you for that. Before we proceed, I would just to remind my colleagues about the Roberts Rules of Order. (Ms. Gonzalez read the statement pertaining to it.) Ms. Pat, go ahead and keep on.

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

**Board policy BE (Local) and Roberts 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.**

**IX. Recommend approving the Consent Agenda. The Board has agreed to discuss the following items. All of the items below that are not called out will be approved by consent.**

Ms. Jessica Gonzalez, Board President stated, Ms. Valdez. Ms. Daniella Lopez Valdez, Board Member stated, yes, I would just like to abstain from item D number 6. Mr. Carlos Elizondo, Board Member interjected, Madame President, also. Ms. Gonzalez stated, Mr. Elizondo. Mr. Elizondo continued, if you can circle B1. Ms. Gonzalez stated, alright. Mr. Elizondo echoed, B1. Ms. Gonzalez asked, on the action item or? **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees asked, under payments, under payments, B1, page 4.** Ms. Gonzalez asked, page 4? **Ms. Perez replied, yes maam, under payments, B1, yes, may I have a motion please?**

**Motion was made by Denise Garza, seconded by Eddie Garcia and unanimously carried for approval of the General Function Items as reflected on the Consent Agenda. (7-0-0)**

<b>XI.</b>	<b>A.</b>	<b>General Function</b>	<b>4, 10, 12, 13, 14</b>
	<b>B.</b>	<b>Payments</b>	
	<b>C.</b>	<b>Budget Amendments</b>	<b>1</b>
	<b>D.</b>	<b>Contracts/Agreements</b>	<b>1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13</b>
	<b>E.</b>	<b>Bids/Proposals/Purchases</b>	<b>1, 2</b>

*Daniella Lopez Valdez – Abstained from XI. D. 6*

**(All presentations limited to five (5) minutes)**

**X. Board Member Request(s)**

**A. Conference Presentation(s):**

1. Requesting presentation in reference to BISD athlete's insurance. (Board Member Request Minerva Pena, Board Support Carlos Elizondo)

Ms. Jessica Gonzalez, Board President stated, Ms. Pena, this is your item. Ms. Minerva Pena, Board Member stated, yes, I wanted to put this item so we can have someone, Dr. Gutierrez, explain to us, because believe it or not, when the beginning of the year, parents are given a big paperwork to sign and I had several parents tell me, well, we trust the district, we sign the papers, we send it in. But on there, it says that anyone in baseball, basketball, football, any sports with the district, if a child gets hurt, the district is not responsible at all. And so, the parent has to have either the insurance they buy at the beginning of the year or have their own insurance because the children are playing with

our school district, representing our school district, with the district taking no risk for the children if they get injured. So, I wanted them to make a presentation because some parents told me that they have not heard of this insurance or it wasn't made broad enough or wide enough where they can understand to pay that 50 dollars to buy that insurance which most parents will buy, that's what I'm being told. So, if we can make a presentation because for some reason, the mentality out there is that if a child gets hurt during a Hanna football game, Porter football game, any football game and they get really injured, that the district comes in and picks up their medical bills. And that answer is no, the district is not responsible, you are paying at your own accord, you are playing at your own accord and district is not responsible. So, can someone please explain how that works just to make it public so parents will jump on and immediately purchase extra insurance and see what we can do for those that may not be able to afford 50 dollars for that insurance. Because to you and I, we are blessed that we have never had the need of money to buy stuff like that but when you are making \$7.25 an hour and you have 5 kids in schools and 3 of them are in sports, it gets expensive. So, could you please explain that to us please? **Dr. Rene Gutierrez, Superintendent of Schools stated, yes, I ask our athletic director, Coach Gilbert Leal, can you come up just to explain what Ms. Pena's item? Thank you, coach. Mr. Gilbert Leal, Athletics Department Director stated, good evening sir, Dr. Gutierrez, President Gonzalez, Members of the Board. Yes, so, every year, our school district purchases a student insurance for all our students throughout the school district. Like you had mentioned before, the traditional policy was here to give every, a brochure in English and Spanish to every student in BISD in every elementary, that stack that you are talking about, there's probably a brochure for additional athletic insurance in that stack that goes to every student in BISD. Our school district does have an athletic policy that does cover our students, as far as for the extra additional coverage, we are working with student insurance company, we do have a company that goes above and beyond for our student athletes and that information is, in like I said, in English and Spanish in brochure form. In our athletic insurance, excuse me, in our athletic handbook, before any student in BISD participates in athletics, they go through the same process of filling out athletic forms where it does state on there that BISD is not 100% fully covering any student that participates in athletics across BISD. The insurance policy that we are currently using right now does have 3 current policies that are available as an add on to our students, student's Pre-K all the way to 12<sup>th</sup> grade. Its, the first policy is just an athletic, excuse me, an accident policy that covers the student while they are at school, there's an additional second policy that could be purchased for, that covers all students to and from school including all athletics events except football and then there is a third additional policy that a student, a parent may purchase that just covers just football only for all injuries that happen. So, basically, what happens is that if there is an injury that occurs, depending on the sport, you had mentioned football, so, if a student does get injured at Sams Stadium during a football game, the first thing, the first order of business would be whether the parents have a primary health provider first, if they do, then that will act as the first primary insurance for that student. If the parents of that student do not have insurance, then our athletic insurance will act as the primary insurance, but it does not cover 100% of the cost. So, there is limits to our policies that we have here at BISD so, that information is in writing and it is there, but it is not a, it's never been stated that every student will be, all, excuse me, medical expenses will be covered 100%. Ms. Pena asked, question, may I question? Dr. Gutierrez replied, yes maam.**

Ms. Pena asked, okay, I'm a little confused, I'm sorry and I've always been told, if the lay person doesn't understand then we have a problem. So, what you are saying, what I'm hearing you say, that lets say a child gets hurt during a baseball game and he gets hit in the face and it fractures his nose and the insurance, the child's parent, for whatever reason, don't have the insurance up to date so the child is not covered. Would the district cover it if the child did not pay for that extra insurance because for whatever reason? They didn't know about it or they didn't feel they could afford it, they did not buy any extra insurance with BISD. They do not have any insurance for that child on their own, you know, family, so, is there something that can cover a child that is in that position? **Mr. Leal replied, yes maam, if a student athlete does not have family health insurance then our athletic policy will kick in as the primary insurance, but there is no guarantee that 100% of the cost from that, from that injury will be covered by the insurance.** Ms. Pena asked, so, then if anyone gets hurt, any child out there that has gotten hurt and was told by the school, you are on your own, there's no insurance, sorry we can't help you, may we tell them they can call you so you can explain? Because you are saying something totally different from what parents are saying they are being told. So, it's a little bit of confusion there, so, I'm hearing you say loud and clear, if your parents didn't have insurance on you, you didn't buy that insurance when the school year started, there is something that exists to try and help you with some of that expense. Of course, we are not going to know what is going to be covered because you go to the doctor and they say, no, the insurance said we are not covering that. But there is something out there where you can try and help this child get back up to par and take care of their physical injuries to restore them to good health. So, they can talk to you about that if there is a doubt, may they do that? **Mr. Leal stated, yes maam, yes maam.** Ms. Pena stated, well thank you, that, thank you. Ms. Gonzalez stated, thank you for that coach and Ms. Pena, number 2.

2. Requesting presentation and status in reference to BISD vacancies. (Board Member Request Frank Ortiz, Board Support Carlos Elizondo)

Ms. Jessica Gonzalez, Board President stated, Mr. Ortiz, this is your item. Mr. Frank Ortiz, Board Member stated, yes, my, my question and I would like to have some clarification if I could Dr. Gutierrez, I know that the district has had a couple of job fairs and we've had the opportunity to hire some of our teachers and individuals that we need in the manual trades and you know, different departments. But as I visit the different campuses and I did go to the job fair and basically a lot of the feedback that I received from the representatives from the schools that were there at the job fair was that some of them had 2 vacancies, 3 vacancies, some of them had 4, vacancies and it concerned me because my following question was, how long have you had these vacancies? Well, we've had them for the whole semester, the semester is ending in a couple of weeks, we come back in January, we begin with the new semester. I'm concerned about all the vacancies I have out there, I would like to have at least a little run down on how many vacancies we have out there. What is the district doing to advertise and promote our district? Especially with the vacancies. **Dr. Rene Gutierrez, Superintendent of schools stated, yes sir and teacher vacancies has been a concern, you know, throughout the year and I think we've had the most job fairs this year than any other year and Dr. Trevino will go over that. Obviously, there is a huge shortage of teachers and staff, throughout the district that we have been trying to fill in those vacancies as much as possible. I mean, if there is one thing I would love to have is a fully staffed district because there is no learning loss more**

than what we already have due to the pandemic. But can you go ahead and just go over briefly what we have done over the last semester Dr. Trevino? Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/Human Resources stated, yes, thank you Ms. Gonzalez, Members of the Board and thank you Mr. Ortiz for bringing this item up. So, you are absolutely correct, you asked for a summary of the vacancies, so, I don't know if you are able to see them there. As Dr. Gutierrez said, this is a state-wide problem, the universities are not producing as many teachers that are retiring or resigning. So, at the high school, and I did break it down by regular ed, special ed, because we do have a need in special education, very, very hard to fill. So, you will see that at the high school, right now, currently, throughout all the high schools, we have 22 vacancies in regular ed, 7 in special ed, 1 administration, for a total of 30 vacancies, these are for certified staff. For the middle schools, we have 5 regular ed teachers, 8 special education teachers, overall, 13. Elementary, 14 regular ed, 16 special ed for a total of 30, 1 administration. So, we have a total of 73 professional individuals that we need to fill. Regarding certified, we have 19 classified individuals, excuse me, vacancies, 1 in a high school, 3 in a middle school and 15 elementary. Special education classified, very difficult to find individuals because they do require hours in college, they need 48 hours of college to be an aide in special ed. We have 20 vacancies at high school, 11 in middle school and 11 in elementary. We do provide the teachers with substitutes if they need it because, you know, in all of this, in particular special ed, they need that extra support, they may not be certified and they may not have the 48 hours, but if they need help, we certainly provide that. Other classified, 2 high school, 1 middle school, 2 elementary, a total of 5. We have 66 vacancies district wide for classified. As far as departments, 80 classified and 9 certified. Just really quick, as far as the run down, we have had 3 local job fairs this semester alone, one in August, one in November and in December as well. These are then number of positions that we filled in each of those respective job fairs. 49 in August, 18 in November and 22 in December. You are absolutely right, we are not filling them as fast as we would like, I agree with Dr. Gutierrez, we would love to have a complete, you know, staff, any time that we have somebody that's out, that's just naturally absent, we do have sometimes as many as 500 teachers absent as well on a daily basis. So, we understand that we have a need and because of that, we have attended 10, we had 3 local and we attending 7 out of the district, here in Brownsville, TSC, we went to San Antonio, Kingsville, Corpus, Brownsville here with UTRGV, Edinburg and we continue to go in the spring. But everyone is out there looking for teachers so we are competing against others, you know, it's almost as, you know, we are fighting for teachers to come to our table to bring them in. I would also like to thank publicly, Special Education Department and Bilingual because they have also sent their personnel to all of these job fairs to also help us recruit. We can bring them in as much as we can, I mean, I understand, somebody made a comment of going outside the state, I mean, certainly, that's an option but I assure you that this is national problem and we are also doing a grow your own. We got a grant, we applied for a grant and got the grant where we are able to pay for schooling for, I want to say, 9 individuals that we are growing them with the assurance that we are going pay for it, well, the state of Texas is actually paying for it. But we are growing our own with the understanding that they would stay in BISD and teach special ed for 5 years at least. So, we are, you know, trying to find grants also, to try to get teachers to come on board even if we have, and it's something we are looking at, trying to find more



grants so we could grow our own because everyone is fighting for teachers. Mr. Ortiz asked, if I may, follow up, Dr. Gutierrez? Ms. Gonzalez stated, go ahead, yes. Mr. Ortiz asked, how are we advertising the vacancies that we have in BISD? **Dr. Trevino replied, and so, that's a very good question, we do have our own website where we have the vacancies posted and we have advertised in our local paper through media or through Mr. Moody's office any time we have job fairs listing the positions that we are looking for, in particular, special education. I mean, we could try to go online and try to do more through Indeed or you know, things like that.** Mr. Ortiz asked, may I? And that's what I was going to recommend you know, if we are competing out there and I know that we are and this is not just, you know, statewide, its nationwide for teachers, I mean, can we advertise the positions that are available in BISD? I know that you have them on the website, you know, but, you know, I've looked through them myself, like whenever somebody applies for a position, you close out your application and then a whole list of vacancies come up. But, how many people actually go in there and look at that? So, is there a way that we could advertise, as you mentioned, just a little while ago, the specific vacancies that we have in the district? **Dr. Trevino stated, absolutely sir, that's something that we could do, I mean, putting it in Indeed and any other social kind of platform, yes, most definitely, we will do that.** Ms. Gonzalez stated, Ms. Garza, oh, I'm sorry. Mr. Ortiz stated, that would be a good idea sir. **Dr. Gutierrez stated, okay sir, thank you.** Ms. Gonzalez stated, Ms. Garza, go ahead. Ms. Denise Garza, Board Member asked, thank you Ms. Gonzalez, Dr. Gutierrez, may I address Dr. Trevino? **Dr. Gutierrez replied, yes maam, thank you.** Ms. Garza asked, Dr. Trevino, on the classified, I noticed that we have 20 in the special ed, in high school, and well, that's the most right, that we have total from high school, middle school and elementary was 42. I know about a month and a half ago there was a concern brought to me, we had a retired paraprofessional who had applied and then she was rejected because she didn't have the college hours but she had retired with X amount of years. And so, I know in our applications process, there have the 3 requirements on why you are eligible for this position and there was one that stated, if you worked at a daycare or you helped in your church, how are we identifying those that qualify under that 3rd option? **Dr. Trevino asked, and so I, Ms. Rodriguez, did you want to answer that?** Ms. Carmelita Rodriguez, Assistant Superintendent for Human Resources stated, I wanted, yes, can you hear me, no right, this doesn't sound very, can you hear me now? Okay, yes, I do recall that particular incident, Dr. Gutierrez shared the name with me and we did go through and clear, and cleared her, we checked with TEA and yes, it was an area that the young lady worked at a daycare and different areas and we cleared her and she, she was ready to become one of our special ed teacher aides. Ms. Garza asked, thank you and Ms. Rodriguez, I know you say you had checked with TEA but, why was it one of the options if we weren't even sure TEA would have allowed us? **Ms. Rodriguez replied, it is, actually, it is one of the options, we had just had never had anyone apply, that was the first one and as we go, I've got to tell you that it was one of our very first ones we have ever cleared that way. And so, we just wanted to make sure that it was still and because it is a need, Dr. Gutierrez encouraged us to make sure we gave her the opportunity and we did. And we just wanted to make sure we covered all our areas and that it was still not just on the job posting, it was something that we are now making sure that if we have others the same way, we most definitely will give them that opportunity to get started with BISD.** Ms. Garza stated, thank you Ms. Rodriguez and Dr. Gutierrez, can we verify with any applicants that are in the classified if they fall under those, if we like check, reach out to

them just to verify because we do have a lot of daycares. I know that employees are trying to come over to us because of the benefits. **Dr. Gutierrez stated, sure maam. Ms. Rodriguez interjected, definitely.** Ms. Garza stated, thank you. **Ms. Rodriguez stated, thank you.** Ms. Gonzalez stated, Ms. Pena. Ms. Minerva Pena, Board Member asked, Dr. Gutierrez, before we leave, can we get a copy of that power point that's up on the screen? **Dr. Gutierrez replied, yes maam, we can get you a copy.** Ms. Pena continued, and I was going to ask also, so, people are applying for jobs and come in to BISD to make sure all the paperwork is met and I, do we still have a computer where the people or a person coming in to apply can sit and apply on the computer that's in our HR or are they being told that have to go home and apply and fill out the computer at home? **Dr. Trevino interjected, no, if I may, absolutely Ms. Pena, we do have multiple computers available in HR that are available for the public to apply and if they need assistance, we certainly have the individuals that can help them.** Ms. Pena asked, okay, and can we look at that, I've gotten 4 calls where the person called me, the people called me and said, I was told they can't help me, I have to do it on my own and that there was an issue with one and they never called them to let the know. So, what do we need to do to help HR stay on top of these little things that is not clearing these employees to get a job and I really feel uncomfortable that when the employee calls a Board Member and the Board Members responsibility is to call you and make sure it happens and then when we call you, gets resolved, they get hired, my question is, why do they have to reach out to a Board Member and not go and talk to them and get it cleared. So, can we get a little better efficient on that to make sure se get these employees on the job because we are losing a lot of them to the charter schools, to the neighboring school districts and they are good qualified people. So, can we kind of look at that and see where the ball is falling and that it's not moving forward, can we do that please? **Dr. Gutierrez stated, okay, yes, Ms. Pena.** Ms. Gonzalez stated, great, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, yes, just a real quick add, Dr. Trevino, I know that we are doing a lot of things on being able to recruit new employees, right, but at the same token, are we doing enough to make sure that our tenured employees are not leaving the district and leaving those holes, you know, open? I know there is a big issue with a lot of transitioning from out from the school district to the retirement life or just completely quitting. So, maybe we also got to look at that aspect as well, making sure that we do as much as we can, whatever that is, to keep the employees that are still here, especially the ones that have been here the longest. Thank you maam. **Dr. Trevino stated, point well taken Mr. Elizondo, thank you.** Ms. Gonzalez stated, thank you all, number 3 Pat.

3. Presentation regarding the data wall timelines. In addition, follow up to the schools that were reported not following recommendations. (Board Member Request Eddie Garcia, Board Support Denise Garza)

Ms. Jessica Gonzalez, Board President stated, Mr. Garcia, this was your item. Mr. Eddie Garcia, Board Member stated, that is correct, there was a concern being that we, I needed, or we need to get a timeline, as to some grievances that were filed and recommendations were made to be sent back to administration or administrators at the school level. Unfortunately, there were some that failed to follow these recommendations because any time, and everyone has heard me say this, we are one district, it's not these schools are going to follow this, that was supposed to be across the board. And these were, again, were brought up by one of the associations, BEST, and then Mr. Hammes reached out again,

continuing with some of these concerns, that again, those principals were not following and this is why I put down that we needed to get a follow up as to what has transitioned during this period because this started, really, before August, but that's when we heard that first grievance. **Dr. Rene Gutierrez, Superintendent of Schools, yes, thank you Mr. Garcia, obviously, monitoring student progress is always going to be something that we need to do but there are different ways of doing this. And Dr. Trevino and her staff have been working on, with Tango, one of our software consultants, to do this through the software program instead of data walls. And I believe that they have been working on this program for about several months but it is being finalized so that we can track, teachers can track their student progress individually through Tango that software company that has provided services in our district. And she can show you in her presentation just a brief overview of what we did and to monitor student progress. Because that is still something that we need to do to make sure that our students are making academic gains throughout the year, but go-ahead Dr. Trevino. Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/Human Resources stated, thank you Dr. Gutierrez, and so, and I'm sure this is pretty small, so, I apologize ahead of time because we couldn't get it any larger but I can certainly get you copies. And so, Tango, believe it or not, has been in BISD since 2008, and so that's when data walls kind of started and they started creating reports on student performance lists, back in 2008. It was to identify trends and to set goals, as Dr. Gutierrez mentioned, you know, we are monitoring kids in order for us to see how we can close gaps. So, it allowed for the monitoring of student progress and so for a while, data walls were being used in BISD and conversations, maybe, you know, a couple of years ago, even before the pandemic, it was like, how can we reduce the workload on the teachers, and use the reports effectively and not be redundant. And so, with so much transitioning into that, once the scores came in, in August really, but when the accountability started shifting, we also asked Tango, back in the summer, what can you do to polish up the platforms and the software so we can alleviate the work from the teachers. And obviously, when we ask a software company to modify something, it's going to take them a few months, so this work really got started in the summer of this year, of 2022. Tango was not able to put it all together until September, so on September 16<sup>th</sup>, reports were updated to reflect the new accountability framework even though that's still iffy and TEA has not solidified it, it's a work in progress. So, Tango added two sections, they added the campus data wall report and the teacher data wall report and once that came into play in September, we really should have no one creating little cards that track students because now it's all done electronically, all of it. And so, they did a transition table to track and now through this, you know, Tango software, we are even able to identify how each student is doing, how each teacher is performing by period, so then we can help and assist along the way. So that rolled out in September. TEA, on November 9<sup>th</sup>, put out an update, like I said, everything right now is fluid when it comes to the accountability system. And so, we are asking them again, to modify what we currently have, so I kind of want to share, real quick, and I know and I apologize, this will be small, but the teachers will see it in their computer and the principals, because, and we've been very fortunate to buy a lot of those instructional panels, they see them pretty large. And so, but when you see something like this, this is a fictitious school, it doesn't exist, but you can see and I don't know if I can, for the audience, right here they would see the 3 names of the teacher. So, this is a campus report, you would then**

see, for example, the number of students, right here, that each of those teachers is responsible for. So, for example, the first teacher, maybe she's an inclusion teacher, she has 4 students, the next one, 82 and the 3<sup>rd</sup> one, 111. Then you will see if they did not test or if they and if they tested. You could even see how they are contributing to the campus, so right now, in this particular one, this teacher would have a C at 79, the other one is 77, but its tracking it down to even that level because the state, even this year, will give us a letter grade even though they are making changes, they may say that the TEKS didn't change but the way we are testing them did. And so that you could even see there the red column for the students that did not meet approaches is the light green, the dark green is meets, that means they are passing solidly, the meets. Then the masters are kids that are doing very, very well, college career ready on their way. And you see by groups, for example, let me see if I can get this, right here you would see 12 students did not pass, 16 did not pass for this teacher and because this one had 4 and they were all pending, there is no score. But 3 for 1 teacher and 9 for the other didn't pass but they had progress, I mean, they are closer to approaches. And so, it is completely already set up for us to be able to talk about students without the teachers having to fill out any cards or administrators for that matter, having to fill it all out. It is that strategic and that concrete to help us make better informed decisions when it comes to instruction. And it tells you by domain, how the teacher and students are doing. So, then we can, for example, here, we are at a 78 for domain 1 but for domain 2a, we are an A at a 92, for domain 2b, we are at an A at a 90, so it kind of gives us, we are doing great here, this is where we can help and increase. So, for the teacher data wall, the teachers, I think are going to love this, they don't have to worry about it, it is done by period for example, this is a, and this is a fictitious teacher, but it's a middle school example. So you have by period, first period, fourth period, 5<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup>, how many students they tested, students, how many are pending, how many tested and then by period, you can see how the students are performing so maybe the teacher would say, what is 8<sup>th</sup> grade students doing compared to 1<sup>st</sup> grade, 1<sup>st</sup> period, excuse me, because we have a 93 right now with my 4<sup>th</sup> period, maybe they are a GT class or Pre-AP class compared to first period with an 80. And then you will see how the students are performing, very, very specific, the teachers, and in addition to that, when you go to the student performance, one of the things that, you know, the teachers have asked, well, maybe we don't want the student names, we want their ID's for confidentiality, we could do it by ID's but this particular report, and I know its small, but the teachers will have access to it. For example, it will tell you if the student is an emergent bilingual student, at risk, special ed, so, those special groups, because TEA will be tracking these kids in a special group, they are called super group. So, they are going to put these kids together and we need to ensure that we are showing progress with these students and you can see with this particular report, how the student did last year in their STAAR and then how they did, the percent that they got but then how they did in the first assessment, second, the district and then here, if they got you a point or did not get you a point. So, students will be monitored specifically, even those kids that have failed last year or the year before through House Bill 4545, we are responsible for making sure that we show progress, especially with all kids, right, but especially the House Bill 4545 group. So, this will certainly help and you will see that this particular teacher had 81 students because 1 didn't take it and so you will see she had 15 students not passing but you will see how close they are. Those that were at approaches, meets and

masters. And so, all the data is right here, they don't have to worry about it, they are not going to have to fill out cards, they can have fabulous, rich discussions on how we can close gaps. So, we are excited, they are continuing to tweak it as TEA continues to make final decisions on the accountability. So, we are excited about this, we did roll it out at the end of the second six weeks and with the first benchmark, we are ready to provide this data. We are having a meeting with the principals on Thursday where they will be looking and reviewing their benchmark data number 1. Ms. Gonzalez stated, Mr. Garcia. Mr. Garcia stated, thank you for that presentation, earlier in the year, Ms. Longoria, Dr. Gutierrez and myself were at Faulk and we got to see that work in progress and definitely, it's still ongoing and one message that I want to keep on saying is that we are one district and we need to make sure, Dr. Gutierrez, that everyone follows the same recommendation. And I just want to say, Ms. Angie, we, I haven't forgotten about the lesson plans. So, thank you very much. Ms. Gonzalez stated, thank you guys. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, oh, Ms. Pena, I'm sorry. Ms. Pena asked, and also sir, and I am kind of glad you made that last statement Mr. Eddie but, Dr. Gutierrez, would you agree that BISD is an A district and we have excellent teachers that produce excellent students? **Dr. Gutierrez replied, we earned the A, of course.** Ms. Pena continued, and I am very proud of that and my hats off to everyone because without the teachers we wouldn't be here today. And with that point, thank you, give yourselves a hand because you've earned it and you've been doing this for years. And you've had different superintendents, different Board Members, different people at the top and you people at the front lines have had us at the top no matter what you go through. And with that point, I want to make sure sir, that we don't get to the point where we take a teacher who has 100% passing on their state test, on their students and we micromanage. And I'm being told by these teachers who have these high, high scores that it is very difficult to work and make sure the student makes it if I have the top on top of me constantly, constantly, constantly, constantly. And as an employee of the state, I remember we were taught, if they are doing their job, and they are doing great and they are excelling, don't be over there trying to fix it. Because, please make sure we don't fix what's not broken and like Angie said, don't get so stuck on doing things right that you forget to do the right thing. And the ones that are flourishing, let them flourish, let them grow, let them continue producing the honor roll students that they are producing. Because at the end of the day, when God calls us home, we are going to stay here and the results is going to be our actions to those teachers who maybe couldn't take the stress that you and I can. So, can we make sure, because I'm hearing that there is going to be a new lesson plan, new this, oh yeah, there's vendors out there that want to turn the whole world upside down and give you new stuff. Let's be very conscientious of our teachers and if they are excelling and they are doing well, let's not try to rebuild something that's at the top. Ms. Gonzalez stated, Ms. Garza. Ms. Denise Garza, Board Member asked, yes, thank you Ms. Gonzalez, Dr. Trevino, with this Tango software, you mentioned that it's been in our district since 2008, so our teachers are familiar with the program and my thing is, we are sticking to just this program, right? There is not going to be something else where we still need on another platform? **Dr. Trevino replied, and so thank you for that, our high schools have been more, or have worked more with Eduphoria for the past few years but they are meeting with Tango this week so they can start becoming more and more comfortable. But this is the data wall that they will be using when talking about student growth.** Ms. Garza stated, thank you and you mentioned you would be meeting with administration so we need to make sure that our administrators all hear that one message and then relay it

to the campus the way the message has been relayed to them. **Dr. Trevino stated, yes maam, absolutely.** Ms. Garza stated, thank you. Ms. Gonzalez stated, Ms. Valdez. Ms. Danielle Lopez Valdez, Board Member stated, yes, I just wanted to thank you, to Dr. Trevino, I know when we brought this up initially, it was all about duplication of work and what can we do to let our teachers teach and we've been working, I know you all have been working on this for your timeline for a long time. So, it's great to see the progress and to know that we are making sure that our, if there is something that we can do that is, that causes less time from paperwork, we are doing it. So, thank you for doing that, we appreciate it. Ms. Gonzalez stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member stated, I want to say, I certainly agree with what Ms. Pena said just a little while ago. Who else knows better what's best for students than our stakeholders, the ones that are in the school's day in and day out, so we do need to listen to them and we need to, you know, bring them to the table and they tell us what works, what they need, we are here to support them to be able to, you know, deliver instruction effectively. So, it's all about listening, it's all about listening and not micromanaging, we need to listen as I said, to our stakeholders all the time. Ms. Gonzalez stated, thank you for that, yes, go ahead, Mr. Elizondo, I'm sorry. Mr. Carlos Elizondo, Board Member stated, thank you, and maybe just add on there, maybe we could send an email to all the schools, especially administration that the platform that we are going to use is the Tango platform, that way everybody knows. You know, in an email format, that way nobody says, well, I didn't know, thank you. **Dr. Trevino stated, noted, thank you sir.** Ms. Gonzalez stated, thank you all, Ms. Pat, number 4.

4. Presentation and discussion on the status of the BISD Museum at CAB. (Board Member Request Frank Ortiz, Board Support Carlos Elizondo)

Ms. Jessica Gonzalez, Board President stated, Mr. Ortiz, this is your item. Mr. Frank Ortiz, Board Member stated, yes maam, thank you, we have a district that's been in existence for over 100 years, we have so much history in BISD and its educational, the museum is, I'm talking about the museum now. There're so many artifacts in that museum and it came to me that it was said, it has no educational value, so let's close it down, I mean, that hit me in the heart. Because for a district that's over 100 years, what more education do we, you know, can we give to our students, to our community, to our public, to go and see the roots of BISD. We are always promoting BISD, saying that it's the best choice and to come and to BISD, you know, we have a history, we have a museum that people can go and visit and ask questions about and actually see our history. My question is, Dr. Gutierrez, why is that museum closed and why isn't it available? **Dr. Rene Gutierrez, Superintendent of Schools stated, first of all, I think our museum does have an educational value because it's about BISD and BISD is an educational institution. So, and the museum is available, has been available to anyone, I don't think we have ever had anyone that has been turned back from not touring the museum. I've toured that museum many times myself because I love that kind of stuff. I love to see the history, I love to read about it, every time I go there, I learned a lot about BISD and those of you that see me in CAB, you know that I visit that museum very often. I'm an advocate of that because I believe that in the history, it needs to be preserved and well-kept like we have in that museum. And I'm, I was very impressed that BISD has a museum such as the one that we have because not too many districts have that type of a history like Brownsville does, very impressive. And we are going to make our museum available and Mr. Guerrero, and I know Pat, we talked about that, but I do believe that you**

are right, we need to promote it more. We need to let the community know that we have a beautiful history of our BISD in there and it's got such a long history, I mean, I've seen some of those yearbooks, back from the early 40's or 30's and I love to see that stuff, I've seen a lot of those yearbooks myself. So, yes, I think what we need to do more is promote that we have such a wonderful history of BISD in that building for everyone to see and learn from, about our history that we've had over 100 years. But you want to give us, you want to share with us what we do and also, because of this Mr. Ortiz, we've made a video and we want to put it in there so that people can see what's in there because it's beautiful what we have in that museum. Mr. Ortiz stated, if I may, that's what I was going to recommend we have a fantastic studio, KBSD, my gosh, they can do a short documentary and promote it like that. I mean, how are people going to know that its available if we are not promoting our museum. Follow up question Dr. Gutierrez, do we have a schedule to when that museum is open and who is manning that museum in case somebody goes and visits? **Dr. Gutierrez replied, that's what I will ask Mr. Guerrero to let us know and see how we can promote it some more and hopefully more community can go visit.** Mr. Alonso Guerrero, Health Services Department Director stated, good evening Board President, Board Members, Dr. Gutierrez, so, Pat, Ms. Pat Perez and myself coordinate on the museum. I'm in charge of CAB, the Central Administration Building so whenever somebody goes to, that wants to see the museum, they will, the security guard will call my office, we'll send somebody to open it up, they will tour it for whatever long they want, whenever they are ready to go, we close it back up just to keep the historic stuff that we have in there safely. Right now, when you were saying about the year books, it happened that when we were doing this video I was in there and came across my yearbook from my high school and I started seeing it, I won't show you the picture of me in high school. So, it is beautiful in there, its beautiful things that we have in there, clarinets from way back in the day, it's a lot of history in there and its very beautiful, but yes, the museum is always open. As soon as somebody gets there, we open it up for them, we never turn anybody down. Ms. Gonzalez stated, hold on, before the video, I would like to make an unformal Board Member request that I believe we all need to see that yearbook photo now, Ms. Pena needs, yeah, I think, where's Jason, that needs to go on our header on our website. Ms. Pena has a question before the video please. Ms. Minerva Pena, Board Member asked, yes, and I, and it goes to the point that I've been thinking, because, our fund balance is huge, and I see that we close positions and then we put the job on someone else. And sir, you have a huge job with this, it's not the museum, you have a huge responsibility and you do an awesome job. Ms. Pat, has a huge job and I have a little bit of concern that we double up and close the position, save the money and then give it to the other people to do the work, stop what you are doing, there is somebody here at the museum, well, I'm sorry but I'm out to lunch, well sir, find me somebody. I don't, I see we are doing really well in fund balance but not at the expense of the front line and that hurts me because I wasn't raised like that, I know you know what I'm talking about. And you are excellent at your job but to me, your priority is your first job and not the museum. But that's not on to you, the boss tells you, you have to skip and hop and sit down and stand up all at the same time, well you got to do that. My concern Dr. Gutierrez is, I don't want to see us closing positions and say, look how wealthy we are while we are killing our employees at a time, some good employees that could have given us five, ten more years say, I have got to go. So, if we do stuff like that, can we find out maybe, to put is less on someone who's as important as you are sir, with your job, someone as important as Pat is

with her job? And I thank you for doing it, but my concern is, we, personally, people have called me on that museum and its important and we are great and it's awesome that we are the only ones in the district, in the valley that have that has a museum and for us to double it up, I have a severe concern sir. So, can we reconsider that because that's an awesome museum that can be built bigger and better with a full-time employee that was there, because that's the one who got it to where it is now. So, you can, I don't know, just, I think that is the problem. Ms. Gonzalez stated, okay, go ahead Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, thank you sir and thank you for allowing us to put your picture on the website. Just a real quick question, Dr. Gutierrez, what, how much do we pay the museum for a working budget, do we have anything like that? **Dr. Gutierrez replied, I don't think so sir, like a budget to, because everything that we have, we already have all the artifacts and all the history and I want to say that every time I've gone alone or on my own because its self, it's one of those self-type of a museums that you can go in and out and pretty much view everything because everything is behind counters. And all the times that I've gone, I just stay there and I read the, everything is very well set up already for anyone to just view it. I think what we need to do is advertise it more, have our doors open, have a sign in list like they do in other places when you go visit. Let's just have a sign in and how many people are signing in and viewing that museum, but if I'm not mistaken, perhaps because it's a lack of promoting it more, that if we see people like really going all the time, well then, we may consider someone part time there but right now, correct me if I'm wrong, I mean, I was talking to the custodian that opens the, that museum, I've asked him, how many people have shown up, he says, within the last two weeks, nobody has shown up. Maybe we need to advertise it more.** Mr. Elizondo stated, correct, and a follow up question maam, if I may. Ms. Gonzalez stated, yes. Mr. Elizondo asked, and the reason I ask that is because we are going to vote on page 5, line item number 6 is to give \$89,480.00 to the Brownsville Historical Association and the Brownsville Museum of Fine Arts, so if we are about to give that much money to other entities so that we can promote those, so we can have our kids in there, I think we should give ourselves as well something like that so that we can promote BISD history. And that's the reason why I asked that question, because I know that we have always given out to other individuals to making sure that we promote their excellence and their historical, you know, value. And I feel that BISD has that value as well, so, in looking at line item number 6, we do have an item for about almost 90 thousand to give other museums as well and that was just the reason for that, I just wanted to make sure, thank you maam. Ms. Gonzalez stated, thank you Mr. Elizondo, feel free to show us the video please. **(A promotional video was played and upon conclusion the following transpired.)** Ms. Gonzalez stated, that's a great video. Ms. Pena interjected, question. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, excellent job, keep it up, but one thing I strongly recommend, Dr. Gutierrez, we should not allow, you are the superintendent, you are allowed to go in there by yourself and look around, no one else from the public should be able to come into any of our buildings, and they don't have the freedom to come in and let them just see because everything is behind closed doors. So, please, public understand, if I'm not mistaken, you will not allow a person to come and say, I want to see the museum and you just leave them there by themselves, am I right, because you said that we don't need. Right sir, we don't allow someone to say I want to see the museum, you send someone and they just leave them there until they are finished and then come back and close the door? We don't do that right? We don't do that? Okay, because the way you stated it, it sounded like that so make sure that doesn't happen. **Mr.**



**Guerrero interjected, no, someone stays there.** Ms. Pena stated, thank you, thank you. Ms. Gonzalez stated, awesome. Ms. Pena added, just wanted to clarify that, thank you. Ms. Gonzalez continued, thank you for that, we are on B now, action items.

**B. Action Item(s)**

1. Discussion, considerations and possible action on conducting an anonymous climate survey with all BISD Employees. (Board Member Request Minerva Pena, Board Support Carlos Elizondo)

Ms. Jessica Gonzalez, Board President stated, Ms. Pena, this is your item. Ms. Minerva Pena, Board Member stated, yes, Dr. Gutierrez, I've, I know this is a hard thing and it's very difficult and if I step on toes, please forgive me, we are in 2022, where people say, oh, there is no retaliation, yeah, there is, I've had it myself and they tried to pin me to the wall or take me off the planet. But you take a deep breath and you go forth. I have a lot of things where people want to speak about and I don't know if they are true or not. I have had people go and tell me, well, this administrator told me how dare you go talk to the superintendent about that. I say, I'm sorry, I'm going to be very candid with everyone, you know what I tell these people, next time you go talk to somebody, turn your phone on record, put it on airplane mode and record it, I'm sorry. Because people will say no, so everything I say, I admit I am going to say it, so I make sure, if it comes out of my mouth, I'm going to, I'm going to own up to it, because it's better to eat crow than a whole buzzard. So, my concern is, just so we can see where we are, I would like to have a climate survey because my objective is not to get rid of people because that's not the solution. My objective is to help people get better, because that's how we improve, when someone cared enough about us to say, you know when you do this, you are doing it wrong and you are rubbing people the wrong way, you have to change. And I had a lieutenant that would come and tell us, and it's true, they don't have to like you, your supervisor doesn't have to be liked by you or you don't have to like them, but when they say, you know, you are a pain in the neck, but darn it you do a good job and you have our backs and we will fight for you. They don't like you but you do a darn good job that they won't have anyone over them but you, that's the kind of people we want in charge. So, if we can have something like this, not to get rid of people, just to find out where are the issues and politely call these people in and tell them, I have news for you, we need to fix this. Because some people have never fixed it because no one has ever brought it to their attention that they are very abrasive, and for people that don't know what abrasive is, sand paper is abrasive, it rubs you the wrong way. And it's not their fault, in my opinion, because no one's ever corrected them and we have to do it eloquently, diligently and very firm, stern and very polite. So, if we can have something like this without people fearing that we want to terminate, because no, no, no, no, no, I like to fix what we have and not go get a new that can be worse. I like to, that's my mentality, fix what we have to make it work. **Dr. Rene Gutierrez, Superintendent of Schools stated, thank you Ms. Pena, you know, we have looked at this in different ways and you know, we are almost coming out of a pandemic and it's been very difficult for everyone nationwide due to the pandemic. Back in the spring of 2022, which is about 6, 7 months ago, AFT did a statewide survey on educators and 66% of educators or employees of districts want to leave the profession. These are hard times because of what happened with the pandemic, I know morale is always very important, this district lifted the morale of this community during the pandemic like no one else. We, in case, just a reminder, we as**

a district, we fed over 750,000 meals during the most difficult times in this community. We also, as a district, took the initiative to become a provider of vaccines and we administered over 35,000 vaccines to our students, our staff our parents and our community. Parents or community members were lining up for 12 or 14 hours, we were working Saturdays, evenings, vaccinating the community because we wanted to lift the morale of our community and our everyone during a very difficult time. And we are still not out of that because one of the biggest issues that we also have through, and the Texas Education Agency has identified that we have a huge learning loss and we need to continue to work on that learning loss. It's going to take approximately 3 to 5 years, we are only one year out of the pandemic or semi out of the pandemic because we still have a lot of absences due to sickness, even this year, this semester, a lot. And a lot of you can relate to that, so the morale, the health, the anxiety, the stress, the social emotional is still there and just, AFT already did one statewide and not only statewide, its nationwide. We do the same survey, we are going to get the same results that we already know we are going to get. We have also looked at what is something that helps the morale of employees? Well we have done some of that, one of it is, one of those items is compensating our employees and when I started here, we were the lowest paid school district in Cameron County, in fact, let me correct myself, in Region One, I believe. Now, we are not, we are kind of like towards the upper tier of highest paid districts in the Region One area because we are at 53,000 starting pay for teachers. And in that survey from AFT, the number one thing that improves morale was salaries and we are headed in that direction. The other thing that we have also done is that we have got to continue, because the other item that was in that survey with AFT was excessive paperwork, we are trying to balance that but there is also a lot of state mandates that we are required to comply with. And so, that was another item that educators identified as burdensome and then of course, the morale of employees is always going to be work in progress, every day by everyone. So, I'm more of a firm believer that it's us up here that we need to continue to do everything we can to continue compensating our employees as they should be, reduce the paperwork as much as we can, depending on state mandates. And the morale of employees is always going to be in forefront of us in this school district because the pandemic is still in effect. And is has also brought in a lot of social emotional issues with families, with kids, with staff and that's why that survey that was already done 6, 7 months ago, has us at 66% of educators or school employees wanting to leave their jobs. I think we just have got to continue working on the morale, build it up in different ways because we already know what we need to do, that's my explanation on that. Ms. Pena stated, follow up. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, and I, I, your point is well taken, but I really believe that, and I asked my colleagues to support this because we need to know what the detail is for Brownsville Independent School District, the one done by statewide was statewide. This district is awesome and we want it to continue to be awesome and the little things that we might find in this survey that maybe was not told or people didn't think was important will be in the forefront of the survey and it is important. It's just little things sometimes you think you do and you don't do. For example, forgiveness, let me give you an example and I was taught this and I was shocked, when someone hurts you, you forgive them and you are like, yeah, I forgive them, did you forgive them, yeah, I forgive them. And then, all of a sudden, you see that person and cringe with like dislike, I got news for you, you didn't forgive them. So, my point is, when we do stuff like this and we get a survey, we need to

ask the people to please be very conscientious and we need to know what the details are to continue making the district number one in the valley, because sir, I've never had, and I've been here since I was a 5<sup>th</sup> grader, in education, being part of the school and everything, we had kids and grandkids and the morale, I've never felt it like this. And they say, well, no one is listening, well speak up, no, I can't, so, my opinion, if we do this, we can find out things that we didn't pay attention to that mean very little to us but mean a whole lot to the people in the front line that are molding and shaping our future for the city. Because if we don't, that's what's going to fail the city of Brownsville, it's not going to grow because they are going to grow up and can't wait to get out of here. And I want the brains to stay, I don't want to drain the brains in the city of Brownsville, I want them to get educated and stay here and build us up. So, if we could please consider this, I would so appreciate it because we cannot be afraid for people to tell us what we do wrong, we all have our flaws and we really want to do better and we just have to take it as constructive and not as something that is trying to tear us down so thank you. Ms. Gonzalez stated, thank you Ms. Pena, Mr. Garcia, you had a question? Mr. Eddie Garcia, Board Member stated, yes, earlier, Mr. Ortiz brought a good point about vacancies and again, this is not a local thing, and it goes in conjunction with the compensation. You know, we have been striving, we've been working with what we have and I have to agree with Dr. Gutierrez, on that, that survey that was done and day in and day out, you still see it coming up in the news. For those of you that have cable, you now, that has been coming up, I just want to share the compensation on the teacher pay history. In 2014, our teachers with 0 years of experience were at 41,000, that year, they got a zero percent raise. 2015-2016, they went, they were at 41,672, they got 616 dollars raise. 2016-2017, they were at 41,950, they got a 278 dollar raise. 2017-2018, they were at 42,260, they got 310 dollars raise. And this is when we had close to 50,000 students. Right now, this year, unprecedented, we are less than 40,000 students, there was a 4,000 dollar raise. In 2019-2020, 1,900 dollars. 2021, 1,500 dollars. 21-22, 1,975, so as you can see, the compensation during these past few years, it's there, it's been happening, it's in the works. The classified are now at 15 dollars and as a result of that, when that was given, we expected this compression and that's why we said at the time, that is was a work in progress and that's exactly what we are going to do next. So, again, we are looking at the best interest of our employees. Ms. Gonzalez stated, thank you Mr. Garcia. Ms. Pena stated, I'll just end with this and thank you Mr. Garcia for that presentation and the money, we have done much better, I am so happy, but when people are willing to walk away from that money because they cannot stand how they are being treated, we need to wake up and pay attention because we are the reason this district is surviving because we are pushing and making sure we take care of the ones that are taking care of our future. So, I'm so happy we have this, but when I hear people say, if they are going to treat me like this, I would rather earn less and feel better than earn more and feel like dirt. So, I just want us to be very conscientious and find out how we can fix it and little things that we might not know and let's not take it personal, because it's not, it's about making us better. Constructive criticism always makes you a better person overall. Ms. Gonzalez asked, Mr. Garcia, you wanted to follow up? Mr. Garcia replied, that is correct, and I just want add once again, all this is again, and it's not just education, it's all across the board, that everyone is hurting as a result of the pandemic. It doesn't take a rocket scientist to see that, look around you, even at the restaurants, what is it that you all see? And that's the same thing that we are seeing here, people are quitting for whatever reason, they are looking at other jobs across the board and again, yes, we definitely need to continue working for our employees because after all, whatever impact has on our employees, it's

going to have an impact on our primary duties which is our students. So, again, we continue to work for our employees as well. Ms. Gonzalez stated, Ms. Valdez. Ms. Daniella Lopez Valdez, Board Member stated, yes, I just wanted to add that I think it's always important to know what our community thinks and I think we've been very open as, you know, the past two years as to listening and making sure we made great strides, which is what you mentioned Dr. Gutierrez, and what you mentioned on the budget, and I've been part of the Budget Committee, so, once I got to learn about the budget and learn about the system for these past two years, what I learned, a lot of these issues are coming from the state and I know we've, we've, we've mentioned that before, I'm going to mention that on my next item, but, Texas is currently 41, 41<sup>st</sup> out of 50 states in what we allot to public education in funds. And I know a lot of people are talking about the fund balance and I know Dr. Gutierrez, I think we are going to need a refresher on what the balance is for, just to like set, set the standards here. We have got 20 roofs that we have to replace, so, we also reclassified 200 positions into ESSER money and we have to take those out at the end of 2023, is that correct? 2024, so, that's over 10 million dollars, right, that we have to bring back. So, while it might appear to people that a fund balance is plentiful, I think if you could please speak on that, that would be important, just to justify. Because I think its important people know if we do this survey, it does cost money, it does cost time and I would like to know what the participation rate is on a typical survey because I know it's not very high. **Dr. Gutierrez stated, well, we are going to have a Budget Workshop in January when we come back because Mr. Elizondo and Mr. Ortiz are new to, to our district and we need bring them up to speed, but what we are trying to avoid is what the state has been telling us since we received the ESSER funds because of the pandemic is that we need to avoid the, what they call the ESSER cliff. Because that money is going to run out in 2024, we need to follow what TEA has been telling us in superintendent meetings and conferences and meetings that we have had, is to keep saving in your reserves, in your fund balance because when that money ends, you are going to have to withdraw from you fund balance to be able to supplement the loss in federal aid because ESSER is federal aid but its temporary, it's only temporary till 2024. Yes, its 132 million dollars, but when we, if ESSER was to go out today, I have to find 25, 30 million dollars and put it back so our employees can continue working because I have some salaries allocated to that. So, we have been working very strategically with the ESSER to improve our HVAC systems, to improve our Curriculum & Instruction because 20% of that has to be dedicated to Curriculum & Instruction. I think we put in like 25% of that, but also, we also gave the retention incentives and by the way, we gave 3,200 dollars in retention incentives that have already been paid out to every single employee and we are going to continue to be very financially conservative because in 2024, when what they are calling the ESSER cliff, we need to be able to not to fall to far down, you know, and be able to sustain where we are as a district. We don't want to lay off employees, we don't want to cut hours, we don't want to do any of that in 2024 and these reserves is to prepare for the ESSER cliff, what we are calling the ESSER cliff, TEA is calling it that too. And that's what we are preparing for, but we will give you more detail, to the whole Board, a refresher, the entire ESSER budget, all the allocations, all the expenditures that we have as well as our fund balance, our staffing patterns, because 75 to 80% of our budget is on salaries. Well, like surveys, from what I've seen, like the one that AFT did state wide was like 66%, you usually get about two thirds, maybe at the most, to participate and like I said, we know how the state of every individual is. People lost**

family, sickness, the economy, my God, the economy is through the roof, you know, it's just everything is pretty much very depressing in a lot of ways. And that includes me too, by the way, I'm superintendent but I'm also human, I'm just as social emotionally, sometimes draining for me as a superintendent for me as well. So, I feel it, I lost family to Covid, my kids were sick, my daughter was out almost a week, I know how it feels, you think I'm going to give you a survey that I'm very positive about it, absolutely not. Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, just to add on to that, I know the surveys aren't always positive, but at least it will take a pulse on what our BISD family and community is feeling and I think that's the aspect, and at a state level, believe me, I worked for the state through the Covid crisis, at a state level, yes, there was a huge crisis, but if we can take the pulse of our community, our tax payers and especially our BISD staff, then maybe we can address those. Even if they are not favorable to the outcome of that survey, but we are able to facilitate a plan to be able to make sure that we can address those issues. I mean, at least, even if it's not very highly attended because a lot of people fear to put their employee number, their name behind it, due to the fact that someone might find out. So, I think that's probably why the participation is very, very low, some people just don't care and they will voice their concerns, that was just my 2 cents. Ms. Gonzalez stated, thank you Mr. Elizondo, I'm sorry, number 2. I don't have a motion. Mr. Elizondo stated, I'll make a motion. Ms. Gonzales stated, 2. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees asked, may I have a second?** Ms. Pena stated, I'll second, the motion is as the agenda item reads, Pat, will you read it please? **(Ms. Perez read the agenda item out loud, upon conclusion, the following transpired.)** Ms. Pena stated, and Mr. Elizondo moved to approve and I second, am I correct Mr. Elizondo? Mr. Elizondo stated, yes maam.

**Motion made by Carlos Elizondo, seconded by Minerva Pena, to recommend approval on conducting an anonymous climate survey with all BISD Employees. (Board Member Request Minerva Pena, Board Support Carlos Elizondo)**

**The following vote was recorded:**

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

**Motion Failed: 3-4-0**

Ms. Gonzalez stated, number 2, sorry, Denise. Ms. Denise Garza, Board Member stated, yes, and I would like to let our audience know the reason why I did not approve of this, only because, one, we need to know what the participation numbers are going to look like and the cost, maybe Ms. Pena, if you were to request administration to bring a presentation forward, maybe we can reconsider. But I think at this moment, since we don't know what our BISD family, who would participate, I cannot support something that going in blindly. Ms. Pena stated, and I appreciate your thoughts on that and I, I'm sorry, I appreciate your thoughts on that, sorry Ms. Gonzalez, but like I said, my objective is not to terminate but to correct and make us stronger and better and yes, if Dr. Gutierrez would look into this, because we really need one. And at the same time, I will do my own research all over the country, see what they cost and what they bring up, we should never be afraid of what people are going to tell us that we need to improve on. Because they tell us when they care

to make us better and that's what we are striving to do, it's not our objective to get rid of people but to better you. Because when people care about you and like you and look out for you, they will tell you what you need to improve on to make you a better person and a better leader and a better supervisor and that's my objective. Ms. Gonzalez stated, awesome, thank you, number 2.

2. Consideration and possible action on having a Brownsville Independent School District day during the 88th Texas Legislation Session at the Capitol in Austin, TX. (Board Member Request Daniella Lopez Valdez, Board Support Denise Garza)

Ms. Jessica Gonzalez, Board President stated, Ms. Lopez Valdez, your item. Ms. Daniella Lopez Valdez, Board Member stated, I motion to approve. Ms. Denise Garza, Board Member stated, I second. Ms. Gonzalez stated, go ahead. Ms. Lopez Valdez stated, I felt that it was very important that we put this on the agenda because as you all know, we are entering the 88<sup>th</sup> Legislative Session and we have 2 new legislators representing us up in Austin. A lot of this conversation in the Board has been, you know, what's happened with paperwork, what's happened with, you know, teachers leaving the field and it's so important because all these issues stem down from the state right. We are the largest district south of San Antonio and it is very important that as a public institution we protect BISD and I would like to go ahead and list some of the important items that are up for votes and our very, that could be detrimental if we don't make a big impact as why we need them. One of them is vouchers, for those of you who don't know what a voucher is, it's, it essentially privatizes education, leaving less funding for public education than what is currently allotted by the state and we already know we are not allotted enough and that includes special education. The school safety allotment is currently \$9.72 per student and we all know that \$9.72 to protect our students is not enough and I believe we need local control on where these funds could go. Lately, the state has been mandating where the funds should go for safety and we know our facilities, we know where we need the funds and I believe we need to make this known. We also have a new accountability system coming down on the A thru F rating which requires more paperwork during a time when teachers are already overwhelmed, which we know. And then of course, the new STAAR test, again, more paperwork, we need to make sure that our students are not expert test takers but actually prepared to be successful in higher education, their trade and become productive citizens of society. I think we all wanted playgrounds and everybody voted on them and if they are not being used, I think it's because they probably have a lot, teachers have a lot on their mind, but I think we need to refocus and make it a priority that our kids are healthy because if we have a healthy kid, then they are more likely to produce. And then of course, House Bill 4545, we know that an accelerated learning of 30 hours, instruction is not a one size fits all and we need to be able to have local control on how we implement this as well, it's also overwhelmed a lot of our teachers. It is so important that we work together and we make an effort because as a public institution, we are not allowed to lobby but the least we can do is stand together, united as a Board and represent our district at the state level and make sure that our teachers, which we are elected to do, and everybody else who makes up our district is represented through us at the state. Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, I just want to say, thank you for bringing that up, there's going to be a lot of hard work. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, Ms. Pena. Ms. Pena asked, how much will this cost the district? Are we saying that, who's going to go up or is

there going to be an expense for this to the district, to have this day? Or how, how, what are the actual details because we, I don't have details of what this means? Ms. Lopez Valdez replied, in, I think it's up to us to decide whether we want to go or not, I'm fine as a Board Member doing this out of my own expense, however, I don't want to put any other Board Member up to that same, that same level of whether they need the expense paid or not. I think this is very important that we do no matter what. Like I said, I will say it right now, charter schools have spent millions of dollars lobbying for vouchers, if we let this, these things like this pass, as a community, we will fail our entire Brownsville community because we are the largest employer at 6,000 and if you cut what funds we get we unfortunately will have to make very difficult decisions. Ms. Pena interjected, if I can follow up real quick? Ms. Gonzalez stated, I just want to clarify really quick, so to my understanding, the way I understand it, it's just, we are going to, if you are asking us to approve a BISD Day, but it is something that will come out of our pockets if we so choose to go, correct? Ms. Lopez Valdez stated, as Board Members, yes, and if, like I said, I didn't want to, I speak for myself, if other Board Members have other, just like if we would go to a conference, if they would like to have, I don't see an issue with that, it's up to you Dr. Gutierrez on whether, what you think, I think this is extremely important and also, I think that it's important that we have our educators go. So, if we have a bigger BISD presence, it's important. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, yes, and I agree, it's a great thing for us to do and as Board Members, I really think we want to go, you know, some of us have relatives up there where it won't be an expense where to stay and I would like to do this at our own expense and not put the burden at all. Now, if you want to send teachers and administrators and yes, because they are part of the district and you want to pay for them to stay, that's fine. But as Board Members, we need to foot the bill, pay our own meals, pay our way, pay or own housing, we owe that to the community because we don't want to burden them. Because how can I say no to give something to the teachers, the educators, the staff members, the students but give it to me. So, no, no, I agree with it and I think we should all do it and I would like for this item to say that Board Members can go but at their own expense please. Ms. Gonzalez stated, Dr. Gutierrez is going to say something, I just want to really quickly say, you can always amend your motion, but go-ahead Dr. Gutierrez. **Dr. Rene Gutierrez, Superintendent of Schools stated, thank you, just a couple of things that we've been working, we are members of the South Texas Association of Schools and we are advocating for this next biennium for the next two years, the Legislature is meeting from this coming January until May, unless there is a special session, they'll go into the summer. But basically, what the decisions, the decisions that are going to be made, it will be for the next two years that it would impact all school districts. So, it is extremely important and critical to be involved in the process because the decisions they are going to make will cover 2024 and 2025 and we need to make sure that we have a voice from South Texas. And we need to be there and talk to our representatives, I've always said, elected, all of you Board Members, you are elected officials, you have a lot of power, a lot of power, more than superintendents, when it comes to legislative sessions. And you need to get involved in the process of talking to our representatives, they will listen to you, you carry a lot more clout, weight, than anyone because you are elected and some items, the state has a lot of money this coming biennial. They have ESSER money too that they haven't spent, they have a lot in their reserves, I believe that its over 27 billion, with a B, that they have in the rainy-day fund. And they have a lot, they've never had this much money and we want them to make education a priority, again, and there's some issues**

that we are addressing and I would like to call them out. There is a school district that, in the valley, that gets 12 thousand dollars per child, we only get 6 thousand plus. Ms. Pena interjected, public? Public school district? Dr. Gutierrez replied, yes maam. Ms. Pena asked, public school district, because I didn't say it on the mic? Dr. Gutierrez replied, I said, yes. Ms. Pena stated, yeah, but they didn't hear me. Dr. Gutierrez continued, and that child goes to our schools and his value is 6,200. But the moment that child withdraws and goes to that public school here in the valley, his value goes up to 12,000. It's the same child, that is very unfair, we are fighting for that, we are fighting for that. And then, we also want to make sure that they increase the basic allotment per child in the funding formula, there is no equity and we need to fight for that. South Texas children, Region One, has been neglected by millions of dollars every biennium because they don't give us our fair share, they don't. Kids in San Antonio, Dallas, Houston, carry more value than our kids, but our kids are just as, are just as capable as those kids. So, why is the value of our kids less than theirs? Why is it that their, they don't have the same resources that the others have? So, we are fighting for that, that's the increase in the basic allotment, we want to make sure they want us to have safer schools and I believe in that and we all believe in that, well then, they need to give us that budget now, create a budget formula for safety and security. We are also looking at increasing teacher salary, you know, we had it back in 2019, we want it, we want them to put a lot of that money into salaries. And then we are also asking for, advocating for special ed funding because special ed funding that we get from the state does not cover all the expenses that we have in our district, we have to get monies from our fund balance to cover all the expenses under special ed. We are also looking at increasing facility funding, we want to make sure that there is funding for facilities because we have a lot of needs, most of us school districts. We want to increase technology funding, now that we are going one to one devices. And we are concerned about vouchers because if they are going to approve vouchers, it's going to be one of the worse decisions made in public schools because they will be, we would lose the kid and the funding because the money will follow the child. And then, of course, we also want that charter schools be funded like us because there is no equity there. So, those are the things that we as superintendents in Region One are advocating, are going to be talking to our representatives, our senators, because that's our priority list and I hope that as Board Members, you don't have to go to Austin, you can always pick up the phone and call our representatives and go over those priorities that I just outlined. And if you would like for me join you and be with you in those meetings, I would love to and be able to express the support for those priority areas that we have, thank you. Ms. Gonzalez stated, Ms. Lopez Valdez. Ms. Lopez Valdez stated, yes, and a big thing that I forgot, that I, you know, that is crucial that we have mentioned and I know that I have mentioned is mental health and we know that currently we have the funding for mental health because of ESSER with our social and emotional and everything that we have done to help and make that part of the curriculum, we need that funding as well. I would like to amend my motion to read, consideration and possible action on having Brownsville Independent School District Day during the 88<sup>th</sup> Texas Legislative session at the capital in Austin. Board Members, at the Board Members expense. Ms. Garza stated, I'll second. Ms. Gonzalez asked, and Ms. Pena, you wanted follow up real quick? Ms. Pena stated, real quick and people that are out there, pick up the phone and talk to your representatives, fund public education the way you fund charter schools. Have the same guidelines for public education that you have for charter schools.



Please, and people don't run for office who care about equality because they are afraid. *Mr. Nick Maddox interjected, excuse me, no politicking from the dais.* Ms. Pena stated, okay, well I'm just saying, please contact your representatives and your senators, as the attorney says, he called it politicking, I don't. *Mr. Maddox interjected, madame Trustee, please, no politicking.* Ms. Pena continued, I'm not politicking, just, we have done this before sir, you are the first one who has ever come here, even Mr. O'Hanlon has never told us, because we have all said, contact your Legislators, we always say it, it's not politicking, I'm sorry, please look at that, that's wrong. Ms. Gonzalez stated, we have a motion. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote, I will include in the Board minutes, at Board Members expense, motion passes, unanimous.** Ms. Gonzalez stated, item 3.

**Motion made by Daniella Lopez Valdez, seconded by Denise Garza, and unanimously carried to recommend approval having a Brownsville Independent School District day during the 88th Texas Legislation Session at the Capitol in Austin, TX, at the Board Members expense. (Board Member Request Daniella Lopez Valdez, Board Support Denise Garza) (7-0-0)**

3. Discussion, consideration and possible action on the update to action item that was approved on 10/4/22 to conduct a salary compression study to use as a guide for the upcoming budget process to include strategies to remedy pay compression. The goal of the study is to continue to improve the fairness of pay for employees (including substitute teachers) (Board Member Request Denise Garza, Board Support Daniella Lopez Valdez)

Ms. Jessica Gonzalez, Board President stated, Ms. Garza, this is your item. Ms. Denise Garza, Board Member stated, yes, thank you Ms. Gonzalez, Dr. Gutierrez, the reason I put this back on the agenda was because we did vote on 10-04-2022 and it passed to do a salary compression. I'm wondering, do we have an update, I want to make sure that come January, as we begin our budget process, there was a lot of positions, specially our classified that we did see discrepancies in pay due to having to bring up everyone to \$15.00 and I do know that even on the certified and we do have some positions where a new employee is pretty much making more than a current employee who have been there for X amount of years. So, I'm just wondering, what's the status on this? **Dr. Rene Gutierrez, Superintendent of Schools stated, I know that Dr. Trevino has been working with Ms. Cadena from TASB, you want to give us an update on as far as your conversations with her Ms., Dr. Trevino? Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/ Human Resources stated, yes, thank you Dr. Gutierrez, Members of the Board, as far as working with TASB, on November Board meeting, we had an item that was very similar to this where the Board did approve it. And so, we have been in contact with her, we do have a contract with TASB and that's what you all approved on the 14<sup>th</sup>, the contract. And so, she has given us a tentative timeline, she already has the information needed, she is looking at having it final at the end of April, early May, before we start finalizing the budget. But she is, and she will be doing it alongside the compensation plan so it will be where we need to know, pretty much where we are going. I did call Dr. Gutierrez just because she was asking, in order for her to make an informed, you know, evaluation, what is the Board looking at, you know, for this coming year as far as raises and we kind of just gave her the typical, what we typically initially go out with a 2, 2.5 and 3%. Just so she could**

**evaluate because that will have an impact on the compression part. But she should have it finalized late April, early May.** Ms. Garza asked, Dr. Trevino, is there any way we could have it before? Only because I do know that there was a lot of positions that were left out this past budget and also the previous budget and I know we are trying to make sure we put everybody where they belong in market value. So, is there any way, because I want to make sure we do not leave any positions out like, that have happened in the past? **Dr. Trevino stated, I mean, we can ask, we can certainly ask, but I know that a lot of districts throughout the state are also requesting for their work so that's the best I can tell you, that we will call her to see if she can move it up just a, enough.** Ms. Garza stated, thank you Dr. Trevino and Budget Committee, if you all can look at all these positions please, because I do have a list of positions that I would like to share with you all. Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member asked, yes maam, just for clarification, TASB is just, it's not law, correct? **Dr. Trevino replied, absolutely.** Mr. Elizondo asked, just our advisory committee? **Dr. Trevino replied, yes, they provide recommendations, they just compare us to other districts in the state and locally.** Mr. Elizondo asked, but we don't have to take their suggestion and we don't have to wait till May, we can actually do it inhouse? **Dr. Trevino replied, it could be a little difficult in the sense that we are, we would have to do a lot of research in the marketing of how much each position is worth because last year, since we elevated everybody to 15, she had actually done already sir, last year, when we were considering going up to the 15 dollars, she did already start the work and it was at the time an additional 14 million dollars and that is where the district kind of, we weren't prepared to present that. But it was, last year, she did it with the 15 dollars and with that, what it would cost because it would have a direct impact on all other positions, it was at the time, 14 more million dollars.** Mr. Elizondo stated, correct, and I, Mr. Garcia mentioned, you know, police officers and teachers, a police officer just recently got a 14% raise on their base salary, just so you know. Ms. Gonzalez interjected, in increments, I believe it's increments in 3 years. Mr. Elizondo echoed, yes, it's in 3 years, that's what we do here right? Because you mentioned, 2.5, 3 and 3? **Dr. Trevino replied, that's when she asked like what is the figure to, for her to start working at it, we needed to give her something typically, that is what the district proposes.** Mr. Elizondo stated, you gave her the floor. **Dr. Trevino stated, yes, I needed to give her something.** Mr. Elizondo stated, alright, okay, thank you. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez stated, Ms. Pena. Ms. Pena asked, so, what would be the total cost, Dr. Gutierrez? *Mr. Kevin O'Hanlon, Legal Counsel interjected, can I say something, because I've been, this isn't a black box for the Trustees, there will be some dialogue and for some chances to say, we don't like that bracket, we want to do the bracket and then they will cost each one of those and then as you go through the process, you can refine it. So, it's not kind of a take it or leave it thing, it's an interactive significantly with the Board.* Mr. Elizondo stated, correct Mr. O'Hanlon, I'm pretty familiar with the process but, I want to make sure that their concerns are addressed and her concern was, she, obviously, we don't want to wait until May, right? So, that's why I was saying, we don't have to follow what TASB tells us to do, we can do it on our own and making sure that we address our local employees, you know, to what their needs are. Of course, we can always vote it up or down, I mean, we know that. *Mr. O'Hanlon stated, let me add that we probably won't know until May what the salary money, the component is, of what the Legislature is going to give, its usually one of the last things that they get around. Typically, in the appropriations process, they set a plug number for public education and then they argue*

*about where it goes, so, there will be some significant arguments and normally, until the late April, early May, before we have some kind of idea about what the increase in the basic allotment is which will be the primary driver for salaries.* Mr. Elizondo stated, correct, so that was what I was eluding to, so that the reason is not this lady has got a lot of work, it's that we have to wait till May just to make sure how much money is going to be there. Ms. Gonzalez asked, great, Ms. Pena, did you want to finish up your comment? Ms. Pena asked, yes, and what would the cost be to do something like this for the district, is there a cost for this? **Dr. Gutierrez asked, what is the cost that we are paying the? Dr. Trevino replied, I believe that it's a cost of around 14 thousand dollars is what you all approved in November. I just want to clarify, the final will be in May, or I mean, late April, early May, but she should have a draft in March, the final will be in late April, early May, but she will have a draft in March.** Ms. Pena asked, and the max cost is 14 thousand dollars, am I correct? Ms. Gonzalez stated, that's what we approved. **Dr. Trevino replied, correct.** Ms. Pena echoed, that's what we approved. **Dr. Trevino stated, yes maam.** Ms. Gonzalez stated, Ms. Garza. Ms. Garza asked, Ms. Gonzalez, Dr. Gutierrez, may I address Ms. Carmelita Rodriguez? **Dr. Gutierrez replied, yes maam.** Ms. Garza asked, Ms. Rodriguez, is there a way that you can give us maybe by the next Board meeting, a list of all of our employees broken down by like where they may fall? Maybe our 5-year, 10-year, bracket, 20 year, so we can kind of get an estimate of what we are looking at with some of our employees based on certified and classified, that way, also when TASB is bringing in these studies we are able to, you know, give our employees the respect and the pay that they deserve with our district? **Ms. Carmelita Rodriguez, Assistant Superintendent for Human Resources asked, so, may I clarify you want years of experience, that's what you want?** Ms. Garza replied, yes, because I want to know, what is TASB, what they are going to recommend, as Ms. Cadena is going into the study, if she is going to base it on a 5 year, a 10 year, because you know how we always have a middle, a minimum, mid and maximum and many times our employees do not know where they fall. So, I know this is like a step, you know, increase, but I want to make sure that we are going to do it uniform, like if you are within the 1 to 5 years, you are going to fall in one bracket, you know, your 5 to 10 years another bracket, but if we can have a list of all of our employees and their years of service? **Ms. Rodriguez stated, yes maam. Dr. Trevino interjected, I just want to make sure that I understand as well, because I may have 10 years of experience but I have 8 in BISD and somebody else has 10. So, do you just want overall years of experience or years of experience in BISD?** Ms. Garza stated, overall years of experience because I know we do honor when they come from other districts and once their service records come in, we do honor their years of service. **Dr. Trevino stated, yes, but, depending when they come in, so, we both may be at 10 years of experience but based on my bracket, when I came in, I've been getting the raises along the way. Somebody else coming in maybe a little different, they are not exactly the same.** Ms. Garza stated, correct. **Dr. Trevino stated, got it, okay.** Ms. Gonzalez stated, go ahead. Mr. Elizondo stated, just to piggy back on Ms. Garza's, I think there was already a step salary formula that was in, used by the district before, maybe you can revisit that and see how that was planned. I know that there was a lot of issues that she just brought up that way, not only that, they also added for your education, BSN, Masters, Doctorate level and then get stipends as well or allocated, and maybe that will help smooth the process, thank you. Ms. Gonzalez asked, you wanted to follow up Ms. Garza? Ms. Garza replied, yes, just a follow up and just so that we can get that list for the next Board meeting. Ms. Gonzalez asked, so then we don't need action on that one, so it's no action? Number,

item number 4. **(No Action)**

4. Discussion and possible action on retaining an auditing firm to conduct a forensic audit of BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz)

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo, this is your item. Mr. Carlos Elizondo, Board Member stated, so, the reason I brought this was, just, I mean, it just specifically self-explanatory on the issues, there's plenty of issues that have come up prior to our sitting here with you guys. I just want to make sure that those issues are audited, I know that Mr. Cascos has brought, was brought in to do an audit, but he did an annual audit, there's some issues that happened after that audit was completed that probably we need to have someone go in there and address. Now, I know that a lot of people feel that a forensic audit is very costly, if it's in a general, maybe aspect, but if we can address one of those auditors to come in and maybe supplement an attorney to be able to facilitate that, then maybe the cost will be a lot less. But I think it's important for this Board to be able to appease the concerns of every taxpayer and every family member that brings their kids to this district. Not only is it fair to say that that should be done, I think it's requested and its being asked by the community. I don't want you to shut me down because I know how you have been a little bit (inaudible). Ms. Gonzalez asked, so, Mr. Garcia, you had something to say? Mr. Eddie Garcia, Board Member replied, yes, the school district on a regular basis conducts internal audits like it was said and when irregularities have been found, action has been taken. These internal audits have led to reprimands, terminations and criminal charges. The district currently has a contract with Cascos and Associates who are certified public accountants in the areas of audit, accounting, tax and consulting. With over 40 years of experience, they have provided audit services to a variety of government entities. On November 17<sup>th</sup>, the firm provided an audit report of the financial statement for BISD on school year ending June 30, 2022, the auditing firm made some comments and suggestions for strengthening internal controls and operating efficiency. Cascos and Associates have been auditing BISD for approximately 20 years and RFQ's have been done. I welcome a forensic audit any time as long as we have some specific target areas, forensic audits are expensive and time consuming, there needs to be a specific expectation of what is to be accomplished. I would like to start with a forensic audit starting from 2014 to 2018 as we are currently dealing with issues that started during that time period, for example, health insurance balance was in the red in 2017 being the highest at minus 16, 14 thousand, I mean, 14 million, 686 thousand 740 dollars, currently, we in the black at over 2 and a half million dollars. Facilities, the LED lighting project at a cost of approximately 1.8 million dollars, the Centennial Foundation, employees had to donate to the foundation. The Sams scoreboard that started at approximately, I believe at 600 thousand and ended at approximately 1.4 million. At a Facilities meeting, from December 8, 2017, Mr. Jeff Anderson stated that the package would include a 10 years parts warranty and 5 year on site labor. If you would like to see this, go to YouTube, the time stamp for that is more or less at 1 hour, 11 minutes, 30 seconds. It's been 4 years and there have been many issues with the scoreboard for a while, these are some of the projects I would like to start off with by looking at contracts, conflict of interest and expenditures. A forensic audit, yes, is designed to focus on reconstructing past financial transactions for a specific purpose, such as concerns of fraud, where as an internal audit is typically focused more on compliance and on performance of the organization. So again, I have no issues but I would like to start 2014 to 2018. Ms. Minerva Pena, Board Member interjected, question. Ms. Gonzalez

stated, Mr. Elizondo was first, Mr. Elizondo, Ms. Pena. Mr. Elizondo stated, thank you Mr. Garcia for that, I'm glad that you regard Mr. Cascos audits, so let me just tell you, November 17, 2022, I'm not sure if you got his letter, because I didn't but he was kindly able to send it to me and it says, Brownsville Independent School District comments, recommendations and management responses, June 30<sup>th</sup>, 2022. Student activity comment, during our review of the general ledger, we noticed that the activities for additions and deductions in the custodial funds were not booked throughout the year to comply with GASB statement 84. Recommendation, and this is from Mr. Cascos, we recommend the district to prepare and book all student activity journal entries during the year. The management response, administration will implement the recording of all student activity on a quarterly basis, based on current volume of transactions at schools, quarterly will be more feasible and effective for the district to accomplish. Administration will evaluate after a year on the possibility of recording the activity on a monthly basis. Number 2, the deficit fund balance, comment, for the year ended June 30<sup>th</sup>, 2022, the self-fund insurance, UCH fund, had a deficit fund balance in the amount of 1,658,145 dollars, the recommendation, we recommend the district adhere to the approved budget with consideration of whether there are available resources to cover costs, managements response, administration will process a transfer in fiscal year, 2022-2023, from BCBS to UCH to close out the previous 3<sup>rd</sup> party administrators deficit. Capital assets, comment, during our capital assets testing, we found that the districts capital assets accumulated depreciation does not agree with the amounts reflected on their general ledger, the recommendation, we recommend the district review, update and maintain their capital asset schedule so that it reconciles and agrees to the district general ledger, current year status, item was corrected. Deficit fund balance, the comment, for the year ended, June 30<sup>th</sup>, 2018, the self-insurance service fund had a deficit fund balance in the amount of 12 million dollars, 774 thousand 1 dollar, recommendation, we recommend that the district adhere to the approved budget with consideration of whether there are available resources to cover costs, fiscal year, 18 thru 19 status, for the year ended June 30<sup>th</sup>, 2019, the self-insurance fund had a deficit fund balance in the amount of 11 million, 250 thousand, 576 dollars, fiscal year 19-20 status, for the year ended June 30<sup>th</sup>, 2022, the self-funded insurance, UCH and self-funded insurance, BCBS funds had a deficit fund balance in the amount of 1 million, 786 thousand, 569 and 3 million, 121 thousand, 111 dollars respectively. Fiscal year 20-21, for the year ended June 30<sup>th</sup>, 2021, the self-funded insurance UCH and self-funded insurance BCBS funds had a deficit fund balance in the amount of 1 million, 685 thousand, 208 and 2 million, 606 thousand, 958 respectively, current year status, item was not corrected, see current year comments. I agree with you, I think they are very good at doing the audits and we should do a forensic audit to appease your concerns, my concerns and the tax payers' concerns, I agree with you 100%. Ms. Gonzalez stated, Ms. Pena. Ms. Pena stated, yes, and I just want to make sure that we understand that our objective here is not to point fingers, you know, I don't want to say something and then somebody shuts me down. Just like I was told I can't mention go contact your congressman because its politicking or you are doing politics, I thought the United States was good about that, because I'm just saying exercise, you exercise your right to vote, go tell the people you put in office to do what they signed up to do and to be told I can't do that, I'm in shock, I don't know what happened there, but that's not the US that I know. But my question is, a lot of the stuff that was put into this report that came out in the newspaper, it did not mention some, and it's no secret, because it's out in the community and its everywhere and its huge, did not mention some problems that we can't talk about that have occurred recently or after

the audit was made. Because like Mr. Cascos told him, this was before June and some issues that have arisen now that are very concerning happened before that. So, my concern only is, let's find out how it happened, yes, it's being looked at, but the public just wants to make sure we are taking care of their tax payers' money. Because there's people struggling to pay their taxes to be able to live in a home and for us to say, don't ask any questions or point, oh, you can't ask that, you can, we are in the United States of America and if people shut us down, that's for a reason, because your public speaking and your right to freedom of speech is something that's protected by law and it's to protect us to protect the community so we continue to flourish in the city of Brownsville that we love so much and that's all I ask. People, stand up for your city, fight hard and let's hold people accountable because that's what we need to do, because I don't know about you all, but, I don't plan to move out of Brownsville until God calls me home because I love it here. so, please, take care of Brownsville, take care of the district and the community, thank you. Ms. Gonzalez stated, thank you Ms. Pena, Ms. Garza. Ms. Denise Garza, Board Member asked, thank you Ms. Gonzalez, correct me if I'm wrong Dr. Gutierrez, but the last time BISD had a forensic audit was in the 2011-2012 school year? **Dr. Rene Gutierrez, Superintendent of Schools replied, I believe that's, yes, Pat, is that the, at the time, back in 11-12? Yes.** Ms. Garza asked, okay, so my thing is, since the last audit was done in 2012, I can possibly support going 2013 on because we do know that previous Boards before us from that time on, we have inherited, you know, a lot of issues and it just continues piling up because we are inheriting and the new Board comes in and then they have to take action and fix and it's been a constant issue for our district. So, if the last time we had a forensic audit was in 2012, then we should start with 2013. Mr. Elizondo stated, I make a motion. Ms. Pena interjected, I have a question on that, but I have a question real quick on that which is really good and its excellent to find out and to find out somebody was doing wrong, but remember, before we look at, let's get the statute of limitations on some of this stuff because we don't want to find out so we can trash and burn and make the district look bad, I want to find out so we can correct it and hold people accountable if we have to. Ms. Garza interjected, Ms. Pena, I think we should agree on what focus we are going to go with. Ms. Pena stated, yes, yes, let's get detail, detail. Ms. Garza added, because, yes, we need, I think as a Board, maybe behind closed session, we can decide on a focus and then possibly bring it back. Ms. Pena stated, great idea Ms. Garza. Ms. Gonzalez stated, Lopez Valdez had her hand raised. Ms. Daniella Lopez Valdez, Board Member stated, yes, I now the, I believe there is specific concerns and I think we probably need to address those and we can table them and then come back for a more transparent, I think we all want to ask some questions that we need to ask in executive session. I think transparency has always been a priority from these past 2 and a half years that we've served, I know that not only do we have our external auditor, but we also have our internal auditor, Mr. Porras, who's done a very good job in helping us figure out how to make decisions, he's guided us in the right way and has helped us find a lot of important issues that we have been able to address in the past two years as quick as possible. So, we, there's a lot of things on here that we need to ask, like cost, time, resources, because we already know our staff is shorthanded and it's my understanding that this is a lot of resources and over millions of dollars. So, if we could do that, for now and bring it back. Mr. Elizondo interjected, I just want to add something, may I? The forensic audit is not going to be done by employees of the school district, so there's. Ms. Lopez Valdez stated, no, I understand that, I'm just saying we, just how you asked earlier about, we do have internal people, so, if we can use, if we can use somebody that we are already hired, then versus going out to

get funds or if there is a focus, anything we can do to reduce the amount of a full, like, if there is a specific area. And I think we should discuss this in executive session, it's already on, I think the item is on, no? Mr. Elizondo stated, I had made a motion but if you want to speak about it afterwards, I can retract my motion for now until, until later. Ms. Gonzalez stated, I believe you moved to table. Ms. Lopez Valdez stated, I moved to table. Mr. Elizondo stated, I had made a motion at the beginning, but just, you know, I will retract my motion so we can go on into executive session. Ms. Lopez Valdez asked, Mr. O'Hanlon, can you please advise us on what we can do to move forward? Ms. Pena interjected, if you move to table, it can't be discussed. *Mr. Kevin O'Hanlon, Legal Counsel stated, (inaudible).* Mr. Elizondo stated, okay, then I will make a motion to, and I can amend my motion, to put out specific points of concerns that we want to address. Ms. Pena interjected, but, wait, time out real quick sir, she wants to table, so. Ms. Gonzalez echoed, she moved to table. *Mr. O'Hanlon stated, (inaudible).* Ms. Pena interjected, he withdrew. Mr. Elizondo asked, you want to table, is that what you want to do? Ms. Lopez Valdez interjected, I think we need to. Mr. Elizondo continued, I can withdraw this motion that way we can table it and bring it back with specifics. *Mr. O'Hanlon stated, (inaudible), just pass it until after (inaudible).* Ms. Pena interjected, okay, here is the question. Ms. Gonzalez stated, I don't even have a second. Ms. Pena continued, if we table, we can't discuss it in closed session, am I correct? *Mr. O'Hanlon stated, no, you can't.* Ms. Pena added, I want to make that clear. *Mr. O'Hanlon stated, you can't, (inaudible).* **Dr. Gutierrez interjected, just for clarification, if they table the item, bring it back, we are going to go back to, we are looking back at 2013 where the audit left off?** *Mr. O'Hanlon stated, (inaudible) go to executive session to do it, the item will still be out there, if somebody wants to make a motion after this, we can do it then (inaudible).* Mr. Elizondo stated, that's, that's why I retracted it. Ms. Pena asked, so no table? Mr. Elizondo stated, yes. Ms. Pena asked, okay, so no action at this point, no action. Ms. Gonzalez stated, so no action, okay, great, so, then it's no action on that one, so then, because of that one, then we will skip number 5, correct, Legal? *Mr. Nick Maddox, Legal Counsel stated, yes madame President.* Ms. Gonzales stated, number 6 Pat. **Discussion after closed meeting – No action taken**

5. Discussion and possible action to direct administration to solicit requests for qualifications from auditing firms to conduct a forensic audit of BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz) **No action**
6. Discussion and possible action on termination of the Law Firm of O'Hanlon, Demerath, & Castillo as general counsel for BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz)

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo, this was your item. Mr. Carlos Elizondo, Board Member stated, yes, just a lot of concerns from the community that had lost, and of course, that's their opinion as well, they have lost confidence in our Legal Counsel. So, I had brought it up just to advise that the community's voice was strong and said that they had lost confidence in Mr. O'Hanlon. Ms. Gonzalez stated, Mr. Garcia. Mr. Eddie Garcia, Board Member stated, I just want to say that Mr. O'Hanlon represents the Board, termination is a serious business decision. Employees or employers and employees have many reasons for parting ways, the process should not be a capricious decision, the Board of Trustees has expressed in the past, different views, however, the end result shall

be the best interest of BISD, regardless of anyone's self-interest or anyone's personal gain. This current law firm was hired after a commitment to transparency, the firm was tasked, the firm was tasked with the important position of adequately and efficiently representing BISD and its School Board while being mindful of the contractual fee and not allowing your School Board for further expenditure. Previously, the Board created an evaluation process that ranked the most qualified attorneys or law firms. However, at that time, the highest ranked law firm bowed out after contract negotiations did not meet their satisfaction. The next highest law firm was O'Hanlon, Demerath and Castillo, who accepted to represent BISD and its Board, they accepted to represent BISD and its Board on all legal aspects. The representation includes legal services that include all special education legal matters and procedures as listed in the RFQ #21-131, attachment A1 and A2. The law firm has been competent and shown high quality of work and representation, there have been no attendance issues or prompt response to requests or prompt response to requests. Professional contracts are evaluated by the Board at the end of the yearly anniversary. Ms. Gonzalez stated, I'm sorry, Ms. Lopez Valdez. Ms. Daniella Lopez Valdez, Board Member stated, yes, and I just wanted to say I agree with Mr. Garcia on the process that was very vetted, also with a district our size, it is crucial that we have representation like Mr. O'Hanlon, Demerath and Castillo who specialize in Education and it's important that we have a firm because we know all of the issues that we've had and we faced in the past two years with Covid. That you have, you and your firm have been able to help us with and not only have they done a good job and I've never heard anything about public losing any type of respect or confidence in our legal services, but they have also helped up make sure we had local control during a time where we did not have local control to protect our student and I would like to continue so, that's my comment here. Ms. Gonzalez stated, thank you, no one else, so then we have no action, I'm sorry. Ms. Minerva Pena, Board Member interjected, just a comment. Ms. Gonzalez stated, go ahead Ms. Pena. Ms. Pena stated, and just for FYI, please forgive me for stepping on toes, but the attorney is not for the public but for the Board, so the attorney has to be able to represent the Board and guide them and not mislead them and say things that later we research and we find out that was not correct. I'm very firm on that because I'm very specific on detail and when people are like that, when you are dyslexic, you pay very close attention to what they are saying, how they are saying and why they are saying it. So, that's my concern so, it really doesn't affect the public because the attorney does not work for the public he works for the Board and that's the important part because I need to be able to have the confidence and the ability to know that everything I'm going to go after I'm going to get the, what it is, how it is, what can go wrong, what can't go wrong and not skip details and kind of go around and it makes me a little bit uncomfortable. But that's just how I feel and that's how I was raised, to trust the people that I'm asking to guide me, to lead me, to take care of me and look out for me and that's the job of the attorney for the Board. Ms. Gonzalez stated, thank you Ms. Pena. Mr. Elizondo interjected, correct, and just to add. Ms. Gonzalez stated, Mr. Elizondo. Mr. Elizondo continued, I do have dual responsibility to the voters that voted me in so I stand firm on what I said, so, I'm going to make a motion. Ms. Gonzalez asked, motion for what's listed? Mr. Elizondo replied, exactly. Mr. Frank Ortiz, Board Member stated, I second. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote, motion failed, 3 yes, 4 no.**



**Motion made by Carlos Elizondo, seconded by Frank Ortiz to recommend approval on termination of the Law Firm of O’Hanlon, Demerath, & Castillo as general counsel for BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz)**

**The following vote was recorded**

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

**Motion Failed: 3-4-0**

Ms. Pena stated, please not that I stand on my decision because I have felt misled when I researched, I found out I was incorrectly given information that was wrong. Ms. Gonzalez stated, thank you, so then once again, because of the item, the action on item 6, I mean, I’m sorry, the action on item 7. **Ms. Perez interjected, item 6.** Ms. Gonzalez stated, item 6, I’m super sorry, we go to number 7, no more notes on my papers, let’s go to number 8.

7. Discussion and possible action on retaining an interim attorney for BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz) **(No discussion, no action)**
8. Reinstating recordings of the close session discussions during all Board Meetings. (Board Member Request Minerva Pena, Board Support Carlos Elizondo)

Ms. Jessica Gonzalez, Board President stated, Ms. Pena, this is your item. Ms. Minerva Pena, Board Member stated, yes, to me this is a real big deal, big, big, big, big. Because we get excited when we are in the back, we are discussing and, you know, somebody has to write it down and I’ll be, I’ll be one of the first ones to say, sometimes we forget to write things down. And I don’t want to step on toes, but, it’s more, I’ve always, I’ve always seen that its recorded and for people to say, no, don’t record, no, no, record, because like I said, record me any time I talk to you, because I’m going to own up to what I say and when I’m wrong, I’m going to eat that crow and make sure I never do it again. So, I want it recorded just to take care and look out for the district and for all of us because believe it or not, it protects you more than it hurts you if you have the recording. Because it’s very difficult to have our colleagues here, I’m the secretary and I have to write everything down and if I write it a little different or I hear it different or I forget to write it down and we move on, that’s on me and I have failed you and I don’t want any of us to fail it. And that responsibility should not be given to an individual Board Member to take care of the whole Board. So, that’s the reason I would like to make a motion that we turn around and reinstate recoding in executive session, which no one has access to and you can only, we can go listen to make sure we said what we said and if somebody wants it, they have to go to court and ask for that recording to be released to the public because it’s not public. So, I’m doing it to protect us from what we say, when we say it and how we say it. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees asked, have a second?** Mr. Carlos Elizondo, Board Member stated, second. Ms. Gonzalez stated, Mr. Garcia. Mr. Eddie Garcia, Board Member stated, no, go ahead. Ms. Gonzalez stated, okay, we have a first and, okay, we have a first and a second. **Ms. Perez stated, please vote, motion passes, 6 yes, 1 no.**

**Motion made by Minerva Pena, seconded by Carlos Elizondo, to recommend approval to reinstate recordings of the close session discussions during all Board Meetings. (Board Member Request Minerva Pena, Board Support Carlos Elizondo)**

**The following vote was recorded**

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

**Motion Carried: 6-1-0**

Ms. Gonzalez stated, Mr. Garcia. Mr. Garcia stated, and I just want to say that I'm opposed to that, out of 16 school districts that were surveyed, all 16 school districts do not record, this is something that when we made the motion to record was brought up, but again, you know, it's the majority rules and the wishes to record, record it will be. Ms. Gonzalez stated, thank you for understanding, thank you everyone, we move forward.

**XI. Consent Agenda:**

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

1. Recommend approval of Resolution #023/2022-2023 for the appointment of an individual to serve on the Cameron County Appraisal District Board of Directors.

Ms. Jessica Gonzalez, Board President stated, I raise my own hand, somebody call on me, I would like to nominate Mr. Garcia for this position. Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Denise Garza, Board Member stated, I'll second. Ms. Gonzalez stated, thank you, yes, he accepted, we have a first and a second. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote, motion passes, 5 yes, 2 no.** Ms. Minerva Pena, Board Member interjected, I prefer Jessica. Ms. Gonzalez stated, thank you Ms. Pena but I think I have a lot on my plate right now, yes. **(5-2-0)**

**Motion made by Jessica Gonzalez, seconded by Daniella Lopez Valdez, to recommend approval of Resolution #023/2022-2023 for the appointment of Eddie Garcia to serve on the Cameron County Appraisal District Board of Directors.**

**The following vote was recorded**

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

**Motion Carried: 5-2-0**

2. **Open Public Hearing for Resolution #024/2022-2023**
3. Discussion, consideration and possible action to approve Resolution #024/2022-2023 for a Retention Stipend to be paid on or after December 20, 2022 to all full-time and permanent part-time employees who were employed as of September 1, 2022 and who remain employed on December 9, 2022 and substitutes who worked 60 days or more during the period of August 16, 2022 through December 9, 2022 in the amount of \$525.00.

Ms. Minerva Pena, Board Member stated, I would like to make a motion. Ms. Jessica Gonzalez, Board President stated, I forgot to do my favorite part, Ms. Garza had her hand raised, so just give her a second. Ms. Denise Garza, Board Member stated, I would like to make a motion to approve the 525, I do want our teachers to know that it is 525, we have given you all 1,500 in June, you all do deserve more, but as a Board and as a person who was elected, I want to continue giving our employees stipends and if we give it all at once, next year we may not have funds to give to you all. So, I want to make sure we have healthy budget and we continue giving our employees some stipend or bonus in the begin, in December. So, this is why I'm going to motion the 525 dollars. Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Gonzalez stated, Ms. Lopez Valdez and then Ms. Pena, you had a. Ms. Pena stated, yes, Dr. Gutierrez, I have a question on this, because, and I agree, you, you know, for next year, for tomorrow, the next day, none of us know we are going to be here tomorrow, I want to help today. Right now, we are in need, we have 129 million dollars unencumbered, this is a one-time fee, in my eyes, I say 1,000 minimum, that's the one-time expense of maybe 6 million dollars. But my question is this sir, the ESSER money that wasn't used, or let me ask you flat out, no ESSER money was ever, has it ever been included in the fund balance, am I correct? No ESSER money is part of the fund balance? Mr. Robledo, can you answer that? **Mr. David Robledo, Chief Financial Officer stated, so I'm going to answer it as a two-part question.** Ms. Pena stated, that is very scary, but knock yourself out. **Mr. Robledo stated, so, ESSER funds is a federal fund, there is no fund balance, but what the district had done, we had reallocated costs to federal funds so that our local funds could be saved for the fiscal cliff that is going to happen, that will happen and I want to make sure that that's known. That in year 24-25, those funds will be used to, for that shortfall that will occur.** Ms. Pena stated, okay, and with that said, Dr. Gutierrez, so, I understand that some funds were taken from some of the schools that they didn't use that were ESSER funds in the library and the funds were taken back out of the schools, is that a true statement? Because I've asked and I haven't gotten a direct yes or no, so who may answer that question? **Mr. Robledo stated, so, if you remember, two years ago, when we had the initial initiatives that were discussed, there's 26 initiatives, one of them is what I'm going to call, just to make it easy, the C&I plan. Within the C&I plan, there's a hundred minor initiatives within that big 25% fund for closing the gap. And so, there is one initiative that talks about providing library books to campuses. There is a timeline as to when those purchases were going to be occurred, once that timeline has passed, usually the people who are in charge of that particular initiative will reevaluate and see what funds were left behind. And so, from what I understood, that those left-over funds were redistributed back to other C&I projects.** Ms. Pena asked, so, Dr. Gutierrez, I'm sorry, I'm sorry, if people, or some of those people are saying that they were not aware they had a deadline and if that was given to them in writing where they saw it, they have it and the people who have responsible for getting that money spent,

because I've seen, you know, people, when they have money, they have a deadline, they move because they want to get it. Well, yes, I'm asking about money, so, this money is put back in, when you brought it back in, did you leave it in the library, again, none of this went into the fund balance? **Mr. Robledo stated, it did not go to the fund balance, it went back to the C&I plan.** Ms. Pena stated, and again, my colleagues, I'm sorry, a thousand dollars is the minimum that I would like to give and I can't vote no. Ms. Gonzalez stated, we have a motion on the table. Ms. Pena stated, I know, and I just want to know, I can't vote no, don't give them 525 because I would rather give something better than nothing, but understand, right now, Dr. Gutierrez, one-time expense. We could give a thousand dollars, right now, when people need it because not everybody makes 6 figures and our community is hurting and we are the largest employer. And it breaks my heart that we don't take advantage of where we are with 129 million dollars in unencumbered funds that we could have that one-time expense of maybe the max, 6 million 500 thousand to give a thousand to each employee. Would mean the world and would show them we care about you, we need you, don't go anywhere. Ms. Gonzalez stated, thank you Ms. Pena, just for clarity so that everybody understands, there is a motion on the table and by law, we have to go by the first motion that's on the table. We are also in open public hearing, so is there anybody from the audience that would like to say something? Ms. Micaela Escobar, lets stick to the rules of the public comment for 4 minutes. Mr. Carlos Elizondo, Board Member interjected, may I say something before the public comment? Ms. Gonzalez stated, go ahead. Mr. Elizondo stated, I want to thank you for taking, you know, the initiative to give the employees 525. Again, I cannot vote against it because 525 is better than zero, but because of all the issues that this district has gone through, especially because Dr. Gutierrez just mentioned and I think everybody agreed with him, that every teacher has gone above and beyond. F&S has served over how many thousands, 750 thousand meals during Covid, every employee has, has given more than what they should give. You know, to this district and I know and I understand that the comment up here was that we have already given them something. But we have also taken over 600 employees away from them to be able to burden their full-time employment, we burdened them with 650 more jobs because we have less 600 and something employees. And we have also increased their taxes and we've also burdened them with a recession and that's what we are going through and this is the way I see it, 525 dollars, my hats off to your guys, great, but I think this district can do more. And knowing that and I understand ESSER monies are in place and I know that you got one out before we actually got elected and set aside those monies. But everything can change, depending on the dynamics and the dynamics today are not the same ones when you took that first vote. I do applaud you guys for doing that at the beginning but we are in a different day today and BISD is in a different place and we just comment to everyone that we are doing such a great thing, we are an A district, it shows us on, over there, our report card is over there, double A's, I think we can because this fund balance, and I know that they did talk about it, we don't know the cliff, but we do know that we have it today. We might not be here tomorrow, right, we might not be here tomorrow, but we do that you deserve more than what you get. And I, maybe you will see it in your heart to amend your motion and do that because 525 after taxes becomes about 240 dollars, just want to throw it out there. And they are saying that it might not happen now but at the end, when they pay taxes, it's about 240 dollars. So, I mean, I would, I would love, I would support you guys 525 but if you could amend your motion to do that Ms. Pena said a thousand, I was thinking 1,250, but whatever you guys decide I will vote for 525. Ms. Gonzalez stated, try to keep in mind that we do have somebody from the

audience standing there, kindly waiting, okay. Ms. Garza asked, Dr. Gutierrez, can you let our audience know 525, that with the taxes, they will not be taking home 250 dollars, can you just verify that for us? **Dr. Rene Gutierrez, Superintendent of Schools replied, correct, I will, but it's going to be around the 500 mark.** Ms. Pena interjected, no, no, Mr. Robledo, can you tell us how much taxes are going to be taken from the 525? **Mr. Robledo stated, it will be, the net will be about 500 dollars.** Ms. Pena asked, so they will only take 25 dollars for taxes? **Mr. Robledo replied, for Medicare.** Ms. Pena asked, so nothing else, you are guaranteeing them a 500-dollar check? **Mr. Robledo replied, I cannot do that.** Ms. Pena asked, you cannot do that? So, then it will be less. **Mr. Robledo added, the way, the way that you are asking, that's not a way for me to respond.** Ms. Pena asked, well, let's say you are going to give me 500 but I have got to pay taxes on it, what am I going to take home, how hard is that? Ms. Gonzalez stated, okay, Ms. Escobar, I want to say you don't need a time keeper, I'm going to trust you maam. Because if I don't give you a time keeper, I don't give anyone else a time keeper. Whispers to Miguel, time keeper, go ahead.

**Micaela Escobar** – Ms. Escobar stated, I promise, its short and sweet. Good evening again, my name is Micaela Escobar and I am the AOB, TSTA and NEA representative. As being an affiliate with a national association, we do have resources and we do have a financial consultant that looked at BISD's financial reports. NEA has mentioned, after reviewing the financial reports, that BISD could easily cover an additional cost at a larger stipend with the unassigned general fund and the unspent ESSER II and ESSER III funds. Furthermore, as stated, in the BISD agenda item for 525 stipend for 600, 6,143 employees, its going to cost about 3.6 million dollars. Now, by adding or increasing to 1,350, we are aiming high, it will cost an additional 4.7, now, what resources do you have? Again, this is coming from a financial consultant from NEA, you have 132.2 million dollars in the fund balance as of July 1<sup>st</sup>, 2022, the sources is of course, our BISD financial report as of November 30, 2020. You also have 5.6 million dollars in ESSER II and III that were budgeted for school year 2223 but were not spent and disencumbered as of November 30<sup>th</sup>, 2022. That gives you a total of 182.8 million dollars available funds compared to the 8.3 million for a 1,350-retention stipend. Now, I did take some notes, Mr. Eddie Garcia said, rocket scientist, there is a shortage of employees everywhere, that is true, we go to restaurants and we can see that. Mr. Elizondo mentioned that we are fighting and I commend HR for that, we are going everywhere trying to recruit and employees, but what are we doing to retain tenured employees? Now, if we look at the vacancies, or not the vacancies, the tenured employees, again, looking at statistics provided by BISD to TEA, the average years of teachers in BISD is 15.5 years compared to the state, 11.1. If you compare only within BISD, its 14.8 compared to the state of 7.2, we have a lot of tenured employees that are still here and fighting to teach our kids, show them you appreciate them. Lastly, Aimee Camble from the division director of TASB HR services said, quote, stipends are allowable expenses under the ESSER funds so many school districts have additional monies to spend this year." She was referring to the billions in federal funding earmarked for Texas districts, to help recover from the pandemic. She also stated, "a one-time payment is easier to accomplish because it doesn't impact your budgets like a pay raise would". Now, if you don't spend the ESSER funds she said, "it will expire". So, show your employees that you care and you value them, show them that yes, we are going through an inflation, we have higher cost in groceries, you are going through a lot, a lot of people are still getting sick, medication isn't cheap. So, show them that you value them,

you can afford it and if you need to talk to the NEA financial consultant, let me know, I'll hook you up, thank you.

Ms. Jessica Gonzalez, Board President stated, thank you Ms. Escobar, Angie, were you going to say something or were you just there for moral support? I'm sorry Ms. Alegria.

**Angie Villarreal** – Ms. Villarreal stated, no, I got inspired, I heard her and I got inspired. I'm not going to do money, I'm not going to do amounts and like, Micaela is good at that. But I will tell you how it affects us. I just paid my sons college tuition, he's going to college, but, here was the choice, do you want a Christmas gift or do you want your college education? My kids are not getting Christmas gifts, I can't afford them, alright, I know I am not the only one in this boat and I have been a loyal employee for 37 years. And for those 37 years, you are telling me, Merry Christmas, here's 528 dollars, 525, because you're doing an awesome job. Think about all those teachers, all those employees that don't have the money this Christmas, but you know what, we have a very healthy fund balance that's going to be there. For what, 3 years from now, 2 years from now, we need the help now, we need it right now, not 2 years from now. I may not be here 2 years from now, but I am here today and I'm asking you, to please, show everyone some respect, some gratitude for everything that they do. We work so many hours without pay, on the weekends, on weekdays, look where we are right now? Look at the time, its past my bedtime, I go to bed at 9, but I'm here, why am I here? Am I here for me? I'm not here for me, I mean sure, it's going to help me out too, but how many thousands of employees are out there that are not here in front of you right now that are in high need because guess what, we are in the middle class. So, we don't get any help from anybody, we are on our own and shame on us for going and getting a bachelor's degree, shame on us for getting a master's degree, shame on you Maggie for getting a doctorate degree. Because instead of feeling valued for what we do, we feel undervalued and that's not how we should feel. And I appreciate 525, but, we are in great need right now, the inflation rate is still higher than our salary. We are barely making ends meet. So, all I ask is put your hand over your heart, think about all those parents that are going to have to tell their kids, you know what mijito, well, we had enough for dinner, but there a no gifts under the Christmas tree. Think about it please, 1,200 would be great, a thousand would be great too, but please don't, don't go with 525, amend it, please, thank you.

Ms. Jessica Gonzalez, Board President interjected, thank you, Ms. Alegria.

**Adina Alegria** – Ms. Alegria stated, good evening President Gonzalez, Members of the Board, Dr. Gutierrez and esteemed guests, my name is Adina Alegria, executive director of Texas Valley Educators Association. Henry Frederick Ameel said that “thankfulness is the beginning of gratitude, gratitude is the completion of thankfulness”. Thankfulness may consist merely of words, gratitude is shown in acts, so on behalf of Texas Valley Educators Association members, I would like to thank this administration for the discussion, consideration and possible action to approve a retention stipend of 525 dollars. By considering this retention stipend, this administration is showing an act of gratitude, gratitude to the employees of the Brownsville Independent School District, you are making employees feel valued and you will ultimately help them be more at ease at the Holidays for much needed respite. So, for this and on behalf of all our members, I thank you.

Ms. Jessica Gonzalez, Board President stated, thank you Ms. Alegria, Mr. Ramirez.

**Tim Ramirez** – Mr. Ramirez stated, good evening, Board President, is it on, yes, Board President Gonzalez, Dr. Gutierrez, Board Members and the audience and the audience out there. I was up here a couple of months ago and I spoke about the top 12%, the top 12 employees, highest paid employees, 2.1 million dollars. I want you to think about that, 2.1 million dollars, and we are, they are not the backbone, the backbone of this institution are the teachers, custodians, bus drivers, counselors, administration at the schools, maintenance, all those people are the backbone. 1,200 is nothing, compared to 2.1 million to the top 12 highest paid employees. That was 2 years ago, now, it's more than that, now it's more than that, something to ponder, thank you and have a good evening.

Ms. Jessica Gonzalez, Board President stated, thank you Mr. Ramirez, Mr. Hammes.

**Patrick Hammes** – Mr. Hammes stated, thank you, thank you Board President Gonzalez, Mr., Dr. Gutierrez, Members of the Board, Patrick Hammes speaking on the behalf of BEST, Brownsville Educators Stand Together and AFT, American Federation of Teachers. I'm going to go a little different route, we look at, I look at, any time a stipend come out, you are giving us something that's not in your contract, you are looking, you are getting a gift horse and we are going to look at it and we are going to accept it. But there are a couple of other things that have come up and we are talking about retention, we are talking about showing loyalty and fidelity to our employees and one of the ways you do that, and I appreciate that data that Micaela shared, she is spot on, on the average 15 and a half years of an employee. That means they got at least 15 years left to contribute to this district, if not more. And one of the things that I have been told is, that we are going to be discontinuing the resignation incentive at the end of this year. I can understand where we are looking at financial difficulties and we want to be conservative with our money for down the road, I can understand that. But for somebody who is committed 30 years to the district or more, their entire career, they have shown faith and fidelity to us and then, with those people, with a 30 or more years, I believe that we need to show good faith by giving them a stipend at the end of the year. We have done this for years, it is one of the most popular incentives that is provided to our employees and its showing current employees that hey, I dedicated my career to BISD and I get rewarded at the end of the year. In the past years, you have gone down from 15 years up to 40 years, I would ask you to look at employees who have worked 30 years or more and look at giving them a 3-thousand-dollar stipend at the end of the year. We have already talked about where next month we are going to start the budget process, I'm going to do the research like we have always done, pretty sure we are going to ask you for a raise. How much? Don't know. What's the state legislature going to do? Got no idea. I do know that AFT at the state level, where respect us and expect us, is we are asking the state for a 10 thousand dollar raise for all teachers and a 15% raise for all classified, from the state. So, when we are talking about everything, you know, if would be nice to give more, but at the same time, a raise, when it's given, stays with you and then the faith and fidelity that you should give back to your employees who have done 30 years or more, they should be rewarded and we need to budget that for the end of the year. Its Christmas time, any gift is appreciated, thank you very much.

Ms. Jessica Gonzalez, Board President stated, thank you Mr. Hammes and with that, I will close the public hearing.

4. **Close Public Hearing for Resolution #024/2022-2023**

Ms. Jessica Gonzalez, Board President stated, and let's remind, remember that we do have a motion on the table. Ms. Minerva Pena, Board Member asked, maam, may I? Ms. Gonzalez replied, Ms. Pena. Ms. Pena stated, and I really would like to, Denise, plead with you to reconsider, because they are going to turn around and take more than the 25 dollars, I just, I did the math, because I talked to an accountant before, you are looking at 25 to 15 percent of it. So, I really am pleading with you, we have the money now, let's thank them. Ms. Daniella Lopez Valdez, Board Member interjected, I would like to call a question. Ms. Gonzalez stated, thank you, we do have a motion, we have had a call to question so let's vote guys. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees asked, may I have a second?** Ms. Gonzalez replied, I thought she. Ms. Lopez Valdez stated, I second, second. **Ms. Perez stated, okay, please vote.** Ms. Pena interjected, and it's with a broken heart that I approve 525 because I know we could do a thousand, I'm sorry, I stand firm on that.

**Motion made by Daniella Lopez, Valdez, seconded by Denise Garza, and unanimously carried to recommend approval of of Resolution #024/2022-2023 for a Retention Stipend to be paid on or after December 20, 2022 to all full-time and permanent part-time employees who were employed as of September 1, 2022 and who remain employed on December 9, 2022 and substitutes who worked 60 days or more during the period of August 16, 2022 through December 9, 2022 in the amount of \$525.00. (7-0-0)**

Ms. Gonzalez stated, item number, I'm sorry, yes, please. Ms. Garza stated, to all our staff out there, I want to continue giving each and every one of you a raise during our budget process, we don't know what the budget process is going to look like this year. What funding's we are going to look at, if it means bringing our teachers closer again to market value, I'm going to work hard for that. We have been a Board who has been given, giving, sorry, we have given in June and we have given in December and if we want to continue with that process, we need to be fiscally responsible. So, I'm focused on giving our employees raises to bring them up closer and to work on the compression that we have currently right now in our district. I would love to give you all more but we also need to work on our salaries. Ms. Gonzalez stated, thank you Ms. Garza, let's move forward.

5. Recommend approval to declare surplus/obsolete furniture, supplies, equipment, vehicles and portable buildings to be disposed in accordance with Board Policy CI (Local) School Properties Disposal.

**Daniella Lopez Valdez stepped out at 9:28 p.m.**

Ms. Jessica Gonzalez, Board President stated, Ms. Pena, this, Ms. Pena, let's see, Ms. Pena had a question and then Carlos has a motion. Ms. Minerva Pena, Board Member stated, question on this because we had an auction recently, am I correct? And money was taken in from that, where do we put that money in once that money is brought in from the items that were sold? **Dr. Rene Gutierrez, Superintendent of Schools stated, we put it back on the fund balance, on the general fund. Mr. David Robledo, Chief Financial Officer stated, depending on who purchased the items, so, if it was a federal program who purchased it, they will get back their funds for whatever was sold for.** Ms. Pena stated, okay. **Mr. Robledo added, so, to give you an example, if Food Service had a pan and**



it got 10 dollars. Ms. Pena interjected, it goes into their budget. **Mr. Robledo echoed, it goes back to Food Service.** Ms. Pena added, it goes back to their budget, so everybody gets their money on that, okay, so I just wanted to make sure that, where that was going because, again, I'm heartbroken that we didn't give a thousand, I'm sorry, I live for today, tomorrow we don't know what's going to happen, none of us do. Ms. Gonzalez stated, Mr. Elizondo has a motion on the table. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote, for the record, Ms. Lopez Valdez has stepped out, motion passes, 6 yes.**

**Motion made by Carlos Elizondo, seconded by Minerva Pena, and unanimously carried to recommend approval to declare surplus/obsolete furniture, supplies, equipment, vehicles and portable buildings to be disposed in accordance with Board Policy CI (Local) School Properties Disposal. (6-0-0)**

### *Changed Order of the Day*

6. Recommend approval to adopt the National Incident Management System (NIMS) in accordance with the President's Homeland Security Directive (HSPD)-5.

Ms. Jessica Gonzalez, Board President stated, Ms. Denise. Ms. Denise Garza, Board Member stated, yes, thank you Ms. Gonzalez, Dr. Gutierrez, can you give us a little more information on this management system that is, that needs to be in accordance with the Homeland Security? **Dr. Rene Gutierrez, Superintendent of Schools stated, I know, Mr. Robledo, anybody from our Police, I know that they are more familiar with it than I am, Chief is out in the. Mr. David Robledo, Chief Financial Officer stated, yes, we are going to look for Chief Garcia. Dr. Gutierrez asked, can we go to the next item and then we can come back.**

**Daniella Lopez Valdez returned at 9:29 p.m.**

Ms. Gonzalez replied, yes. **Dr. Gutierrez added, I would like for him to speak about this item, they are more familiar than I am.** Ms. Gonzalez stated let's go to the next one while we find Chief. **Dr. Gutierrez stated, Chief, I know you just walked in and he is out there patrolling, he's been sending me some messages, but I'm.** Ms. Minerva Pena, Board Member interjected, no need to defend. **Dr. Gutierrez added, I'm covering for you, I'm covering for you. Chief Oscar Garcia, Police & Security Services Director stated, thank you Doc.** Ms. Pena added, no need. **Dr. Gutierrez stated, we are going to go back to item number 6, Pat, you don't mind reading the item number 6 for Chief to give us a summary of that? Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees read agenda item number 6 out loud and upon conclusion, the following transpired.**

### ***Discussion and action taken after item XI. A. 7***

7. Recommend approval to award Quote #Q013-23 Galvanized Barbless Wire Chain Link Fence Extenders to CPM Design, LLC of Brownsville, Texas, and to purchase the turn-key services in the amount not to exceed \$729,590.00 with the successful completion within 40 days of all Middle Schools. Acquisition to be processed using BuyBoard Cooperative Purchasing, Resolution #R002/22-23. Categorical Fund Local.

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member stated, yes, I think I had mentioned it to you, one of the talks, you don't have a picture or anything like that, that we can see, just? **Dr. Rene Gutierrez, Superintendent of Schools asked, do we have any pictures of, Mr. Hinojosa, it's just going to be an extension with the wires, like 3 wires across, just to make them higher, the fences. From 6 feet to 8 feet high. Mr. Manuel Hinojosa, District Architect stated, yes sir.** Mr. Elizondo stated, and just real quick, my concern is that it, I mean, I'm sure the public doesn't want it to look like a correctional facility. And, I think that's why I asked Dr. Gutierrez, just to see if he could give me a picture of it, I know they are anti scalable devices that can be put on there as required by, by, you know, TEA. **Mr. Hinojosa stated, yes sir, they are the standard foot fence we have around 6 feet, we are going to put 2 more feet on there, not with barbed wire, we are going to put 3 wires on there. They will be added besides the extensions, it's going to be the end poles. So, that's what going to happen and keep in mind there is different types of manufacture's and different sites, so, they are all going to be adapted to fit that 8-foot height.** Mr. Elizondo asked, and it's going to be uniform throughout the district? **Mr. Hinojosa replied, yes sir, well it is going to be 8 foot throughout the district, and pretty much uniform, yes.** Mr. Elizondo asked, right, but like the barbed wire is going to the same? **Mr. Hinojosa replied, no, no barbed wire, just straight wire.** Mr. Elizondo asked, just straight line, no, nothing else? **Mr. Hinojosa replied, yes sir.** Mr. Elizondo asked, okay, and it's going to have that angle towards out, that's basically what they are going to do? **Mr. Hinojosa replied, yes.** Mr. Elizondo stated, okay. Ms. Gonzalez stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member asked, yes, may I address the gentleman? Okay, this is at the middle school, what is the status at the elementary schools and at the high schools? Especially at the elementary schools, the ones that are, you know, open campuses, have we started at the elementary? We talked about the elementary, high schools or is this only for middle schools? **Mr. Hinojosa replied, well, the plan right now is to address the elementary schools first, or, well. Dr. Gutierrez interjected, let me answer that. Mr. Hinojosa stated, yes sir.**

**Eddie Garcia stepped out at 9:30 p.m.**

**Dr. Gutierrez continued, we have it in phases Mr. Ortiz and we starting with the middle schools and once we see that already taken care of, then we are going to move on to the elementary schools and then the high schools. But all schools are going to be covered as part of the requirements for the safety and security that the state is putting on us. They are giving us anywhere between 24 to 36 months to get it done but we want to see this company, it went through the bidding process, it was vetted by the committee, it was scored by the committee and we want to see how they perform. We are giving them the middle schools for now and if that works out well, then we will continue with the elementaries and then the high schools. But the plan is that we have it in 3 different phases and it will be all covered, eventually, within the next two to three years as required.** Mr. Ortiz stated, 2 to 3 years is a long time. **Dr. Gutierrez stated, I know, we are going sooner than that, of course, if we can, definitely, but right now, as far as our campuses, our fence, our campuses are fenced, it's just that the state came up with the idea that 6 feet fences were not good enough, they want it to be higher. But they may reconsider that, but for now, they are not and we have to comply but they are fenced, it's just that many years ago, campuses were, they were installing 6-foot fences, these are fences that go back to years and years ago. And now, it seems to be like they want them a little higher that what they are.** Mr. Ortiz stated, okay, thank you for the clarification. Ms. Gonzalez asked, can I get a motion?

Ms. Minerva Pena, Board Member stated, question. Mr. Elizondo stated, make a motion to approve. Ms. Pena stated, I will second but I have a real quick question, just to note. Dr. Gutierrez, because this is coming from categorical fund local, correct? **Dr. Gutierrez replied, yes maam.** Ms. Pena continued, it doesn't come from fund balance, I don't want people to read this and, oh, they can't give you a raise because they are taking these 700 thousand. I want to, they, they lay person, you are as smart as what the lay people know, so this does not come from fund balance, am I correct? **Dr. Gutierrez asked, David, did we have to do a separate amendment for this, because it may have not been on our budget by then because this came new, this is, this is new and I don't think we, it was?** **Mr. David Robledo, Chief Financial Officer replied, that is correct, so, this will be coming from fund balance through a budget amendment. So, if you remember, the first part of the, I guess we have, we have, in my mind, two phases, we had the initial phase where we had the exterior doors, the Raptor System for the credit check, or not the credit check, the photo check of the individuals and so that first phase was about 1.5 million. The state did give us categorical funding of 1.6, so, we have already spent, in a sense, 1.5, so the left-over funding plus probably additional funding from general fund will be used to accomplish this item of the 729 thousand.** Ms. Pena asked, so why don't we list it on here to be more transparent, that its coming from both? Why don't we put on there that part of the money is going to come from fund balance to fund the categorical fund local, why don't we put that on the agenda item just to make sure to be transparent with the public?

**Eddie Garcia returned a 9:36 p.m.**

**Mr. Robledo replied, the first 1.5 was.** Ms. Pena interjected, I understand, I understand your point. **Mr. Robledo continued, was already described as taken from fund balance.** Ms. Pena stated, correct. **Mr. Robledo added, this one will be in a sense, using that 9 dollars and change that we got from the state, that's where this part is coming from.** Ms. Pena stated, oh, so the first part you took from fund balance and that's why we have 129 million now, it's not going to go in and touch the 129 million. **Mr. Robledo stated, it already, this particular purchase, is going to be coming from the funding that we get from the state.** Ms. Pena stated, but what I'm saying is, it's not touching the 129 million unencumbered fund balance? **Mr. Robledo asked, the original?** Ms. Pena asked, right now, today, not yesterday, what happened 10 years ago, today and now, moving forward, we are not going to touch the fund balance of 129 million, yes, or no? **Mr. Robledo stated, so, let me explain again. We had 1.5 million that was initially brought to the Board that was taken out of fund balance, this phase II is coming from the funding we are getting from the state.** Ms. Pena stated, yes sir, but please understand, the lay person, the 129 million dollars we have right now, will not be touched to get this 700 thousand out? **Mr. Robledo stated, that phrase, yes, you are correct.** Ms. Pena stated, thanks. Ms. Gonzalez stated, okay, great, we have a first and a second, yes, we have a first and a second, let's move forward and then we can go back to number 6.

**Motion made by Carlos Elizondo, seconded by Minerva Pena, and unanimously carried to recommend approval to award Quote #Q013-23 Galvanized Barbless Wire Chain Link Fence Extenders to CPM Design, LLC of Brownsville, Texas, and to purchase the turn-key services in the amount not to exceed \$729,590.00 with the successful completion within 40 days of all Middle Schools. Acquisition to be processed using BuyBoard Cooperative Purchasing, Resolution #R002/22-23. Categorical Fund Local. (7-0-0)**

*Changed Order of the Day*

6. Recommend approval to adopt the National Incident Management System (NIMS) in accordance with the President’s Homeland Security Directive (HSPD)-5.

Ms. Denise Garza, Board Member stated, yes, Chief, sorry I had to pull you aside from patrolling. **Chief Garcia stated, that’s alright.** Ms. Garza asked, but can you just give us a little clarification on what this management system is? **Chief Oscar Garcia, Police & Security Department Director replied, so, you know, it’s the National Incident Management System which is a wholistic plan for any emergency planning that’s throughout the nation. It includes your prevention, mitigation, preparedness, response and recovery. It’s part of that cycle that we are incorporating at BISSD.** Ms. Garza asked, so it’s something that we are already using? **Chief Garcia replied, oh yes, this is actually an updated version of what we adopted 10 years ago perhaps.** Ms. Garza stated, okay, just wanted clarification because I wasn’t sure if it was like a new system coming on because it stated, you know, accordance with President’s Homeland Security directive, so I was like, is this something we are adding? **Chief Garcia stated, Presidential directive number 5, correct.** Ms. Garza stated, okay, thank you for the clarification, I’m so sorry that I had to pull you aside from your other duties. **Chief Garcia stated, we’re good, we’re good.** Ms. Garza stated, thank you. Ms. Gonzalez stated, Mr. Garcia. Mr. Eddie Garcia, Board Member stated, go ahead, I’m going to make the motion so. Mr. Carlos Elizondo, Board Member stated, okay, no problem, Chief, don’t go anywhere, just real quick, just, is this going to include education as well, like the NIMS, education framework? **Chief Garcia replied, absolutely, absolutely.** Mr. Elizondo stated, okay, alright. **Chief Garcia stated, it’s actually, it is the plan, it is the emergency operational plan.** Mr. Elizondo asked, so you are going to have to go through the 1 thru 900 or you are going to do? **Chief Garcia stated, so that is the, that’s part of it, that’s through FEMA, you have your 100, 200, 700, 800, but this is, the 100, 200 is basic, it’s all wholistic, incorporated.** Mr. Elizondo asked, and you are going to include all staff under this framework? **Chief Garcia replied, so, yes, actually, we are, we are spearheading through Dr. Cantu’s office the School Safety Committee who, which we have been meeting very regularly, actually, and I have Mr. Corpus here who is our Chair. If you like, he can talk a little bit more about the plan, it’s very well defined.** Mr. Elizondo stated, no, no, just include, that’s including security staff and police officers as well. **Chief Garcia stated, its heavy with security and police.** Mr. Elizondo stated, alright sir, thank you, I appreciate it. **Chief Garcia stated, you bet.** Ms. Gonzalez stated, we have a motion on the table, I need a second. Mr. Elizondo stated, I’ll second.

**Motion made by Eddie Garcia, seconded by Carlos Elizondo, and unanimously carried to recommend approval to adopt the National Incident Management System (NIMS) in accordance with the President’s Homeland Security Directive (HSPD)-5. (7-0-0)**

*Resume Order of the Day*

8. Recommend approval to continue the procurement and acquisition process for two elevators within the administration building. Purchase to be made using an approved Cooperative that provides the best value to the District, not exceeding \$200,000.00 from Local funds.

Ms. Jessica Gonzalez, Board President stated, Ms. Pena, you had a question. Ms. Minerva Pena, Board Member asked, Dr. Gutierrez, elaborate please, are we going to refurbish, take care of our current elevators, is that what this is? **Dr. Rene Gutierrez, Superintendent of Schools replied, yes, right guys, who is out there, we are going to be able to replace all the parts and refurbish them because I believe that these elevators have not been upgraded or serviced adequately since 1988, when this building opened up, so yes?** Mr. Carlos Elizondo, Board Member interjected, so, you want to ask the last person that was stuck or what? Ms. Pena asked, have we had anybody stuck? **Dr. Gutierrez replied, no, but.** Ms. Pena added, just to make ourselves clear. **Dr. Gutierrez stated, that’s what we don’t want.** Ms. Pena stated, we have excellent elevators, back in the old days, they made things to last, not its instant so you can buy more, I’m so sorry, bad. Mr. Elizondo stated, I would like to, oh, I’m sorry, I make a motion. Ms. Gonzalez stated, go ahead Mr. Elizondo. Mr. Elizondo stated, I make a motion to approve. Mr. Eddie Garcia, Board Member stated, I second that. Ms. Gonzalez stated, perfect, lets vote. Ms. Pena stated, and hopefully sir, we can get somebody as good as when these were built, how many years is that? 34 years, see, that’s excellent.

**Motion made by Carlos Elizondo, seconded by Eddie Garcia, and unanimously carried to recommend approval to continue the procurement and acquisition process for two elevators within the administration building. Purchase to be made using an approved Cooperative that provides the best value to the District, not exceeding \$200,000.00 from Local funds. (7-0-0)**

9. Recommend approval of the 2022-2023 High School Course Listing Guide Amendment to include the addition of the CTE course, Web Communications. \*

Ms. Jessica Gonzalez, Board President stated, Ms. Garza, you had a question. Ms. Denise Garza, Board Member asked, yes, Dr. Gutierrez, who do I need to ask, because I don’t see anyone getting up? **Dr. Rene Gutierrez, Superintendent of Schools replied, well, I think, Dr. NIC, Dr. NIC.** Ms. Garza stated, Dr. NIC, I have a question on this because we did receive a few concerns in reference to this item and I know, my also, my concern was, we are amending something on the Course Listing Guide in the middle of the school year. So, my thing is, who is going to be teaching these web communication classes? **Dr. Norma Ibarra Cantu, Curriculum & Instruction Director for Secondary Education stated, I’m sorry, good evening, Madame Chair, Ms. Jessica Gonzalez and of course, Dr. Gutierrez, Board Members, so, this, we usually bring our Course Listing Guide in the spring, every year for updates and revisions, any new programs that we need to bring up, right. This time around, we are amending and we are bringing in this half a credit course that will allow students to even right now, be able to obtain a half a credit, you know. Sometimes, we are limited on those courses, this specific course will be in some campuses be taught by the CTE teacher, it just depends. Other campuses might have a person that has the certification to teach that which could be also a TST. So, the tech app certification, and I know Dr. Chavez is here that can also attest to some of the certifications that the teachers need to have for this web communication class to be taught. Because this one is tied to a certification so, we do need to have that professional that has the specific certification to teach this class.** Ms. Garza stated, okay, so my next question is, do we already have kids who are going to be enrolled in this class next semester? And if so, are we forcing anyone to teach this class?

**Dr. Ibarra Cantu stated, well, not forcing, the first question was, do we have students that need to take this class, yes, we do have students, depending on the need of the student for them to acquire their whole credits or certifications, yes, we do have students slated to take a web communication class of they need that to complete their credits. Is someone being forced to teach the class, no, what happens is that teachers are to teach and I know that perhaps TST's did not have the 3 classes in their schedule. Perhaps, I mean, I can, I'm just speculating, I don't have right now a record of who had them or not, but that is, teachers need to have courses and their master schedule for them to be eligible for the teacher incentive allotment. So, teachers do need to teach, that's how we, you know, created a student learning objective and then that's tied to the evaluation, etcetera. Ms. Garza asked, okay, thank you, but for TST, if they are going to be teaching this course, then, now they will be eligible for that teacher allotment? Dr. Ibarra Cantu replied, yes. Ms. Garza continued, and they are aware of this? Dr. Ibarra Cantu stated, correct, and I know that Human Resources also had communicated the requirements for the teacher incentive allotment early on and reminders have gone out there to our campus principals just to ensure that all teachers are eligible and have student learning objective tied in to that so we can continue with the evaluations properly. I don't know if Ms. Carmelita would like to add to that, but yes, that is the requirement. Ms. Garza stated, okay, thank you. Ms. Gonzalez stated, Mr. Ortiz. Mr. Frank Ortiz, Board Member asked, may I address the Doctor? Dr. Gutierrez replied, yes sir. Mr. Ortiz asked, I know that you mentioned TST's might be able to be doing these classes, is this additional work that they are going to be given? Due to the fact that they have, you know, for instance, at the high school level, 200 teachers, about 800 students that they need to address technological issues with, so, is this additional duties for them? Dr. Ibarra Cantu replied, as teacher, as a teacher, no, yes or no, it's like Mr. Robledo says, yes or no, so, they have been instructed, campus principals have been given the direction of, they need to have at least 3 periods, the technology teacher needed to have 3 periods, so, if those periods had not been reflected on the schedule, then this would be how we could also get it done. However, this is based on the need of the students, so, in best interest of the students, if they needed the .5, you know, this is a class that we can definitely offer and its available just to provide additional opportunities for students to complete their credits. Mr. Ortiz asked, may I follow up? I'm just thinking that if we open a, an additional course, we ought to provide a teacher as well and not give any additional duties to somebody else that already has responsibilities. So, that might be something that we might want to consider and I go back to what Ms. Garza asked a little while ago, I hope we are not forcing some of these individuals to teach. Dr. Ibarra Cantu stated, and I think maybe HR can speak on, a little bit more on, if for example, if teachers go without having that requirement as per the state, then there would be some implications to that as well. But, I don't know, Carmelita, were you going to say something, I'm sorry? Ms. Carmelita Rodriguez, Assistant Superintendent for Human Resources asked, may I? Ms. Gonzalez replied, yes. Ms. Rodriguez stated, I wanted to just clarify, the teacher incentive allotment that we have in place requires that every, anyone that's going to qualify to get paid the teacher incentive allotment needs to be teaching at least a minimum of 3 classes a semester or all-day full time teaching in order to, in other words, no, it's a minimum of 3 classes all year or all day a semester, through the semester. So, the teachers that she's referring to or that you all were talking about are technology teachers at the high school level. The TST's is a**

technology support teacher, for example, our teachers in elementary receive that additional stipend on top of teaching all day. So, and sometimes the librarians get it, a TST is assigned, it's an extra, it's a stipend, so, at the high schools, they are technology teachers and some of them receive the TST stipend and some of them do not, it just depends who is assigned. But they are teachers first and then TST, the stipend comes into play. Mr. Ortiz asked, may I? I know at the elementary level, for instance, your librarian sometimes becomes the librarian slash, TST. **Ms. Rodriguez stated, correct.** Mr. Ortiz continued, and that's what I'm concerned about, we are giving them additional duties, even though they are getting an allotment, they are still being given additional duties to do. So, when does the librarian have time to take in the classes? That's my concern, I'm just saying that if we open sections, we ought to provide the staff as well instead of giving additional duties to, to the current individuals. Ms. Gonzalez interjected, I just wanted to clarify really quick, his is about high school level, correct? **Ms. Rodriguez stated, yes.** **Dr. Ibarra Cantu stated, yes, that's what I wanted to clarify, that this is specifically at the high school level and I know that Mr. Ortiz brought up the elementary, this is not going to impact elementary or middle school, this is a course for credit at the high school.** Mr. Ortiz stated, I understand that, it's just that Ms. Rodriguez talked about, she gave that example. **Dr. Ibarra Cantu stated, okay, I'm sorry, I just wanted to clarify.** Ms. Gonzalez asked, thank you, Ms. Pena, you have a question? Ms. Minerva Pena, Board Member replied, yeah, when Ms. Rodriguez made that example, it spooked the heck out of me. So, please be very careful with your verbiage and how you speak, the public is listening, excuse me. And we want to make sure it's only going to impact the high schools and they teach 3 classes and, in the rest, they concentrate on this, is that what you are saying, what we are being told? **Dr. Ibarra Cantu replied, yes, yes Ms. Pena.** Ms. Pena asked, no other level, just high school, not middle school, elementary? **Dr. Ibarra Cantu stated, correct.** Ms. Pena stated, okay. Mr. Eddie Garcia, Board Member interjected, motion to approve. Ms. Gonzalez stated, Carlos had a question. Mr. Carlos Elizondo, Board Member stated, just real quick, just to re-emphasize, the, my concern is, if we, if we are giving these TST's additional duties to teach and then something happens between those 3 periods that they are supposed to be teaching, who is going to take care of that concern or that immediate, you know, technological emergency that might be happening at the school? Are you going to pull him or her out to go take care of that? So, it becomes real, real, the waters become very muddy. If we are able to get someone in there and teach those classes and specifically just do that, then that TST is again, always available to be able to go. And you know, technology, like we had earlier, Ms. Pat is our TST up here, I guess, she was able to take care of it, but if she is doing something else, the concern is, what are we going to do then? Especially now that we are going to go into testing, kids are going to be testing and I mean, that's just a concern I have. **Dr. Ibarra Cantu stated, so, two things, the first question is, how would we address the campus needs on a daily basis, even now, there is one person that would attend to, you know, the entire campus, so, there's requests that are done, that are made and there's a process at the schools for them to receive that request for that technology need. So, we would definitely address it on a need's basis, like I tell you, one person, so they are still, they are not there at that very precise moment, necessarily, I wish I could say that, you know, they call and we are there. But there is a process for us to meet the teachers needs or the needs that they have in the classroom. And during testing, when we do have, everyone is all hands-on deck, so, there's teachers that on that day are conducting and testing, they are helping with testing, so they are not necessarily there**

at that classroom because students are disbursed when they test. So, during testing, it wouldn't necessarily be an issue because it's not an issue, now, with the rest of the teachers that do assist with testing. We all collaborate during testing time. Mr. Elizondo asked, may I follow up real quick? Ms. Gonzalez replied, yes, go ahead. Mr. Elizondo stated, just on that note, so you are saying that there's like a call, I mean, being an officer and being a fire, so I'm going to say that calls come in. **Dr. Ibarra Cantu stated, a process, so, some campuses will have like a form or.** Mr. Elizondo stated, so I'm going to say that calls come in, there's 12 calls and he is able to take care of 5 first day, what happens as they stack on? I mean, if you don't have enough, you mentioned there is only one? **Dr. Ibarra Cantu replied, yes, we have one per campus.** Mr. Elizondo continued, so you see the concern again is, if there is 10 different areas that this TST needs to address, when is he going to be able to teach? **Dr. Ibarra Cantu stated, and again, the perfect scenario would be that they teach 3 classes, right now I don't have, I would be, need to come back and bring you in or all or which TST, technology teachers from the campuses teach, how many classes, but, the 3 was kind of the minimum for that TIA and I can definitely come back and bring information on, on, if they are all teaching the 3 classes, but I can speak to their, we do have a process to meet all of the teacher's needs, the technology needs at the campus. And sometimes, we all just collaborate in making sure that the teachers, we address the teachers needs so they can conduct the instruction. But, these technology teachers, again, do have that certification for this class.** Ms. Gonzalez asked, Dr. Trevino, is there something you wanted to add? **Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/Human Resources replied, yes, obviously, we also have a Computer Services Department that if something, you know, is an emergency, especially with testing, they do come immediately, you know, to the service of the district, if for example, any campus, internet goes down, then they take care of that through computer services as well.** **Dr. Ibarra Cantu interjected, oh, and I may, thank you Dr. Trevino, for that, because for example, this testing, there was a technology person, you know, from our technology department, that went to each of the high schools, for example, and they were assigned, so they were an additional support also for the campus because we have one person. So, but others from the district were there to support.** Ms. Gonzalez asked, Mr. Garcia, did you have a question? Mr. Garcia replied, no. Ms. Gonzalez added, you made the motion, correct. Mr. Elizondo stated, I'll second it. Ms. Gonzalez stated, you second, Ms. Pena, did you want to follow up real quick. Ms. Pena stated, a follow up real quick, how many people, how many campuses do we have overall? **Dr. Ibarra Cantu asked, high school?** Ms. Pena asked, how many campuses, 6? **Dr. Ibarra Cantu replied, we have, well, 6.** Ms. Pena stated, 6, 7 with and then we also include the 7<sup>th</sup> one, yes? **Dr. Ibarra Cantu stated, BECHS.** Ms. Pena stated, yes, BECHS, and BECHS belongs to us, our responsibility if the computer goes down, we have to go and help them, yes? **Dr. Ibarra Cantu stated, yes.** Ms. Pena asked, and so my question is that, we need to be very diligent that we have enough personnel, even in the IT Department and the people that do computer services because you can only get so fast so quick to several places and since, please forgive me, we've shut down positions and given the job out and so we are shortened, let's see about making sure we have enough people in the department because we are becoming computerized, completely. We are, I'm sorry, the best machine is a human machine, I have always said that, so we need to take care of and make sure we have the proper amount of people in that department, sir, to jump over there and get us back on track. Because you know how it is, when your machine breaks



down, you want to kill it because where are you, but you can't do anything to it. Ms. Gonzalez stated, we have a first and a second. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, please vote. Dr. Ibarra Cantu stated, thank you.**

**Motion made by Eddie Garcia, seconded by Carlos Elizondo, and unanimously carried to recommend approval of the 2022-2023 High School Course Listing Guide Amendment to include the addition of the CTE course, Web Communications. \* (7-0-0)**

10. Recommended approval to purchase Ring Publications LLC for district-wide middle and high schools from Mastery Prep, 1771 Florida Blvd., Baton Rouge, LA 70806. **(Consent Agenda)**
11. Recommended approval to purchase of Cardonex Master Schedule Builder for district-wide middle schools and high schools from Education Advanced, 2702 E. Fifth St, #372 Tyler, TX 75701. Acquisition to be processed using Buy Board Cooperative Purchasing, Resolution #R002/22-23.

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo, you had a question? Mr. Carlos Elizondo, Board Member replied, yes, just wanted to confirm and make sure that this is not an added platform to all the other programs we have, right? This is not adding to another 3 that we already have?

**Denise Garza stepped out at 9:56 p.m.**

**Dr. Rene Gutierrez, Superintendent of Schools replied, no, we are bringing. Dr. Anysia Trevino, Deputy Superintendent for Curriculum & Instruction/HR stated, this is just to help us expedite the schedules for the students, the schedule builder. Dr. Norma Ibarra Cantu, Curriculum & Instruction Director for Secondary Education stated, yes, so, yes, I am keeping it pressed, so, this is to assist the campuses with the process and it's not an additional work, on the contrary, it's to help them in their first go in trying to do the master schedule to help them with that process. So, it's not additional work, on the contrary, we are trying to help expedite it. Mr. Elizondo stated, good, and this is campus driven? Means, the campuses are requesting? Dr. Ibarra Cantu stated, okay, yes, so, what we did is we met with the campuses, with some of the issues that, you know, they were facing and, in an effort, to support that, we said, this is what we have found, we took it through the campuses, the middle schools and high schools and they were extremely excited for this. And we said, well, we will bring it to the Board because of the amount and to get your blessing. Mr. Elizondo stated, correct and, I'm just, thank you. Ms. Minerva Pena, Board Member interjected, Dr. Gutierrez. Mr. Elizondo stated, I'll make a motion. Ms. Gonzalez stated, we have a first and Ms. Pena, go ahead. Ms. Pena asked, real quick, the price for this will be 170 thousand, it's what it says? Dr. Ibarra Cantu replied, yes, for the secondary, for secondary. Dr. Gutierrez interjected, correct. Ms. Gonzalez stated, motion. Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees stated, I need a second. Ms. Daniella Lopez Valdez, Board Member stated, second. Ms. Perez stated, please vote, for the record, Ms. Denise Garza stepped out. Ms. Pena interjected, and Dr. Gutierrez, this is something we need and is essential for our schools, am I correct? Dr. Gutierrez replied, yes maam. Ms. Perez stated, motion passes, 6, 0, unanimous. (6-0-0)**

**Motion made by Carlos Elizondo, seconded by Daniella Lopez Valdez, and unanimously carried to recommend approval to purchase of Cardonex Master Schedule Builder for district-wide middle schools and high schools from Education Advanced, 2702 E. Fifth St, #372 Tyler, TX 75701. Acquisition to be processed using Buy Board Cooperative Purchasing, Resolution #R002/22-23. (6-0-0)**

12. Recommend approval of the 2022-2023 Targeted Improvement Plans as required by the Texas Education Code for Aiken Elementary, Cromack Elementary, Palm Grove Elementary, Skinner Elementary, Vermillion Elementary, Besteiro Middle School, Garcia Middle School, Lucio Middle School and Stell Middle School, with revisions as needed. These Targeted Improvement Plans will serve as guides to District and Campus Staff for the improvement of student performance to attain state and federal standards. **\*(Consent Agenda)**
13. Recommend approval for 2021-2023 Texas Regional Pathway Network Grant to pay grant stipends to Brownsville Independent School District Curriculum Specialists for training and materials for Student Educator training, camp and paid internships on Saturdays through 2022-2023 school year. No Cost to the District. **\*(Consent Agenda)**
14. Recommend approval to pay grant stipends which include administrative support and extra duty pay in compliance with Texas Regional Pathways Network Grant (TRPN) ending on August 31, 2023. **(Consent Agenda)**

**B. Recommend approval of the following Payment(s):**

**Denise Garza returned at 9:58 p.m.**

1. Recommend the approval of payments for services throughout the District in the total amount of \$1,093,044.57.

Ms. Jessica Gonzalez, Board President stated, Mr. Elizondo, you had a question. Mr. Carlos Elizondo, Board Member stated, my computer is down, TST please, quick, I'm just kidding, its loading. Ms. Minerva Pena, Board Member interjected, like, don't hurt yourself, there it is, nothing like a hard copy. Mr. Elizondo stated, so, I was just going through the, the payouts, I know the total is 1 million, 93 plus, just wanted, on one of them, which is, I think you know which one I'm talking about. Is that an additional payment to the company, is this a second, it's for the Sams Stadium parking lot, is this the initial, the second or what is this? **Dr. Rene Gutierrez, Superintendent of Schools replied, its, where are we with those payments, because I know that they have already made some requests and then there is some that they are submitting invoices. Mr. David Robledo, Chief Financial Officer stated, so, at the last Board meeting, number 4 was submitted, this is number 5, so, this is for new work that has been done.** Mr. Elizondo stated, okay, I just wanted to confirm, this is an additional payment of the work that's already been completed, so, payment number 5. **Mr. Robledo stated, that is correct.** Mr. Elizondo stated, okay. Ms. Gonzalez stated, Ms. Pena, you had a question. Ms. Minerva Pena, Board Member asked, yes sir, I've never seen it done like this, instead of being individual, as who we are going to pay, how much we are going to pay and what we are going to pay, you put them all together? Ms. Gonzalez stated, we talked about it last. Ms. Pena interjected, yes, I want, I want, this is for the public. **Dr. Gutierrez stated, yes, yes.** Ms.

Pena stated, this is for the public, remember, that's who we owe it to, the public. Okay, so, that's why, usually you see it separate but this time you put it together and you have your reasonings for that. **Dr. Gutierrez stated, that's correct and we will discuss.** Ms. Pena interjected, if they want and information, they can go and go through open records and do what they need to do, am I correct? **Dr. Gutierrez stated, correct.** Ms. Pena stated, thank you. **Dr. Gutierrez added, and we will discuss this in closed session, further.** Ms. Gonzalez stated, okay. **Ms. Pat C. Perez, Administrative Assistant to the Board of Trustees asked, may I have a motion?** Ms. Daniella Lopez Valdez, Board Member stated, I motion to approve. Ms. Denise Garza, Board Member stated, second. Ms. Gonzalez stated, we have a first and a second. **Ms. Perez stated, please vote.** Ms. Pena interjected, and these are bills that we owe, am I correct, we have to pay them?

**Motion made by Daniella Lopez Valdez, seconded by Denise Garza, and unanimously carried to recommend the approval of payments for services throughout the District in the total amount of \$1,093,044.57. (7-0-0)**

**C. Recommend approval of Budget Amendments:**

1. Recommend approval of Budget Amendment #017 in the amount of \$7,488,763.00 for Local Funds. (Reallocation of \$1,532,109.00, Undesignated Fund Balance of \$58,483.00 and Carryover Budget of \$5,898,171.00) **(Consent Agenda)**

**D. Recommend approval of the following Contract(s)/Agreement(s):**

1. Recommend approval of UTRGV GEARUP Subaward Amendment #7 in the amount of \$403,860.00. This provides funding for four GEAR UP counselors and instructional support for Lopez, Porter, and Rivera Early College High Schools under the current Memorandum of Understanding that runs through September 25, 2023. **\*(Consent Agenda)**
2. Recommend approval to enter into Agreement with Cameron County Community Service Centers and School Districts to provide Adult Basic Education/Adult Secondary Education, High School Equivalency, English as Second Language and certification for in demand occupations classes for the 2022-2023 school year at no cost to the District. **\*(Consent Agenda)**
3. Recommend approval of Memorandum of Understanding between BISD Police Department and Law Enforcement Support Office (LESO) Program participating Law Enforcement Agency (LEA).

Ms. Jessica Gonzalez, Board President stated, Ms. Garza, you had a question. Ms. Denise Garza, Board Member asked, yes, Chief Garcia, if you can give an update to our audience who is watching, what exactly this MOU is please? **Chief Oscar Garcia, Police and Security Department Director replied, so, actually, this is a program that BISD PD had applied about 5, maybe 8 years ago and it's just a newer version of the Texas Military Program which allows law enforcement agencies to purchase surplus military equipment. So, what we are going to be looking at is training equipment, shields, helmets, computers, desks and a lot of surplus equipment that will allow us to go to these military installations to inspect and receive the equipment for free of**

**charge for the department and the district.** Ms. Garza stated, perfect. Ms. Gonzalez stated, Mr. Elizondo. Mr. Carlos Elizondo, Board Member asked, Chief, just real quick, is this going to be on duty equipment that you are going to use or this is going to be used for training? **Chief Garcia replied, training mostly and there is perhaps, maybe a couple of vehicles that we are going to look at.** Mr. Elizondo stated, because I would be in favor, of course, after we do the budget, to make sure that you get new vehicles instead of bringing in a DOD used vehicle for your, for especially to responding to all these schools that we are going to be obligated to. **Chief Garcia continued, absolutely, so, one of the things we are looking at is Hummers, perhaps a couple of Hummers that may be out there in surplus that we could respond during a weather-related event, flooding.** Mr. Elizondo stated, okay, I have to agree with you because we bought a Hummer and it didn't work out very well, you know, just so you know, I'm just going to tell you what's happened. And they love Hummers and they are pretty and everything, but in reality, they are just a big headache, parades, beautiful, maybe for show to the kids, but to actually use and I'm sure Mr. Garcia will agree with that. I just, you know, I would rather have your staff and everybody else in a brand-new car making sure that as soon as you turn it on it does turn on and goes. **Chief Garcia stated, I appreciate that, thank you.** Mr. Elizondo stated, but thank you, appreciate that. Ms. Gonzalez stated, Mr. Garcia. Mr. Eddie Garcia, Board Member stated, motion to approve. Mr. Elizondo stated, second. Ms. Gonzalez asked, Ms. Pena, did you have a question? Ms. Minerva Pena, Board Member stated, yes, a real quick question, sir, you said equipment and stuff, like shields and stuff, so, will some of this equipment be able to be used, God forbid that we ever have an incident where we need that, will you be able to use it or are you just going to use it for training? **Chief Garcia stated, training.** Ms. Pena asked, so you won't, it won't be able to be, in God forbid, a real-life event, if it ever happens and you need extra equipment, none of that will be usable, is it? What I'm saying, is the equipment that they are selling you obsolete, no good, just for training, that's what I'm asking? **Chief Garcia stated, training, that's correct.** Ms. Pena stated, thank you. Ms. Gonzalez asked, Mr. Garcia, did you have a question, I'm sorry? Mr. Garcia stated, it's just a comment, Chief. **Chief Garcia stated, yes sir.** Mr. Garcia continued, Chief, you already received some equipment, new shields, there's cars coming on the way. **Chief Garcia stated, oh yes, yes sir.** Mr. Garcia added, there's already equipment that has been approved. **Chief Garcia stated, correct.** Mr. Garcia stated, and again, this is going to be for training purposes. Ms. Gonzalez stated, awesome, we have a first and a second.

**Motion made by Eddie Garcia, seconded by Carlos Elizondo, and unanimously carried to recommend approval of Memorandum of Understanding between Bisd Police Department and Law Enforcement Support Office (LESO) Program participating Law Enforcement Agency (LEA). (7-0-0)**

4. Administration is requesting approval to terminate the contract between VoIP Inc. and Brownsville ISD. Vizipp Inc. failed to provide Student Educator training, camp and paid internships through the 2021-2023 Texas Regional Pathways Network (TRPN) Grant. TRPN Grant will pay Brownsville ISD Curriculum Specialists a stipend for training and materials for Student Educator training, camp and paid internships on Saturdays through 2022-2023 school year. No Cost to the District. **(Consent Agenda)**

5. Recommend approval of Memorandum of Understanding between BISD and TSC Nita M. Lowey 21st Century Community Learning Centers (CCLC) Grant Program, Cycle 12. Participating schools are Besteiro, Faulk, Garcia, Lucio and Perkins Middle schools; and Hanna, Lopez, Pace, Porter, and Rivera Early College High Schools. The term of this MOU shall be made effective August 1, 2023 through July 31, 2028 until the completion of the Grant. MOU is contingent upon TSC receiving the Nita Lowey 21st CCLC Grant Program NOGA. **\*(Consent Agenda)**
6. Recommend approval for the Administration to continue collaborative service agreements with the Gladys Porter Zoo, Brownsville Historical Association and the Brownsville Museum of Fine Arts in the amount not to exceed \$89,480.00 from budgeted Local Maintenance Funds. (Annual Agreement) **\* (Approved under Consent Agenda 6-0-1)**  
*Daniella Lopez Valdez Abstained*
7. Recommend approval of Memorandum of Understanding with Driscoll Health Care from December 14, 2022-November 30, 2024, to provide health information and services to migrant students and their families at no cost to the District. **\*(Consent Agenda)**
8. Recommend approval of Memorandum of Understanding with Molina Health Care from December 14, 2022-November 30, 2024, to provide health information and services to migrant students and their families at no cost to the District. **\*(Consent Agenda)**
9. Recommend approval of Memorandum of Understanding with Superior HealthPlan from December 14, 2022-November 30, 2024, to provide health information and services to migrant students and their families at no cost to the District. **\*(Consent Agenda)**
10. Recommend approval to enter into a Memorandum of Understanding with Grand Canyon University to offer eligible students, teachers, staff, and spouses a minimum award package of \$3,250.00 per academic year. **\*(Consent Agenda)**
11. Recommend approval for the Memorandum of Agreement between RGV Linking Economic and Academic Development and Brownsville Independent School District for the 2022-2023 school year. Rio Grande Valley Linking Economic and Academic Development will provide services to support the goal of students to stay in school and graduate from high school equipped with college and workforce readiness, in the amount not to exceed \$25,400.00 from State Categorical funds. **\*(Consent Agenda)**
12. Recommend approval to amend the existing Memorandum of Understanding and partnership agreement between UTRGV School of Medicine and Brownsville ISD to expand the accessibility of mental health counseling services to all BISD students via telemedicine/telehealth through August 13, 2024 with an automatic renewal of one-year terms thereafter subject to state funding. **\*(Consent Agenda)**
13. Recommend approval of a Memorandum of Understanding between Rise Recovery and Brownsville ISD for counseling services for BISD students for the 2022-2023 school year. No cost to the District. **\*(Consent Agenda)**

**E. Recommend approval of the following Bid(s)/Proposal(s)/Purchase(s):**

1. Recommend awarding of CSP #23-162 Garcia, Stillman, Stell Middle Schools - Four Lane Tracks Project to Beynon Sports Surfaces, Inc. of Hunt Valley, Maryland in the amount not to exceed \$2,882,980.00, to authorize the Administration to enter negotiations, and to execute the contract. Local Fund 197. **(Consent Agenda)**
  
2. Recommend awarding of CSP #23-165 Vermillion ES - Administration Building Reroofing Project to TADCO Roofing of Edinburg, Texas in the amount not to exceed \$212,273.00, to authorize the Administration to enter negotiations, and to execute the contract. Local Fund 199. **(Consent Agenda)**

**XII. CLOSED MEETING: as pursuant to the Texas Government Code Sections: 551.071, 551.072, 551.074, 551.082, and 551.084. 10:04 p.m.**

**XIII. BOARD RECONVENES - Board action on agenda items discussed in Executive Session. 1:45 a.m.**

**X. B. Board Member Request Page 36 of minutes**

4. Discussion and possible action on retaining an auditing firm to conduct a forensic audit of BISD. (Board Member Request Carlos Elizondo, Board Support Frank Ortiz)

Ms. Jessica Gonzalez, Board President stated, no action, we are choosing to table this item until a future date. Ms. Denise Garza, Board Member stated, second. Ms. Gonzalez stated, it is a no action.

**A. LEVEL III GRIEVANCE(S):**

1. Discussion, consideration, and possible action regarding Level III Grievance No.005/22-23 on T.C.

Ms. Jessica Gonzalez, Board President stated, we are going to strongly urge administration to consider Dr. Cuff for any position he applies for in the future.

**Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval regarding Level III Grievance No. 005/22-23 on T.C. and to strongly urge administration to consider Dr. Timothy Cuff for any position he applies for in the future. (7-0-0)**

2. Discussion, consideration, and possible action regarding Level III Grievance No.006/22-23 on M.C.

Ms. Jessica Gonzalez, Board President stated, I will make a motion to direct administration to comply with ADA requirements.

**Motion made by Jessica Gonzalez, seconded by Eddie Garcia, and unanimously carried to recommend approval to direct administration to comply with ADA requirements regarding the Level III Grievance No. 006/22-23 on M.C. (7-0-0)**

**B. PERSONNEL MATTER(S):**

**Motion made by Carlos Elizondo, seconded by Eddie Garcia, and unanimously carried to recommend approval to group agenda items under Personnel Matters XII. B. 1, 2, 3, 4, 5, 6, 7, 8 and 9. (7-0-0)**

1. Presentation, acceptance and approval of Retirements. (4) **(G 7-0-0)**  
Jose Herrera, Jessica Lastra, Melanie Oliveira, Mark Stevens
2. Presentation, acceptance and approval of Resignations. (11) **(G 7-0-0)**  
  
Alondra Leticia Acosta, Alysha Alcantara, Patricia Ann Arguelles, Ian Behtel, Jose Lucio, Sergio Mata, Marlene Reyna, David Robledo, Jimena Solis, Nereida Tellez, Sylvia Valentine
3. Personnel Update with Superintendent (Dr. Rene Gutierrez) **(G 7-0-0)**
4. Recommend approval of chapter 21 contractual personnel for the 2022-2023 school year(s) – Assistant Principal (replaced existing FTE). Subject to receipt of all outstanding documentation. (3) **(G 7-0-0)** Noelia Lara – Rivera ECHS/Rodolfo Ramirez-Hanna ECHS/Douglas W. Tolman-Besteiro MS
5. Recommend approval of chapter 21 contractual personnel for the 2022-2023 school year(s) – Counselor (replaced existing FTE). Subject to receipt of all outstanding documentation.(1) **(G 7-0-0)** Taylor Esteves – Veterans Memorial ECHS
6. Recommend approval of chapter 21 contractual personnel for the 2022-2023 school year(s) – Dean of Instruction (replaced existing FTE). Subject to receipt of all outstanding documentation.(1) **(G 7-0-0)** San Juanita Ortiz – Hudson Elementary School
7. Recommend approval of chapter 21 contractual personnel for the 2022-2023 school year(s) – JROTC Senior Army Instructor (replaced existing FTE). Subject to receipt of all outstanding documentation. (1) **(G 7-0-0)** Rios Reyes – Lopez ECHS
8. Recommend approval of chapter 21 contractual personnel for the 2022-2023 school year(s) – Testing Coordinator (replaced existing FTE). Subject to receipt of all outstanding documentation. (1) **(G 7-0-0)** Monique Michelle Villarreal – Hanna ECHS
9. Recommend approval of Campus Professional Employee (K.S.) for change in contract and days for the 2022-2023 Fiscal School Year. **(G 7-0-0)**

**C. ATTORNEY CONSULTATION**

1. Staff Attorney
  - a. Discussion, consideration, and possible action regarding resolution of Sandra Lopez Grievance

**Motion made by Jessica Gonzalez, seconded by Minerva Pena, and unanimously carried to recommend approval regarding resolution of Sandra Lopez Grievance as discussed in Executive Session. (7-0-0)**

- b. Discussion and possible action concerning resolution of BISD v. Scoggins et al., Because No. 2020-DCL- 02227, in the 357th District Court of Cameron County, Texas. **No Action taken**
- 2. Board Attorney:
  - a. Legal Update with Board Counsel.
    - 1. Settlement for Keller Elementary School case.

**Motion made by Carlos Elizondo, seconded by Minerva Pena, and unanimously carried to recommend Settlement for Keller Elementary School case as discussed in Executive Session. (7-0-0)**

**D. INTERNAL AUDITOR CONSULTATION**

- 1. Discussion with Internal Auditor and Legal Counsel concerning security and legal issues for accounts payable functions.

**E. Board Self Evaluation.**

**XIV. Announcement(s):**

Ms. Jessica Gonzalez, Board Member stated, next is announcements, Dr. Gutierrez. **Dr. Rene Gutierrez, Superintendent of Schools stated, yes, couple of announcements before we finish this Regular Scheduled Board meeting. Couple of things coming up for the remainder of the month of December, tomorrow, we have the BISD, well, I'm sorry, today, I got to correct myself, today, we have the BISD Community Tamalada at 5:00 p.m. at the CAB Cafeteria. On Thursday, the 15<sup>th</sup>, this Thursday, we have the Facilities Committee meeting at 5:30 here in the Board room. On Friday, December the 16<sup>th</sup>, I have the Superintendent's Parent Roundtable at 9:00 a.m. here in the Board room. And then on Saturday the 17<sup>th</sup>, we have the canvassing of the votes for Place 2, Ms. Denise Garza at 10:00 a.m. here in the Board room. And next week, on Tuesday, December the 20<sup>th</sup>, we will have the retention stipends for all our employees that the Board approved, the 525 dollars, so be looking forward to that, have that money early so that you can start your Christmas shopping a little early. But also, on that same day, we have the Curriculum and Technology meeting at 5:30 here in the Board room, December 20<sup>th</sup>. Wednesday, December 21<sup>st</sup> is the first day of winter and then the Thursday, December the 22<sup>nd</sup> is the end of the 3<sup>rd</sup> six weeks, end of the first semester and we have early release for our students and some staff development in the afternoon on that day. And then Friday, December the 23<sup>rd</sup>, its Christmas Holiday for the students and we have early release for the staff, half a day on that day, Friday, December the 23<sup>rd</sup>. And then, we will return from the Holidays on January the 9<sup>th</sup> and at this time I would like to wish everyone a Merry Christmas and a Happy New Year and enjoy the Christmas Break everyone out there. Those are all the announcements.** Ms. Minerva Pena, Board Member interjected, and real quick, I want to apologize to Ms. Denise Garza, your swearing in is on Saturday morning and I have an invitation with my old college, high school friends to celebrate my birthday breakfast, so I might not make your swearing in, please forgive me. Ms. Gonzalez stated, right before we adjourn, let me, there's still, its early guys in the morning. Before we go, I would just like to take this moment to wish Ms. Pena a very happy birthday, please join me, we will not sign, don't worry, but happy, happy birthday to Ms. Pena, we wish you all the best. Ms. Pena stated, thank you and who on their mind said that I don't like signing, come talk to me,



you are wrong, but no, don't sing. Ms. Gonzalez stated, I don't like singing, we do have a motion to adjourn.

**XV. Adjournment.**

**Motion was made by Carlos Elizondo, seconded by Minerva Pena and unanimously carried to approve to adjourn the Rescheduled Regular Board Meeting at 1:52 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:**

\_\_\_\_\_  
Jessica Gonzalez, 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 March 7, 2023)**