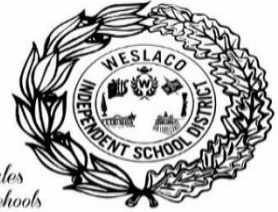




*Board of Trustees*  
Armando Cuellar, Jr., President  
Dr. Jaime Rodriguez, Vice President  
Jesse Trevino, Secretary  
Marcos De Los Santos  
Andrew Gonzalez  
Isidoro Nieto  
Jaclyn Sustaita

*Dr. Priscilla Canales*  
*Superintendent of Schools*



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

## BOARD OF TRUSTEES

Meeting:  
Place:  
Location:  
Date:  
Time:

Special Board Meeting  
Board Room/Virtual  
319 W. Fourth Street  
May 17, 2021  
6:41 P.M.

THIS MEETING WAS POSTED ONLINE FOR AT LEAST 72 HOURS AS PERMITTED BY THE SUSPENDED PORTIONS OF THE TEXAS OPEN MEETINGS ACT AS APPROVED BY GOVERNOR ABBOTT. THE MEETING WAS LIVESTREAMED AT THE FOLLOWING WEB LINK: <https://youtu.be/Aut3t-5Dlc4>

## MINUTES

### I. Call to Order

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

### II. Establishment of a Quorum

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

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

*Dr. Jaime Rodriguez was absent.*

### III. Public Comments

The public had the opportunity to participate in public comments by registering no later than 5:15 p.m. at the following web link: <https://www.wisd.us/superintendentboard/new-page>.

There were no public comments.

IV. Discussion and Possible Action for the Board to Approve Revisions to the Weslaco ISD Compensation Plan for Fiscal Year 2020-2021 to Reflect Director of Athletics, Director of Safety & Security (Professional) and Director of Guidance and Counseling/College, Career, & Military Readiness

The 2020-2021 Weslaco ISD Compensation Plan was approved by the Board at the August 24, 2020 Special Board meeting.

The Superintendent recommended that the Board approve the revisions to the 2020-2021 Compensation Plan to reflect the Director of Athletics, Director of Safety & Security (Professional) and Director of Guidance and Counseling/College, Career, and Military Readiness.

Mr. Isidoro Nieto made the motion to approve the revisions to the Weslaco ISD Compensation Plan for fiscal year 2020-2021 to reflect the Director of Athletics, Director of Safety & Security (Professional) and Director of Guidance and Counseling/College, Career, and Military Readiness. Mr. Marcos De Los Santos seconded the motion.

Mr. Marcos De Los Santos wanted to know the status of posting the compensation plan and all board approved stipends on the district's website. He pointed out that other school districts have the compensation plan posted online.

Superintendent Dr. Canales replied that there was no legal requirement for districts to post the compensation plan. According to Dr. Canales, WISD takes pride in being one of the best paying districts among the region; thus, staff was staying away from posting it on the website in order to stay competitive. However, if the Board wishes to post the document, they can discuss the matter later and make a decision on how to proceed in the future.

Board President Cuellar addressed the job description for the position of Director of Athletics, which included the word "preferred" under the qualifications listed for this position. He does not want to place restrictions or disqualify good candidates from applying because they do not meet all the qualifications.

Dr. Canales explained the process for reviewing applications. Staff will review all applications and sort the applications by candidates who meet all the qualifications preferred and the candidates who meet the required qualifications, and consider these applicants.

Mr. Jesse Trevino suggested that they include a Master's degree and even a Criminal Justice degree as qualifications to the position of Director of Safety and Security. Since WISD is a high paying district and this position pays well, Mr. Trevino would like to include a Master's degree as part of the qualifications in order to bring in people who are also educationally prepared as well.

Mrs. Jaclyn Sustaita concurred with Mr. Trevino. She said that both positions are highly sought after positions that carry a high step in pay and the requirement of having a Master's degree would help bring in good candidates.

Dr. Canales replied that the Safety & Security position calls for a Bachelor's degree as per the TASB model; however, staff could include that a Master's degree is preferred.

Board President Cuellar pointed out that the key word is to list qualifications as "preferred" because they do not want to limit good individuals who do not meet this requirement from applying for these positions.

Mrs. Sustaita commented that many departments posted on the WISD website do not have a picture of the director or their staff members. She suggested that staff be consistent when posting information for each department.

The Board voted unanimously in favor of the motion made by Mr. Isidoro Nieto and seconded by Mr. Marcos De Los Santos to approve the revisions to the Weslaco ISD Compensation Plan for fiscal year 2020-2021 to reflect the Director of Athletics, Director of Safety & Security (Professional) and Director of Guidance and Counseling/College, Career, and Military Readiness.

V. Closed Meeting to Discuss:

The Board convened in closed meeting at 6:54 p.m. to discuss the following items.

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

1. Employment of Personnel – Certified Professional & Non-Contractual Personnel
2. Resignations
3. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Tex. Gov't Code 551.074 and 551.071)

a. Superintendent's Recommendation for the Position of Fine Arts Director

- B. Consultation with Attorney Regarding: a) Pending or Contemplated Litigation: b) a Settlement Offer: or c) a Matter in Which the Duty of the Attorney to the Weslaco ISD under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas Clearly Conflicts with Chapter 551 of the Texas Government Code (Tex. Gov't. Code 551.071)

VI. Reconvene in Open Meeting:

The Board returned to open meeting at 9:44 p.m.

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

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

The Superintendent recommended that the Board approve the recommendation of certified professional and non-contractual personnel as presented.

CERTIFIED PERSONNEL		
Name	Reassignment	
1. Carlos Martell	From: Special Education Teacher Cuellar Middle School	To: Homebound Teacher Special Ed. Department
NON-CONTRACTUAL PERSONNEL		
Name	Position	Location
1. Monica Salazar	Special Education Aide	Weslaco High School

Mr. Isidoro Nieto made the motion to approve the certified professional and non-contractual personnel as discussed in closed session. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

2. Discussion and Possible Action on Resignations

The Superintendent recommended that the Board approve the retirements/resignations as presented.

<b>RETIREMENTS/RESIGNATIONS OF CERTIFIED PERSONNEL</b>		
<b>Name</b>	<b>Position/Location</b>	<b>Reason/Effective Date</b>
1. Maricela Alvarado	Social Worker Horton AEP	Maricela Alvarado was out on FMLA effective April 7, 2021. Ms. Alvarado passed away on May 6, 2021.
2. Ramiro Aldape, Jr.	Music Teacher Gonzalez Elementary School	Ramiro Aldape, Jr. is retiring after 28 years in education, with 13 years of service at Weslaco ISD. His retirement is effective June 30, 2021.
3. Catarina Garcia	Social Worker Central Middle School	Catarina Garcia is retiring after 23 years in education, with all 23 years of service at Weslaco ISD. Her retirement is effective June 11, 2021.
4. Rhonda Sellman	Principal Memorial Elementary School	Rhonda Sellman is retiring after 29 years in education, with all 29 years of service at Weslaco ISD. Her retirement is effective June 30, 2021.

Mr. Jesse Trevino made the motion to approve the resignations/retirements of certified professional personnel as discussed in closed session. Mr. Isidoro Nieto seconded the motion and it passed unanimously.

3. Discussion and Possible Action on Superintendent's Recommendation for the Position of Fine Arts Director

The Superintendent recommended that the Board approve Mr. Christopher Javier Hernandez for the position of Director of Fine Arts. The committee interviewed six (6) applicants on Friday, April 30, 2021. Dr. Canales interviewed the top three finalists on Thursday, May 6, 2021.

Mr. Marcos De Los Santos made the motion to approve Mr. Christopher Javier Hernandez for the position of Director of Fine Arts as recommended by the Superintendent. Mr. Jesse Trevino seconded the motion and it passed unanimously.

VII. Adjournment

The meeting adjourned at 9:47 p.m.