



Dr. Dino Coronado
Superintendent of Schools



Board of Trustees

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

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

BOARD OF TRUSTEES

Meeting:
Place:
Location:
Date:
Time:

Special Board Meeting
WISD Board Room/Virtual
319 W. Fourth Street
August 31, 2022
5:41 P.M.

THIS MEETING WAS POSTED ONLINE FOR AT LEAST 72 HOURS. THE MEETING WAS LIVESTREAMED AT THE FOLLOWING WEB LINK: <https://youtu.be/E4QzcDMFO1I>

MINUTES

I. Call to Order

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

II. Establishment of a Quorum

The following board members were present.

Armando Cuellar, President
Dr. Jaime Rodriguez, Vice President
Jesse Trevino, Trustee
Marcos De Los Santos, Trustee
Isidoro Nieto, Trustee
Jaclyn Sustaita, Trustee

Mr. Andrew Gonzalez was absent.

III. Public Comments

>Julie Valdez, 1103 Stone Street, Weslaco, Texas

Ms. Valdez thanked the board members for dedicating countless hours to the community. She addressed the compensation plan. "I have already briefly looked at it and compared last year's compensation plan with this year's compensation plan and I looked at it again because that was a while back ago. I did want to bring up some issues that I noticed and some people had communicated to me, and that was in terms of reclassification. From what some of these people told me and from what I read on the compensation plan, it is the reclassification. Some of their duties were reclassified and the paygrade changed, and when that changed, this actually capped some of the employee's salaries. It was based on their duties and from my understanding, now there's like a discrepancy. There's like a dissonant between different people that have different classifications and their classification, and this is causing problems because people who are coming

in are getting paid more than employees who have been working here for years. The thing about the people who have been working here for years is that they're expected to train these new employees and they're training new employees that are earning more money than them. I'm not sure how these job duties or how HR or whomever went about reclassifying these things, but that doesn't sound correct. How is it that your duties change to include training somebody else that is now getting paid more than you. Not only that, there's people with credentials when the restructuring occurred, people with credentials that are now also underneath other people whom seem to be like, not know what's going on. It's like the same issue – like how are you training people that are getting paid more than you and have that higher paygrade or classification. I'm not sure if I got that terminology correct. There is also the question of assignment and duties and the commensuration of those assignment and duties to paygrade. There's people getting paid six figures that don't have any duties and I understand that there in this place where they are kind of in transition but how is it that, that's occurring. That should have gotten settled long ago; there shouldn't be people getting paid that much money. Six figures - and their duties are not clarified or specified. I just want to communicate these concerns about the compensation plan. Also, for people out there that are listening, you can appeal your reclassification for your duties. So, for the people that are listening, you can appeal your reclassification if you were reclassified and now you're getting paid less, or you believe that you're not getting paid what you should be getting paid.”

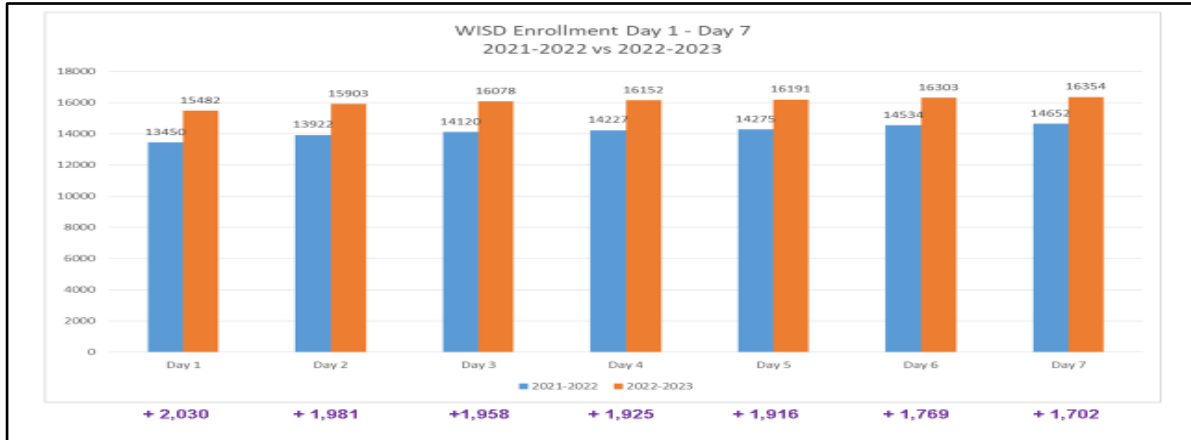
➤Matt Wilson, 3000 Lark Avenue, McAllen, Texas

Mr. Wilson made the following comments: “I’m a valley native. I’m not a product of this district. I went to the Science Academy over in Mercedes. I do think that the coffee from the Weslaco Starbucks is the reason I graduated from that school. I went to A&M. I’ve been in journalism for seven (7) years; three years in my current position. I cover every school district and college in Hidalgo County and sometimes in Star County. I’m here because at a meeting earlier this month someone called in to question my professional integrity, my journalistic integrity, and I find that really concerning. Like I said, I cover a lot of school districts, about 150 board trustees, and I’ve never had my integrity questioned privately, and certainly not in a public forum. So, I thought I’d come down and say that I am a person of integrity and I want you all to know that, and how to work with me. This school district has faced some challenges. I joked with a trustee from another district that I have a bitter pen and it can sting sometimes, and I do. I write incisively, I write critically, and to the point. I also like to be fair and like to have balance and kind of tell my side of the story with my coverage. I’m not here to tear down this district. I’m not here to make you look like you don’t know what you’re doing. You know, Trustee Sustaita said something earlier this month. She said, ‘What makes us uncomfortable, help us grow’. I think that’s my role here. I’m here to tell people about the tough decisions you all are making. I’ve had a difficult relationship with this district’s administration. Mr. Coronado - we’ve had a pretty good relationship so far. I like to think that we’re building a good one. We still are. I really think that, that open line of communication between me and you all, can benefit you guys and can benefit my readers. I know that Superintendent Coronado mentioned the rumor mill and he struggles with that. I can be held accountable. My job is to dispel rumors and tell people facts. I want to make sure that you all know you can talk to me. I do make mistakes occasionally; I hate it. If I need to run a correction call me, tell me if you don’t like it, call me and cuss at me. I have thick skin. I don’t really care, but please, even if nothing’s wrong and you just feel that the article is not fair – that I’m missing something, call me and point it out and I can take that into consideration. I watch every minute of you all’s meetings, so if you all say something you think I might misunderstand or that you think I might have the wrong idea about it, call me and explain, and I’ll certainly gawk. I really just want to tell people the facts. Anyways, I think everybody has my contact info. If you all ever need me, call me, text me, please do. I’m always available.”

IV. Discussion and Possible Action for the Board to Consider Approval of the Updates to the 2022-2023 Weslaco ISD Compensation Plan

Superintendent Dr. Coronado presented the following information regarding the proposed recommendations pursuant to the TASB Salary Study. The updates will provide equity adjustments to the teacher salary schedule, instructional coach salary, the administrative assistant salary schedule, and includes stipends for a district Longevity Incentive as well as the Teacher of the Year and Rookie of the Year Programs.

➤ Attendance is up 1,702 students compared to last year's enrollment on the seventh day of school. Dr. Coronado acknowledged campus staff and support staff for their hard work in getting the students to come to school. Enrollment includes PreK3 students.



➤ Dr. Coronado made reference to the headline stating that, in his opinion, someone did something right to identify a problem prior to launching the rocket; otherwise, the rocket would have launched and something would have gone wrong and NASA would have lost \$4 million dollars of tax payers money if the rocket was destroyed. He stated, "What I'm gonna cover here is – not what went wrong, but what we're doing right."


NASA explains what went wrong with Artemis-1 Monday ...

1 day ago ... NASA officials discuss why Monday's first launch attempt of Artemis-1 had to be scrubbed following an engine problem.

Agenda


- **Compensation Plan Updates**
 - Teacher, Librarian, & Nurse Salary Schedule
 - Instructional Coach Salary Computation
 - Longevity Stipend
 - Teacher of the Year / Rookie of the Year Stipend
 - Administrative Assistant Pay Grade Schedule
- **Salary Adjustments Timeline**
- **Questions**

>Staff will be looking at what the average salary for employees should be, in comparison with the salaries from the surrounding school districts.

 Market Districts						
District	Enrollment	Teachers	Directors and Above	Exempt	Nonexempt	Stipends
Weslaco ISD	16,540					
Brownsville ISD	40,743	X		X	X	X
Donna ISD	13,844	X	X	X	X	
Edcouch-Elsa ISD	4,318	X	X	X	X	X
Edinburg CISD	30,760	X		X	X	
Harlingen CISD	16,699	X	X	X	X	
La Joya ISD	26,618	X		X	X	X
McAllen ISD	21,081	X	X	X	X	X
Mercedes ISD	4,342	X	X	X	X	X
Mission CISD	13,067	X	X	X	X	
Pharr-San Juan-Alamo ISD	31,229	X				X
San Benito CISD	9,085	X	X	X	X	X
Sharyland ISD	9,742	X	X	X	X	

>TASB provided Recommendation 1:

- The district has not had any personal controls in place for many years when hiring employees. Having personal controls allows a district to allocate funding for each position based on a formula.
- These past years the district has allowed staff to hire teachers with no controls, which means that funding was not allocated for these positions. However, this has been the practice.
- According to Dr. Coronado, some of the campuses are overstaffed because they hire more teachers than necessary. Some of the classrooms that have fewer students could be combined, eliminating the need for additional teachers. Also, additional teachers could be moved to a campus that has a higher enrollment of students, rather than hiring new teachers.



Recommendation 1

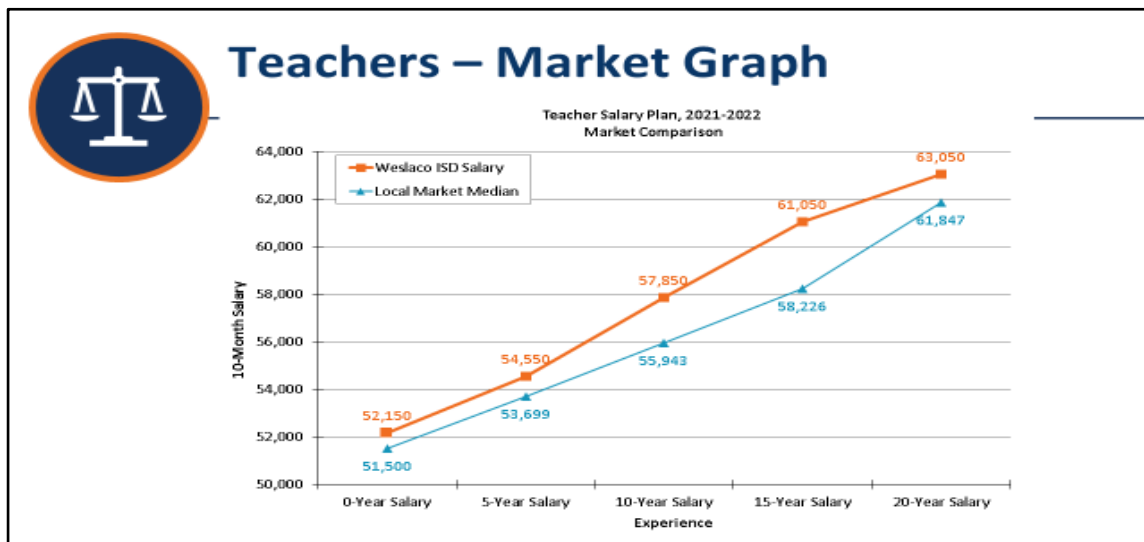
Adopt the proposed pay structures to simplify pay practices and align with market

- Strong starting salaries
- Midpoints aligned above market
- Jobs grouped based on market value, skill, effort, and responsibility

The board members addressed concerns regarding the hiring process and how the Administration was going to prevent this from happening again.

As per Dr. Coronado, staff will make every effort to correct this process by utilizing a personal controls system from now on.

>The graph below shows the market comparison of the teacher salary plan for 2021-2022, based on years' experience.



>Dr. Coronado reviewed the salary schedule for teachers, librarians, and nurses. He had to reset the salary schedule because he was not able to figure out the pay steps, as noted on the third column. According to Dr. Coronado, employees were not receiving a full 3% increase.

- Added \$550.00 per step and a full 3% increase to provide a consistency between the pay steps

Example: $\$52,150.00 + \$550.00 = \$52,700.00 \times 3\% (\$1,581) = \$54,281.00$

Teacher, Librarian, & Nurse Salary Schedule

2021-2022				2022-2023				2022-23 (Adjusted)				2022-2023 (Proposed)			
Pay Step	Salary	Diff \$	Diff %	Pay Step	Salary	Diff \$	Diff %	Pay Step	Salary	Diff \$	Diff %	Pay Step	Salary	Diff \$	Diff %
0	\$52,150.00			0	\$53,500.00				\$53,500.00				\$53,500.00	2.52%	\$1,350.00
1	\$53,150.00	\$1,000.00	1.88%	1	\$54,150.00	\$650.00	1.20%		\$52,700.00				\$54,281.00	3.93%	\$1,131.00
2	\$53,250.00	\$100.00	0.19%	2	\$54,850.00	\$700.00	1.28%		\$53,700.00				\$55,311.00	3.91%	\$2,061.00
3	\$53,500.00	\$250.00	0.47%	3	\$55,250.00	\$400.00	0.72%		\$53,800.00				\$55,414.00	3.91%	\$1,914.00
4	\$53,850.00	\$350.00	0.65%	4	\$55,650.00	\$400.00	0.72%		\$54,050.00				\$55,671.50	3.90%	\$1,821.50
5	\$54,550.00	\$700.00	1.28%	5	\$56,050.00	\$400.00	0.71%		\$54,400.00				\$56,032.00	3.89%	\$1,482.00
6	\$55,250.00	\$700.00	1.27%	6	\$56,450.00	\$400.00	0.71%		\$55,100.00				\$56,753.00	3.88%	\$1,503.00
7	\$55,850.00	\$600.00	1.07%	7	\$56,950.00	\$500.00	0.88%		\$55,800.00				\$57,474.00	3.87%	\$1,624.00
8	\$56,650.00	\$800.00	1.41%	8	\$57,550.00	\$600.00	1.04%		\$56,400.00				\$58,092.00	3.86%	\$1,442.00
9	\$57,250.00	\$600.00	1.05%	9	\$58,350.00	\$800.00	1.37%		\$57,200.00				\$58,916.00	3.85%	\$1,666.00
10	\$57,850.00	\$600.00	1.04%	10	\$58,950.00	\$600.00	1.02%		\$57,800.00				\$59,534.00	3.84%	\$1,684.00
11	\$58,450.00	\$600.00	1.03%	11	\$59,550.00	\$600.00	1.01%		\$58,400.00				\$60,152.00	3.83%	\$1,702.00
12	\$59,050.00	\$600.00	1.02%	12	\$60,150.00	\$600.00	1.00%		\$59,000.00				\$60,770.00	3.82%	\$1,720.00
13	\$59,650.00	\$600.00	1.01%	13	\$60,750.00	\$600.00	0.99%		\$59,600.00				\$61,388.00	3.81%	\$1,738.00
14	\$60,250.00	\$600.00	1.00%	14	\$61,350.00	\$600.00	0.98%		\$60,200.00				\$62,006.00	3.80%	\$1,756.00
15	\$61,050.00	\$800.00	1.31%	15	\$61,950.00	\$600.00	0.97%		\$60,800.00				\$62,624.00	3.79%	\$1,574.00
16	\$61,450.00	\$400.00	0.65%	16	\$62,750.00	\$800.00	1.27%		\$61,600.00				\$63,448.00	3.78%	\$1,998.00
17	\$61,850.00	\$400.00	0.65%	17	\$63,150.00	\$400.00	0.63%		\$62,000.00				\$63,860.00	3.77%	\$2,010.00
18	\$62,250.00	\$400.00	0.64%	18	\$63,550.00	\$400.00	0.63%		\$62,400.00				\$64,272.00	3.77%	\$2,022.00
19	\$62,650.00	\$400.00	0.64%	19	\$63,950.00	\$400.00	0.63%		\$62,800.00				\$64,684.00	3.76%	\$2,034.00
20	\$63,050.00	\$400.00	0.63%	20	\$64,350.00	\$400.00	0.62%		\$63,200.00				\$65,096.00	3.76%	\$2,046.00
21	\$63,450.00	\$400.00	0.63%	21	\$64,750.00	\$400.00	0.62%		\$63,600.00				\$65,508.00	3.75%	\$2,058.00
22	\$64,150.00	\$700.00	1.09%	22	\$65,150.00	\$400.00	0.61%		\$64,000.00				\$65,920.00	3.75%	\$1,770.00
23	\$64,750.00	\$600.00	0.93%	23	\$65,850.00	\$700.00	1.06%		\$64,700.00				\$66,641.00	3.74%	\$1,891.00
24	\$65,650.00	\$900.00	1.37%	24	\$66,450.00	\$600.00	0.90%		\$65,300.00				\$67,259.00	3.73%	\$1,609.00
25	\$66,650.00	\$1,000.00	1.50%	25	\$67,350.00	\$900.00	1.34%		\$66,200.00				\$68,186.00	3.72%	\$1,536.00

\$550 per Step

The board members raised concerns on how the pay steps for paraprofessionals were determined in past years and wanted to know when employees would receive the new pay raise.

- 187 day employees will receive their pay raise on their September 6 paycheck.
- 202, 226, and 230 employees received their pay raise in July.

➤According to Dr. Coronado, some teachers are not being paid according to their years of service.

- Staff will be reviewing service records to correct this issue and to ensure staff is being paid accordingly.

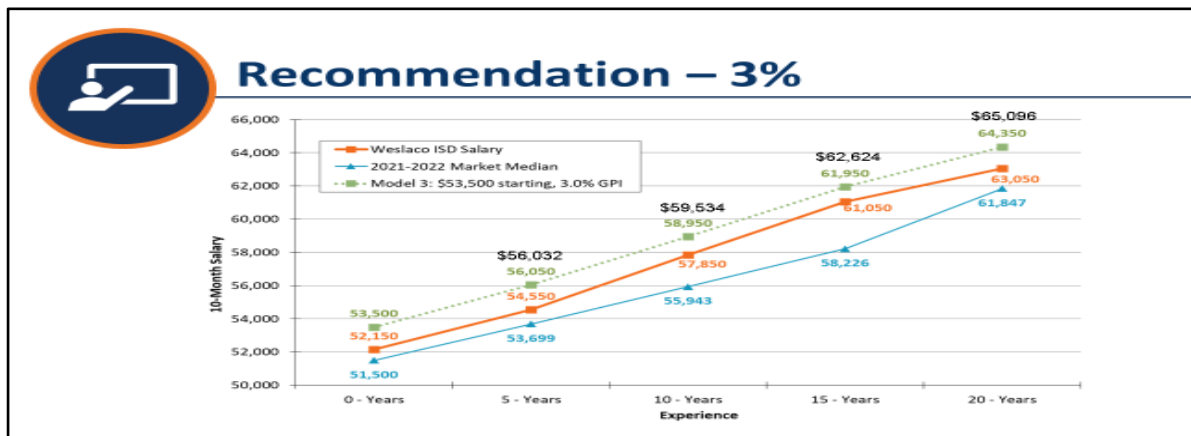
➤Why were some employees receiving the proper raises and some were not?

- Mrs. Dora Lisa Zavala, HR Director explained that since the district did not have a controls system in place, staff did some research and learned that the district did have a system through ALIO; however, it was going to take time to clean up all the information and concerns addressed. Staff will work diligently to resolve the issues on hand.

Mrs. Sustaita suggested that staff post a chart listing the annual salary according to each step in the compensation plan, which will make it more transparent and easier to understand for the employees.

Dr. Coronado commented that he was glad that employees were questioning their pay because it will assist staff with correcting some of the issues.

The chart below shows an example of a teacher salary with a 3% pay raise based on their years of experience.



➤Instructional coaches were not receiving their years' experience as a teacher, so their pay salary was recalculated as shown in the example below. An instructional coach should be making 5% more than a teacher salary.

Instructional Coach Salary Computation	
Pay Step	2022-2023 (Proposed)
0	\$53,500
1	\$54,281
2	\$55,311
3	\$55,414
4	\$55,672
5	\$56,032
6	\$56,753
7	\$57,474
8	\$58,092
9	\$58,916
10	\$59,534
11	\$60,152
12	\$60,770
13	\$61,388
14	\$62,006
15	\$62,624
16	\$63,448
17	\$63,860
18	\$64,272
19	\$64,684
20	\$65,096
21	\$65,508
22	\$65,920
23	\$66,641
24	\$67,259
25	\$68,186

EXAMPLE

$$\begin{aligned} \$59,534 / 187 &= \$318.36 \\ \$318.36 * 1.5\% &= \$334.28 \\ \$334.28 * 207 &= \$69,195.96 \end{aligned}$$

>Dr. Coronado stressed that staff needs to scale the salaries of all positions accordingly, as they begin to develop the salary schedules.

Longevity Stipend

- >All employees who have reached their max will be eligible to receive the longevity stipend on a yearly basis according to the number of years' experience.
 - Many districts/organizations provide a longevity stipend.
 - The longevity stipend will apply to employees who have continuous service with WISD.
 - › At 25 years, an employee who has maxed out will receive \$1,350.00 on an annual basis.
 - There are 186 teachers, nurses, and librarians, who have over 25 years of experience.
 - WISD has a total of 550 employees' districtwide with over 25 years of experience.

A discussion was held on extending the range of years of service to 32 years. Dr. Coronado informed the Board that most school districts cap it at 25 years; however, it would be up to the Board if they wish to extend it. It would cost the district an additional \$500,000.00. Dr. Coronado will provide the Board a revised chart which reflects stipend amounts up to 32 years of experience.

- >Who is responsible for identifying the employees who have maxed out?
 - The Human Resources and Payroll staff needs to review the information for accuracy prior to sending it to Technology.
 - A team of 12 staff members is working diligently to identify and correct the issues.
 - The senior analyst at Technology will be responsible for uploading the file into the PEIMS system as soon as it is finalized.

Longevity Stipend	
<p>Longevity pay means payment above the salary range maximum to employees with specified years of service or seniority.</p> <p><small>*Subject to eligible employees based on the compensation plan.</small></p>	
YEARS OF WISD SERVICE	STIPEND AMOUNT
10	\$600
11	\$650
12	\$700
13	\$750
14	\$800
15	\$850
16	\$900
17	\$950
18	\$1,000
19	\$1,050
20	\$1,100
21	\$1,150
22	\$1,200
23	\$1,250
24	\$1,300
25+	\$1,350

Teacher & Rookie of the Year Incentive

- The chart below reflects the incentive for the employees selected as Teacher of the Year and Rookie of the Year.

Teacher & Rookie of the Year Incentive		
	Teacher of the Year	Rookie of the Year
Elementary Campus	\$1,000	n/a
Secondary Campus	\$1,000	n/a
Elementary (District)	\$5,000	\$1,000
Secondary (District)	\$5,000	\$1,000

- >The pay grade for the Administrative Assistant position was changed to allow staff to adjust the salaries based on level of experience in an effort to recognize each employee's experience.
- >HR staff reached out to TASB to ensure changes to the pay grade schedule were being made accordingly.
 - The changes to the pay grade schedule will allow secretaries who have been with the district 30 to 40 years, to go into a scale that will reward them for their time.
 - The pay grade schedule for campus level secretaries was not changed, but it will be reviewed later.
- >HR staff will continue to evaluate positions and salaries for all employees.

Administrative Assistant Level Ledger	
Executive Administrative Assistant	➤ School Board ➤ Superintendent ➤ Deputy Superintendent
Administrative Assistant Level 4	➤ Assistant Superintendent
Administrative Assistant Level 3	➤ Executive Director
Administrative Assistant Level 2	➤ Director
Administrative Assistant Level 1	➤ Department ➤ Campus

Administrative Assistant Level Ledger	
Administrative Assistant Level	Years of Experience
Level 1	0 - 5 years
Level 2	6 - 10 years
Level 3	11 - 15 years
Level 4	16 - 20 years
Level 5	21+ years

- >Below is the estimated cost to the current budget.
 - The total cost is \$1.93 million.
 - The amount of the longevity stipend will decrease if the teacher scale is changed to 32 years.
 - The salaries being proposed are sustainable, but the \$1.93 million to pay for the equity adjustments is not.
 - The district has money encumbered in the general fund from teacher vacancies that were not filled. The \$1.93 million can be obtained from the fund balance with board approval of a budget amendment.

Mr. Nieto pointed out that the District will receive funding if enrollment increases by 1,200 students. According to Dr. Coronado, an increase of 1,200 students will bring in \$120 million dollars.

Est. Cost to Current Budget	
Teacher, Librarian, & Nurse Salary Schedule	\$1.4 million
Instructional Coach Salary Computation	\$200,000
Administrative Assistant Pay Grade Schedule	(\$100,000)
Longevity Stipend	\$400,000
Teacher of the Year / Rookie of the Year Stipend	<u>\$30,000</u>
Total: \$1.93 million	

- The timeline below reflects the dates that staff will receive their pay increase and longevity stipend.
- Phase 3 of the timeline will include review of the years of service for employees who have not received credit accordingly.
- Staff will need some time to reevaluate all the pay scales in the future. Dr. Coronado will provide an update at the September board meeting.


Salary Adjustments Timeline

- Phase 1 – October 7, 2022
 - ☐ Teacher, Librarian, & Nurse Salary Retro
 - ☐ Instructional Coach Salary Computation w/Retro
 - ☐ Administrative Assistant Pay Grade Adjustment
- Phase 2 – November 10, 2022
 - ☐ Longevity Stipend Retro
- Phase 3 – March 1, 2023
 - ☐ Correct Years of Service w/Retro

- The flyer below provides an overview of the stipends that were board approved.
 - Property Tax was decreased by 2.14 cents.
- Trustee Sustaita pointed out that even though the property tax is decreasing, WISD is still able to increase salary incentives for the employees, mainly because of the funding received for the ADA.

8/31/22, 5:28 PM
Lowering the Tax Rate 2022.2 .jpg

WESLACO INDEPENDENT SCHOOL DISTRICT



WESLACO ISD SCHOOL BOARD

LOWERING THE TAX RATE

INCREASING SALARIES & INCENTIVES

Property Tax Relief

2.14 Cents Decrease in Tax Rate

EQUITY SALARY ADJUSTMENTS FOR

TEACHERS, NURSES, LIBRARIANS AND

INSTRUCTIONAL COACHES

RETENTION AND RECRUITMENT STIPENDS

\$5,000

LONGEVITY STIPENDS

\$600-\$1,350 *

CAMPUS *Teachers of the Year*

\$1,000 STIPEND

DISTRICT *Teachers of the Year*


\$5,000

DISTRICT *Rookies of the Year*

\$1,000

* SUBJECT TO ELIGIBLE EMPLOYEES BASED ON THE COMPENSATION PLAN

FOLLOW US @WESLACOISD



<https://mail.google.com/mail/u/0/?tab=rm&ogbl#inbox/FMfgzGqQJnvwtxcPBTGwNCHjTBxRhhP?projector=1&messagePartId=0.1>
1/1

Dr. Jaime Rodriguez commended Dr. Coronado and his staff for developing the pay increase and stipend, which will greatly benefit all the employees. Board President Cuellar also commended all the employees for a job well done.

Dr. Coronado stated, “By paying our staff, getting them motivated - you know, as we come up here once a month or twice a month sometimes, our focus really is and must be, on student outcomes. As educational leaders we have to lead - we impact student outcomes through the adults we have in our system, so we have to be able to take care of the adults in our system so we can improve student outcomes.” He commended his leadership team and the campus principals for the work they do on a daily basis. He went on to say that, the decisions he makes are not always popular and stated, “You didn’t hire me to become popular, you hired me to make really hard decisions and at times, the decisions we make aren’t always popular.”

Mr. Isidoro Nieto made the motion to approve the updates to the 2022-2023 Weslaco ISD Compensation Plan as presented. Mr. Marcos De Los Santos seconded the motion. Voting in favor of the motion were Mr. Isidoro Nieto, Mrs. Jacklyn Sustaita, Mr. Jesse Trevino, Dr. Jaime Rodriguez, and Mr. Marcos De Los Santos. Board President Armando Cuellar also voted in favor of the motion. Motion carried.

V. Closed Meeting to Discuss:

The Board convened in closed meeting at 7:57 p.m. to discuss the following items:

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

1. Discussion Regarding Superintendent’s Recommendation on Certified Professional Personnel
2. Discussion Regarding Superintendent’s Recommendation on Resignations/Retirements of Certified Professional Personnel
3. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Tex. Gov’t Code 551.074 and 551.071)

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

VI. Reconvene in Open Meeting:

The Board returned to open meeting at 9:12 p.m.

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

1. Discussion and Possible Action Regarding Superintendent’s Recommendation on Employment of Certified Professional Personnel

The Superintendent recommended that the Board approve the contracts of professional personnel as discussed in closed meeting.

Name	Position	Location
1. Nora V. Montes	PK3 Teacher	Rodolfo “Rudy” Silva Elementary
2. Thomas Jacob Padilla	Teacher – Engineering Instructor	Weslaco East High School

Dr. Rodriguez made the motion to approve the contracts of certified professional personnel as recommended by the Superintendent. Mr. Marcos De Los Santos seconded the motion. Voting in favor of the motion: Mr. Isidoro Nieto, Mrs. Jacklyn Sustaita, Mr. Jesse Trevino, Dr. Jaime Rodriguez, Mr. Marcos De Los Santos, and Mr. Andrew Gonzalez. Motion carried.

2. Discussion and Possible Action Regarding Superintendent’s Recommendation on Resignations/Retirements of Certified Professional Personnel

The Superintendent recommended that the Board approve the resignations/retirements of certified professional personnel as discussed in closed meeting.

Name	Position/Location	Reason/Effective Date of Resignation
1. Susana Gonzalez	Teacher A.N. Tony Rico Elementary	Ms. Gonzalez is resigning for other career opportunities. Her resignation is effective May 27, 2022.

Dr. Rodriguez made the motion to approve the contracts of certified professional personnel as recommended by the Superintendent. Mr. Marcos De Los Santos seconded the motion. Voting in favor of the motion: Mr. Isidoro Nieto, Mrs. Jacklyn Sustaita, Mr. Jesse Trevino, Dr. Jaime Rodriguez, Mr. Marcos De Los Santos, and Mr. Andrew Gonzalez. Motion carried.

VII. Adjournment

The meeting adjourned at 9:14 p.m.