



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



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BOARD OF TRUSTEES

Meeting:

Place:

Location:

Date:

Time:

Public Hearing

WISD Board Room

Virtual Meeting

319 W. Fourth Street

June 14, 2021

5:31 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/QLv0JoXFZYY>

MINUTES

I. Call to Order

The Public Hearing was called to order by Dr. Jaime Rodriguez, Vice President.

II. Establishment of a Quorum

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

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

Mr. Armando Cuellar and Andrew Gonzalez were absent.

III. Public Hearing on Clarification of Previously Adopted 2020-2021 One-Time Employee Incentive Payment Contingent on Increased Average Daily Attendance (ADA)

Mr. Andres Sanchez, Assistant Superintendent of Business & Finance, presented the following information on the One-Time Employee Incentive Payment.

The intent of the Public Hearing is to discuss and clarify the previous Board of Trustees approval taken on August 24, 2020 for the 2020-2021 One-Time Employee Incentive Payment contingent on Increased Average Daily Attendance (ADA) which is being recommended for payment in light of

the Texas Education Agency Hold Harmless Provision that allowed WISD to achieve increased ADA for fiscal year 2020-2021.

The district budget for the 2020-2021 fiscal year was based on 15,199 ADA. The budget included a One-Time Employee Incentive Payment contingent on increased ADA beyond the 15,199. It included four (4) options for an incentive payment to staff if the final ADA for the school year exceeded the budgeted ADA by 200, 250, 300, or up to 350 additional ADA. The Board also approved a \$1,000 stipend for all employees which was paid in December 2020.

The actual ADA generated by student attendance for school year 2020-2021 was almost 15,000. Due to the Hold Harmless Provision provided by the Texas Education Agency to school districts, WISD was able to attain slightly over 16,600 ADA.

The chart below reflects figures presented at the meeting held on August 24, 2020 for the different categories. Staff wanted to clarify the amount discussed by the Board at that time, since board members mentioned giving a \$1,000 stipend to every employee. Mr. Sanchez said that the estimated amount would be about \$2,300,000.00 instead of \$2,044,000.00 if everyone receives a \$1,000 stipend. Revisions need to be made on the number of actual staff members at the end of the year.

Highlights of Proposed 2020–2021 Budget (continued) **Proposed Stipends Contingent on Increased ADA**

Category	Count	Amount	Amount	Amount	Amount
Teachers	1045	\$ 400.00	\$ 600.00	\$ 800.00	\$ 1,000.00
RN	16	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Counselors	45	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Librarians	17	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Trainers	6	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Inst. Coach	15	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Para-Professional	462	\$ 250.00	\$ 375.00	\$ 500.00	\$ 625.00
Manual Trades	508	\$ 250.00	\$ 375.00	\$ 500.00	\$ 625.00
Admin Scale	189	\$ 325.00	\$ 500.00	\$ 650.00	\$ 800.00
Budget Needed	2303	\$ 820,000.00	\$ 1,234,000.00	\$ 1,639,000.00	\$ 2,044,000.00

BUDGETED ADA	ADA NEEDED	ADA NEEDED	ADA NEEDED	ADA NEEDED
15,199	200	250	300	350

Dr. Jaime Rodriguez shared that during a planning meeting held last week, Board President Cuellar was very persistent on giving every employee the same stipend, a \$1,000.00 stipend across the Board. Therefore, this public hearing is being held to clarify the amount of stipend for each employee.

Mr. Jesse Trevino pointed out that during a board meeting the Board also discussed the possibility of increasing the \$1,000.00 amount.

Mr. Sanchez reminded the Board that an agenda item to approve a retention stipend for employees under ESSER III funds for the next school year would be discussed during the regular board meeting. The Board would have the option to increase the amount for the retention stipend.

Superintendent Dr. Canales explained that ESSER III funds allow for retention stipends for the following school year. The one-time incentive pay discussed at this time was contingent on meeting the ADA at the end of this school year.

Questions from the Board:

>Mrs. Sustaita commented that the district would not have met the ADA if the Hold Harmless Provision were not in place. She clarified that the government extended the Hold Harmless provision to the end of the year which allowed the district to meet the ADA.

Dr. Canales confirmed that the district did not attain the Budgeted ADA of 15,199; however, the Texas Education Agency gave school districts the Hold Harmless provision for the entire year.

Mr. Sanchez shared that WISD budgeted 15,200 ADA but the actual ADA was 14,986, so the district was short. The district was able to achieve a 15,650 ADA through the Hold Harmless provision and therefore the district will be able to provide a stipend for staff.

>“Are the monies to be received from the Hold Harmless coming from the ESSER II funds?”

According to Mr. Sanchez, the district received the Hold Harmless, but when TEA released the second part of ESSER II, school districts were notified that any amount received as part of the Hold Harmless would be deducted from ESSER II funds.

>“Where did the funds to pay for the first stipend in December obtained?”

The funds were obtained from the fund balance as approved by the Board.

The total incentive pay for 2020-2021 will be \$2,000.00, which includes the \$1,000.00 paid in December and \$1,000.00 to be paid in June.

IV. Public Comments on Previously Adopted 2020-2021 One-Time Employee Incentive Payment Contingent on Increased Average Daily Attendance (ADA)

The public had the opportunity to participate in public comments by registering no later than 5:00 p.m. at the following web link: <https://www.wisd.us/superintendentboard/new-page>.

No one addressed the Board.

Notice of the Public Hearing was advertised in The Monitor newspaper as required. The notice included an email address for individuals to respond if they wanted to address public comments at this hearing.

V. Adjournment

The Public Hearing adjourned at 5:41 p.m.