



WESLACO INDEPENDENT SCHOOL DISTRICT  
**THE RIGHT CHOICE**

*Dr. Cris Valdez*  
*Interim 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  
November 3, 2021  
5:36 P.M.

THIS MEETING WAS POSTED ONLINE FOR AT LEAST 72 HOURS. THE MEETING WAS LIVESTREAMED AT THE FOLLOWING WEB LINK: [https://youtu.be/Q\\_sPftuMYoc](https://youtu.be/Q_sPftuMYoc)

## MINUTES

### I. Call to Order

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

### II. Establishment of a Quorum

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

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

### III. Public Comments

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>.

>Diana Garza, 1011 E. 10<sup>th</sup> Street, Mercedes, Texas

Mrs. Garza was going to address the Board on a student safety concern, but she was told that she could only address the Board on items that were included on the agenda so she took the opportunity to address item V-B. She stated, “I’ve noticed that you all had several meetings. You have put a lot of time and energy on V-B and I would hope that; hopefully tonight, you all do the right thing and resolve that issue so that we can move this district forward and spend our energy on the students.”

IV. Discussion and Possible Action to Rescind Action Taken by the Board on March 8, 2021 on Changes to Policy DC (LOCAL)- Employment Practices

On March 8, 2021, the Superintendent recommended that the Board of Trustees approve the changes to Policy DC (Local) – Employment Practices, to reflect that the Board would retain final authority for the employment of contractual and non-contractual personnel. This action has created a delay in the hiring of non-contractual staff since the hiring recommendations must be presented to the Board of Trustees at the regularly scheduled or special called board meetings. The recommendation is that the Board delegate their authority to the Superintendent to hire non-contractual staff to avoid such delays.

Mrs. Jaclyn Sustaita made the motion to approve the changes to Policy DC (Local) – Employment Practices as presented. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

V. Closed Meeting to Discuss:

The Board convened in closed meeting at 5:43 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/Retirements

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 6:09 p.m. to take action on the following items:

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

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

Dr. Cris Valdez, Interim Superintendent, recommended that the Board approve the certified professional and non-contractual personnel as discussed in closed meeting:

<b>CERTIFIED PROFESSIONAL PERSONNEL</b>		
<b>Name</b>	<b>Position</b>	<b>Location</b>
1. Naissa J. Acosta	English Teacher	Weslaco East High School
2. Tracy Ocanas	Counselor	Horton AEP

<b>REASSIGNMENT OF CERTIFIED PROFESSIONAL PERSONNEL</b>		
<b>Name</b>	<b>From</b>	<b>To</b>
1. Janet Cavazos	Teacher Margo Elementary School Job Grade: Teacher pay scale Days: 187	Gear-Up Facilitator Weslaco East High School Job Grade: 101 Days: 212

<b>NON-CONTRACTUAL PERSONNEL</b>		
<b>Name</b>	<b>Position</b>	<b>Location</b>
1. Astrid A. Aguilar	Accelerated Learning Aide	Gonzalez Elementary School
2. Polo Diaz	Custodian	B. Garza Middle School Custodial Department
3. Gloria Escamilla	Substitute Custodian	Rico Elementary School
4. Miguel Angel Flores	Substitute Custodian	Weslaco East High School Custodial Department
5. Joceline Stephanie Gonzalez	Medical Assistant	CATE Complex
6. Anabel Macias	Substitute Custodian	North Bridge Elementary School – Custodial Department
7. Ciro Mendoza, Jr.	Custodian	Weslaco East High School Custodial Department
8. Andrea Pompa	Accelerated Learning Aide	North Bridge Elementary School
9. Merissa D. Ramos	Accelerated Learning Aide	North Bridge Elementary School
10. Jorgina Saldivar	Attendance/At-Risk Clerk	Silva Elementary School
11. Samuel Salinas	Custodian	Memorial Elementary School Custodial Department
12. Armando Veliz	Custodian	Cleckler-Heald Elementary School – Custodial Department

Dr. Jaime Rodriguez made the motion to approve new employment of certified professional and non-contractual personnel as discussed in closed meeting. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

## 2. Discussion and Possible Action on Resignations/Retirements

Dr. Valdez recommended that the Board approve the retirement of one employee as discussed in closed meeting.

<b>RETIREMENT/RESIGNATION OF CERTIFIED PROFESSIONAL PERSONNEL</b>		
<b>Name</b>	<b>Position/Location</b>	<b>Reason/Effective Date</b>
1. Adalberto Guerra	Social Studies Teacher Weslaco East High School	Adalberto Guerra is retiring after 38 years in education, with all 38 years of service at Weslaco ISD. His retirement is effective January 18, 2022.

Mr. Isidoro Nieto made the motion to approve the retirement of a certified professional employee as discussed in closed meeting. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

Open Meeting at 6:11 pm:

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. Consideration of the Recommendation and Possible Hearing for the Mid-Contract Termination of Non-Certified Contract Administrator, Melva Segura

As requested by Melva Segura, the hearing took place in open meeting. This hearing is governed by Board Policies DCE (Legal) and (Local). A full quorum of the Board was present.

Armando Cuellar, Board President  
Dr. Jaime Rodriguez, Vice President  
Jesse Trevino, Secretary  
Marcos De Los Santos, Trustee  
Andrew Gonzalez, Trustee  
Isidoro Nieto, Trustee  
Jacklyn Sustaita, Trustee

All board members responded "Yes" to the following question:

>"Can you consider the testimony and other information offered at this hearing and render a fair and impartial decision on the issues before this Board?"

Attorney Craig Wood represented the board members and the administration. School Attorney Eloy Sepulveda was present to provide guidance to the board members. Attorney Rick Godinez was present to represent Mrs. Melva Segura.

This hearing was livestreamed and a recording is available online for viewing.

Closed Meeting:

- b. Deliberation Regarding the Mid-Contract Termination of Non-Certified Contract Administrator, Melva Segura

The Board convened in closed meeting at 10:26 p.m. to deliberate regarding the appeal out of the presence of the Parties.

VI. Open Meeting:

The Board returned to open meeting at 10:38 p.m. to take action on the following item:

3. Discussion and Action to Conduct Possible Hearing and Take Possible Action Regarding the Proposed Mid-Contract Termination of Non-Certified Contract Administrator, Melva Segura

The Superintendent recommended the mid-contract termination of non-certified contract Administrator, Melva Segura.

Mr. Jesse Trevino made the motion to accept the recommendation by the Superintendent to terminate the mid-contract of non-certified contract Administrator, Melva Segura. Mr. Marcos De Los Santos seconded the motion.

Trustee Mr. Nieto asked Dr. Valdez if she had the opportunity to evaluate all the documents and had enough evidence to recommend for termination.

Dr. Valdez replied, “Yes”.

Mr. Marcos De Los Santos said that the Board made the decision to hand over the analysis of the forensic audit to the two law firms representing the district to allow them to review the policies, actions, and names of individuals involved with the audit so they could follow local, state, and federal policy when making recommendations to the Superintendent. He stated, “As board members we have taken an oath to represent our constituents and to support our administration in actions that they feel they need to take.”

Voting in favor of the motion were Mr. Isidoro Nieto, Mrs. Jaclyn Sustaita, Mr. Jesse Trevino, Mr. Marcos De Los Santos, Dr. Jaime Rodriguez, and Board President Armando Cuellar. Voting against the motion was Mr. Andrew Gonzalez. Motion carried with a 6 to 1 vote.

This action serves as notice of the Board’s decision.

## VII. Adjournment

The Board adjourned at 10:41 p.m.