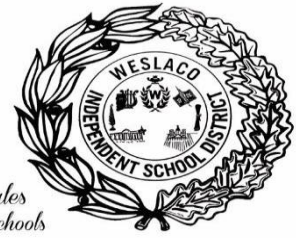




Board of Trustees
Armando Cuellar, Jr., President
Dr. Jaime Rodriguez, Vice President
Jesse Trevino, Secretary
Marcos De Los Santos
Andrew Gonzalez
Isidoro Nieto
Jaclyn Sustaita

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:

Regular Board Meeting

Virtual Meeting

WISD Board Room

319 W. 4th Street

June 14, 2021

5:43 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 meeting 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
Andrew Gonzalez, Trustee
Jaclyn Sustaita, Trustee

Mr. Isidoro Nieto joined the meeting at 6:13 p.m.
Board President Armando Cuellar was absent.

III. Opening Prayer

Mr. Elias Trevino, Assessment and Accountability Director, delivered the invocation.

IV. Pledge of Allegiance/Texas Pledge

Dr. Sergio Garcia, Assistant Superintendent for Administration, led the pledge of allegiance.

V. Awards and Recognitions

Student Recognition

➤ **BUSINESS PROFESSIONALS OF AMERICA ORGANIZATION (BPA)**

The following high school students have been extremely successful as members of the Business Professionals of America organization.

From Weslaco East High School, **Brianna Villarreal** was elected as Historian for the State of Texas BPA. She also qualified for the national competition after winning 2nd place in Health Leadership.

From Weslaco High School, **Luis Salazar** qualified for the national BPA competition and won 2nd place in Java Programming.

Weslaco ISD is proud to be represented at the state and national levels.



➤ **UIL BAND STATE MEDALISTS**

The following band and choir students recently won silver and gold medals in the 2021 UIL Texas State Solo & Ensemble Contest.

Weslaco East High School Band student Isabella Sanchez earned a Division 1, Superior Rating and Gold Medal.

WEHS Band Director: Mr. Armando Cuellar

Weslaco High School Band student Emily Van Tilburg earned a Division 2, Excellent Rating and Silver Medal.

Division 1 Superior Rating - Gold Medalists are:

Raymond Sanchez **Anthony Ortiz** **Ryan Rivera**

Fernando Perez

Oliver Serrano - Earned a Gold Medal and a Silver Medal.

WHS Band Director is Rodrigo Leal.

UIL Band State Medalists



➤ UIL ORCHESTRA, CHOIR

A Weslaco High School Orchestra student also competed in the UIL Texas State Solo & Ensemble Contest and earned a Silver Medal: **Fernando Perez**.

WHS Orchestra Director: Yram Leal

Weslaco High School Choir students also competed in the UIL Texas State Solo & Ensemble Contest and earned the following:

Reyna Johnson - Silver Medalist

Roman Handy - Silver Medalist

Iris Asebedo - Gold Medalist

WHS Choir Director: Armando Morales

UIL Orchestra, Choir



➤ **WHS MARIACHI PANTERA**

The Weslaco High School Mariachi Pantera recently earned a Division One Superior Rating at the UIL Region 28 Mariachi Contest on May 29, 2021. This advanced them to the UIL State Mariachi Competition on June 18-19, 2021 in Seguin, Texas.

Weslaco Mariachi Pantera members are:

Katelyn Burciaga
Ismael Guerrero
Gabriella Oliva
Randy Torres

Daniela De Leon
Marlene Guzman
Anthony Ortiz

Beyonce Gomez
Maria Hernandez
Fernando Perez

WHS Mariachi Pantera Director: Emalee Bravo



➤ **WHS DREAMETTES**

The Weslaco High School dance team, the Dreamettes, recently earned a Division One Superior Rating from the entire judging panel at the 2021 Valley Dance Educators Evaluation.

Team sponsor: Raquel Alvarado Rico



➤ **MAY WISD A+ AWARD**

This month's recipient of the WISD A+ Award is John Romo, WEHS Ag Teacher. Mr. Romo is someone who stepped up to help those in need while helping students understand what community service is all about.

Mr. Romo has contributed to the growth, success and improvement of the Weslaco East High School Ag and FFA programs. Through his work, WEHS obtained grant monies from the National FFA organization to fund the cultivation of four acres of vegetables. Students learned how to grow and harvest vegetables during the pandemic and were able to donate the produce to local food banks, churches and restaurants.

This teacher also helped raise awareness on hunger and nutrition through collaborative work with the city, teaching his FFA students valuable lessons about serving people in need.



Dr. Jaime Rodriguez, Vice President, congratulated all the students for their accomplishments and Mr. John Romo (A+ Employee) for his hard work and commitment to this district.

VI. Proclamations

➤ **Proclamation for Paraprofessional Day, May 12, 2021**

The Board May 12, 2021 as "Paraprofessional Day". The proclamation reads as follows:

WHEREAS, there are more than 700 individuals employed by Weslaco ISD as Paraprofessional Personnel; and

WHEREAS, Paraprofessionals provide quality services and perform indispensable roles in the education of Weslaco ISD students; and

WHEREAS, across the district, Paraprofessionals transport students to schools; keep our schools safe, clean, and well-maintained; operate our school offices efficiently and keep records properly; serve nutritious meals; and provide quality instructional assistance; and

WHEREAS, school support personnel use their knowledge and skills to make sure students get the most of every school day and our schools could not operate without them; and

WHEREAS, Paraprofessionals in our schools are important contributors in the effort to maintain a safe environment for both students and staff and play a central role in responding to any threat to the smooth and safe operation of district campuses and departments; and

WHEREAS, Weslaco ISD joins in this important observance, and in supporting the invaluable role Paraprofessional personnel play throughout the district in providing quality services that enable students to learn in a positive environment; and

WHEREAS, Weslaco ISD acknowledges Paraprofessional Personnel as equal and essential partners in the education process;

NOW, THEREFORE, I, Armando Cuellar, President of the Weslaco Independent School District Board of Trustees, do hereby proclaim May 12, 2021, as “**PUBLIC SCHOOL PARAPROFESSIONAL DAY**” in Weslaco ISD to recognize the many great services Paraprofessionals provide to students and staff of Weslaco ISD.

>Proclamation for National Police Week, May 11-16, 2021

WHEREAS, the members of the law enforcement agencies of the City of Weslaco, Hidalgo County Sheriff’s Department, and Hidalgo Precinct One Constable’s Office, play an important role in safeguarding the rights and freedoms of the citizens of our community; and

WHEREAS, it is important that all citizens know and understand the problem, duties and responsibilities of their policing departments, and that members of our school district recognize their duty to serve the people by safeguarding life and property, protecting them against violence or disorder, and protecting the innocent against deception and weak against oppression or intimidation; and

WHEREAS, our Weslaco Police Department, Hidalgo County Sheriff’s Department, and Hidalgo Precinct One Constable’s Office have grown to be a modern and scientific law enforcement agency which unceasingly provides a vital public service;

NOW, THEREFORE, I, Armando Cuellar, President of the Weslaco Independent School District Board of Trustees, do hereby proclaim May 9 - 16, 2021, as “**NATIONAL POLICE WEEK**” in Weslaco ISD to extend appreciation to these law enforcement agencies for the vital services they perform and their exemplary dedication to the community they serve.

Vice President Jaime Rodriguez thanked the para-professionals for being at work since day 1 throughout the pandemic. He also acknowledged the Safety & Security staff for putting their lives on the line and keeping staff and students safe.

VII. 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>.

No one signed up to address the Board.

Mr. Jesse Trevino made the motion to change the order of the day and convene in closed meeting. Mr. Andrew Gonzalez seconded the motion and it passed unanimously.

XII. Closed Meeting to Discuss:

The Board convened in closed meeting at 5:58 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
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. Discussion on Rescinding the Proposed Non-Renewal of Employee on Term Contract
 - b. Superintendent's Recommendation for the Position of Director of Guidance and Counseling/ College, Career, & Military Readiness

B. Deliberation Regarding Acquisition of Real Property (Tx. Gov't Code 551.072)

1. Deliberation Regarding the Purchase, Sale, Exchange, Lease or Value of Real Property More Particularly Described as .092 Acres Out of Southeast Corner of Farm Tract 134 of West Tract Subdivision, Llano Grande Grant, Hidalgo County, Texas as Authorized by Tex. Gov't Code 551.072. Real Estate Transaction 5/1980

C. 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)

1. Discussion with Weaver and Tidwell Audit Representatives on Progress of Forensic Audit

XIII. Reconvene in Open Meeting:

The Board returned to open meeting at 7:53 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 discussed in closed session.

CERTIFIED PERSONNEL		
Name	Position	Location
1. Susana Gonzalez Andrews	Teacher of Visually Impaired/Homebound	Special Education Department
2. Jaclyn Garcia	Special Education Resource Teacher	Central Middle School
3. Albert A. Herrera	Social Studies Teacher	Weslaco High School
4. Maricela Navarro	Educational Diagnostician	Special Education Department
5. Sandra Rodriguez	Educational Diagnostician	Special Education Department
6. Jesus A. Salinas	Social Studies Teacher	Weslaco High School
ADDENDUM		
1. Miriam Arizmendez	8 th Grade English Language Arts Teacher	Mary Hoge Middle School
2. Jessica Martinez	Social Studies Teacher	Weslaco East High School
3. Selena Overton	Environmental Systems Teacher	Weslaco East High School
4. Cori Xae Saldana	8 th Grade Math Teacher	Mary Hoge Middle School

REASSIGNMENTS OF CERTIFIED PERSONNEL		
Name	From	To
1. Sandra Aguirre	Teacher Cuellar Middle School	Educational Diagnostician Special Education Department
2. Jose L. Baron	Counselor Weslaco High School	Parent Specialist B. Garza Middle School
3. Vanesa Reyes	Teacher North Bridge Elementary School	Educational Diagnostician Special Education Department
4. Daniel Soliz	Teacher-Special Education Cuellar Middle School	Teacher-Swim/Head Swim Coach @ WEHS Natatorium

APPROVAL OF NON-CONTRACTUAL PERSONNEL		
Name	Position	Location
1. Katia E. Aguirre	Media Aide	Weslaco High School

REASSIGNMENTS OF NON-CONTRACTUAL PERSONNEL		
Name	From	To
1. Margarita Perez	Cook (5.5) Memorial Elementary School	Cook (6.5) Cuellar Middle School
2. Esmeralda Rodriguez	Cook (5.5) N. Bridge Elementary School	Cook (6.5) Rico Elementary School
3. Deisy Salinas	Cook (5.5) Sam Houston Elementary School	Cook (6.5) Ybarra Elementary School

The 2021 Summer Recreation Program began May 31, 2021 and will end July 8, 2021. The program began prior to the June 14 board meeting; therefore, the tutors were hired beforehand to be able to assist the coaches with the students who registered.

APPROVAL OF TUTORS FOR THE 2021 SUMMER RECREATION PROGRAM (Hired effective Monday, June 7, 2021)		
Program	Name of Tutors	
Aquatics • 170 student participants	1. Diego Agado 2. Joshua Blas 3. Lissette Camarena 4. Derek Cantu (Substitute) 5. Jessica Cantu 6. Diego Guerra 7. Carlos Jimenez 8. Robert Leal	9. John Miller 10. Nathan Parker 11. Peyton Price 12. Adalberto Ramirez 13. Felipe Ramirez 14. Kyana Reyes 15. Daryl Wells (Substitute) 16. Noah Valadez
Golf • 64 student participants	1. Joaquin Barron 2. Jeffrey Casares 3. Gavin Givilancz	4. Jarod Kelly 5. Jaden Perez 6. Mona Zavala
Tennis • 45 student participants	1. Gustavo Covarrubias 2. Kayla Garcia 3. Jasmin McClanahan	4. Marlin Medrano 5. Kirsten Padilla 6. Mateo Vallejo
Track & Field • 130 student participants	1. Amity Ebarb 2. Bryssa Guzman 3. Destinee Longoria	4. Abraham Maldonado 5. Isaac Martinez 6. Jenna Martinez
>The tutors will work 29.5 hours per week.		
>The hourly wage for high school tutors is \$7.25 & college tutors is \$8.00.		

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/Retirements

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

RETIREMENTS/RESIGNATIONS OF CERTIFIED PERSONNEL		
Name	Position/Location	Reason/Effective Date
1. Elda Ayala-Puentes	Spanish Teacher Central Middle School	Elda Ayala-Puentes is resigning for personal reasons. Her resignation is effective May 28, 2021.
2. Eric Cavazos	Criminal Justice Teacher Weslaco High School	Eric Cavazos is resigning to accept an offer outside of the field of education. His resignation is effective May 28, 2021.

3. Dora Hinck	Spanish Teacher Early College High School	Dora Hinck is resigning to accept a position with another school district. Her resignation is effective June 17, 2021.
4. Vickie Ramirez	Math Teacher Weslaco High School	Vickie Ramirez is retiring after (32) years in education, with all (32) years of service at Weslaco ISD. Her retirement is effective May 31, 2021.
5. Enrique M. Weaver	Counselor Central Middle School	Enrique M. Weaver is retiring after (35) years in education with (27) years of service at Weslaco ISD. His retirement is effective June 11, 2021.

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

3. Discussion and Possible Action on Rescinding the Proposed Non-Renewal of Employee on Term Contract

The Superintendent recommended that the Board approve the rescinding of the proposed non-renewal of employee on term contract for the 2021-2022 school year (A.G.).

Mr. Marcos De Los Santos made the motion to approve the rescinding of the proposed non-renewal of employee on term contract for the 2021-2022 school year (A.G.). Andrew Gonzalez seconded the motion and it passed unanimously.

4. Discussion and Possible Action on Superintendent's Recommendation for the Position of Director of Guidance and Counseling/College, Career, & Military Readiness

The Superintendent recommended that the Board approve Mrs. Cynthia F. Cid for the position of Director of Guidance and Counseling/College, Career, & Military Readiness.

Mr. Jesse Trevino made the motion to approve Cynthia Cid for the position of Director of Guidance and Counseling/College, Career, & Military Readiness as recommended by the Superintendent. Mr. Marcos De Los Santos seconded the motion.

5. Discussion and Possible Action on the Purchase, Sale, Exchange, Lease or Value of Real Property More Particularly Described as .092 Acres Out of Southeast Corner of Farm Tract 134 of West Tract Subdivision, Llano Grande Grant, Hidalgo County, Texas as Authorized by Tex. Gov't Code 551.072. Real Estate Transaction 5/1980

Mr. Isidoro Nieto made the motion to approve as discussed in closed meeting. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

XIV. Superintendent's Report

Dr. Canales provided a report on Student Enrollment.

>Student Enrollment/ADA

School enrollment for the 34th week of school is at 16,479 for a difference of 660 less students compared to last year's enrollment of 17,139.

•ADA is at 94.19% - District is at 15,089 ADA - short 138 students

District Enrollment/Average Daily Attendance Comparison								
Campus	34th Week Enrollment			34th Week Average Daily Attendance (ADA)				
	2020	2021	Difference	2020	2021	ADA Diff	2020 ADA (%)	2021 ADA (%)*
Sam Houston Elementary	760	714	(46)	691	647	(44)	97.72%	93.65%
Silva Elementary	631	588	(43)	576	534	(42)	97.08%	95.13%
Gonzalez Elementary	696	665	(31)	624	568	(56)	97.73%	90.17%
Margo Elementary	968	906	(62)	893	815	(78)	97.60%	92.21%
Airport Elementary	889	773	(116)	799	684	(114)	97.48%	94.46%
Memorial Elementary	1025	1013	(12)	939	927	(12)	97.83%	96.73%
North Bridge Elementary	762	693	(69)	680	614	(66)	97.22%	90.98%
Rico Elementary	787	735	(52)	722	656	(66)	97.48%	92.85%
Cleckler-Heald Elementary	905	895	(10)	841	843	2	98.79%	97.42%
Ybarra Elementary	604	547	(57)	530	477	(53)	97.05%	92.14%
Mary Hoge Middle School	968	972	4	917	923	6	97.05%	96.24%
Cuellar Middle School	804	766	(38)	735	732	(3)	96.85%	96.12%
Central Middle School	937	939	2	890	913	23	97.57%	97.53%
B. Garza Middle School	1157	1087	(70)	1109	1062	(47)	97.34%	97.39%
South Palm Gardens	0	19	19	31	52	21	94.21%	96.12%
East High School	1949	1956	7	1587	1745	158	96.22%	87.90%
Weslaco High School	2429	2516	87	2123	2442	319	96.09%	96.34%
Horton	15	1	(14)	24	1	(23)	91.84%	98.90%
JJAEP – Student Alternative	20	4	(16)	13	4	(9)	81.03%	93.79%
Hidalgo County Bootcamp	28	9	(19)	22	12	(10)	99.83%	100.00%
Early College High School	246	250	4	233	238	4	96.60%	92.30%
21 st Century ELF Academy	559	431	(128)	250	201	(49)	93.61%	94.93%
GRAND TOTAL	17139	16479	(660)	15227	15089	(138)	97.06%	94.19%

May 21, 2021

>The chart below shows a comparison of the average daily attendance by campus levels.

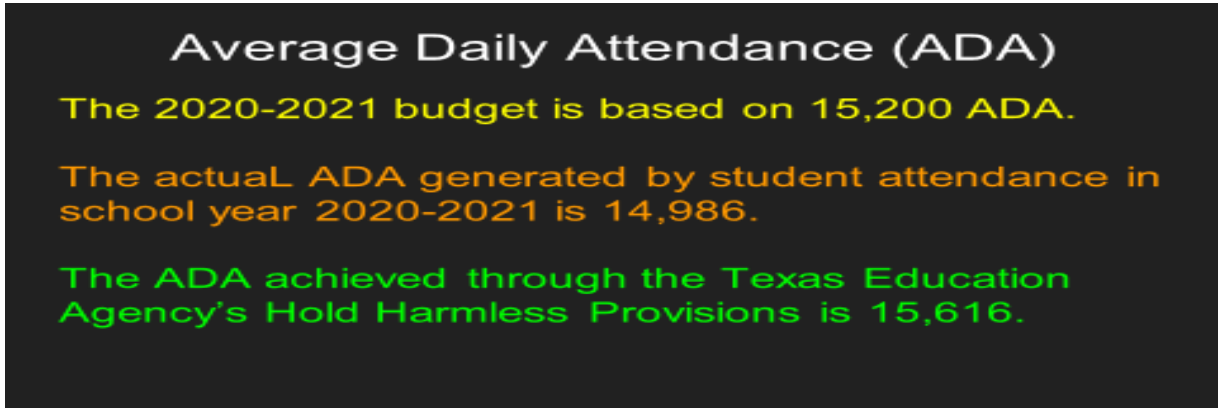
Weslaco Independent School District Enrollment/Average Daily Attendance Comparison								
CAMPUS	34th Week Enrollment			34th Week ADA				
	2019-2020	2020-2021	Difference	2019-2020	2020-2021	ADA Diff	2020 (ADA) %	2021 (ADA) %
Elementary Schools	8027	7529	(498)	7294	6765	(529)	97.51%	93.82%
Middle Schools	3866	3764	(102)	3651	3630	(21)	97.22%	96.87%
High Schools	4624	4741	117	3974	4477	502	95.78%	93.17%
Alternative	63	14	(49)	59	17	(42)	90.90%	97.56%
ELF – Academy	559	431	(128)	250	201	(49)	93.61%	94.93%
GRAND Total	17139	16479	(660)	15227	15089	(138)	97.06%	94.19%

Enrollment: Student Enrollment – includes ALL students regardless of eligibility requirements.
ADA %: This is the percent attendance by campus and district.

ADA includes 0 ADA days of Flex Attendance

May 21, 2021

>AVERAGE DAILY ATTENDANCE



Average Daily Attendance (ADA)

The 2020-2021 budget is based on 15,200 ADA.

The actual ADA generated by student attendance in school year 2020-2021 is 14,986.

The ADA achieved through the Texas Education Agency's Hold Harmless Provisions is 15,616.

Mr. De Los Santos wanted to know what marketing campaign was staff working on to bring children in the lower grades back into the school system.

Dr. Canales replied that the registration process is ongoing with focus on the lower grades.

Mr. Isidoro Nieto shared that most school districts had a decline on Pre-K and Kinder because many parents kept their children home during the pandemic.

Mrs. Sustaita wanted to know what safety measures would be followed when students return to school and if students need to wear uniforms.

As per Dr. Canales, the CDC will share guidelines with school districts until late July or early August. The district plans to practice social distancing; however, there will be no specifics set on the number of feet apart. Staff will continue to encourage frequent handwashing, social distancing, and the use of desk shields. As far as uniforms, last year the Board approved waiving the use of uniforms for one year. Staff will discuss this topic in the upcoming workshop to inform parents so they can plan for the new school year. Staff will also have the continuity plan ready for the new school year, pending any changes from the State.

>**Public Notice of Intent to Apply for 2020-2022 CRRSA ESSER II Federal Grant**

WISD plans to apply for ESSER II funds (Coronavirus Response and Relief Supplemental Appropriations).

Mr. John Garlic, Title One Director, presented the following information on the ESSER II Federal Grant.

> The use of ESSER II funding is listed below. There are no reservation of funds with ESSER II funding, unlike with ESSER III funds of which 20% had to be used for learning loss.

ESSER II Objectives

- “The use of funds to prevent, prepare for, or respond to the COVID-19 pandemic, including its impact on the social, emotional, mental health, and academic needs of students”
- No reservation of funds
- Same ESSER spending guidelines

>The same application process was used for the ESSER III grant.

>ESSER II grant will end one year before ESSER III.

Application Process

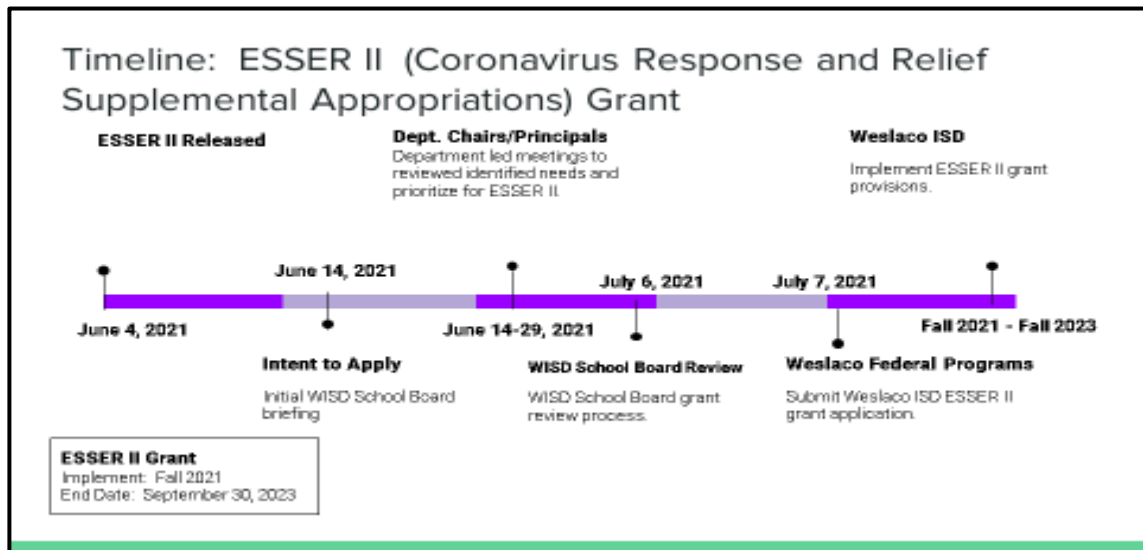
- Step 1 - Identify needs
- Step 2 - Allocate of funds based on needs
- Step 3 - Submit application and implement program
- Step 4 - Evaluate program effectiveness

>WISD will have \$23.108 million for district needs.

ESSER II (CRRSA) Funds

- Available: March 13, 2020 - September 30, 2023
- Total Award: ~\$28.143 Million
 - ADA Hold Harmless: ~\$ 4.500 Million
 - Indirect Costs: ~\$ 0.535 Million
- Remainder: ~\$23.108 Million

- >Below is the timeline for applying for the ESSER II Grant.
- >WISD will submit application in July prior to summer break.



IX. Consent Agenda

The Administration pulled out Item A from the agenda.

The board members pulled out the following items out for discussion:

- Mrs. Jaclyn Sustaita pulled out Item AA-1.
- Mr. Marcos De Los Santos pulled out Item Y.
- Mr. Isidoro Nieto pulled out Item FF.

Mr. Isidoro Nieto made the motion to approve the consent agenda with the exception of the items pulled out for discussion. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

- A. Approval of the Minutes of the Regular Board Meeting of April 12, 2021 and the Special Meeting of April 8, 2021

This item was pulled from the agenda.

- B. Approval of Out of Valley Trips

Weslaco High School

- > The WHS Mariachi Pantera will compete at the UIL State Mariachi Festival to be held at Seguin, Texas on June 18-19, 2021.

Weslaco East High School & Weslaco High School

- > The WHS and WEHS Future Farmers of America (FFA) students will attend and participate in area leadership development and officer training in the Area X FFA Camp Zephyr leadership conference to be held at Lagarto, Texas.
- > The WHS and WEHS Folkloric Dance group will participate in the “Festivales de Mexico” Summer Workshop 2021 to be held at the Williamson Conference Center in Round Rock, Texas on July 12-14, 2021 and attend Six Flags Fiesta Texas in San Antonio, Texas on July 11, 2021.

- C. Approval to Accept Donation of a Nintendo Switch Valued at \$230.00 from Federated Insurance - Ricky Vaughn for the End of Year Incentive Student Winner at A.N. (Tony) Rico Elementary

The Board accepted the donation of a Nintendo Switch valued at \$230.00 from Ricky Vaughn, Federated Insurance. The Nintendo switch was given to the End of Year incentive student winner for her hard work and accomplishments.

- D. Approval to Accept a Donation in the Amount of \$120.00 from Woodmen Life for Teacher Appreciation Week at Rudy Silva Elementary School

The Board accepted the donation of \$120.00 from Woodmen Life as presented. The funds were used to purchase breakfast tacos for staff at Rudy Silva Elementary School.

- E. Approval to Accept a Donation of a Gift Card in the Amount of \$100.00 from HEB for Rudy Silva Elementary School

The Board accepted the donation of a gift card in the amount of \$100.00 from HEB as presented. The funds were used to purchase lunch for the Leader in Me and Teacher of the Year celebration at Rudy Silva Elementary School.

- F. Approval to Accept a Donation in the Amount of \$2,237.00 for Memorial Elementary Faculty's Student Activity Club from Various Sponsors:

1. \$880.00 from Stroman & Gutierrez Family Practice and Med Spa, PLLC
2. \$687.00 from Alfonso Ochoa MD PA, Weslaco Family Care Center
3. \$420.00 from Sanders Orthopedics and Sports Medicine
4. \$250.00 from Cisneros Fine Jewelry

The Board accepted the donation of \$2,237.00 for the Memorial Elementary Faculty's Student Activity Club. The funds were used to purchase incentives for Teacher and Staff Appreciation Week.

- G. Approval to Accept a Donation in the Amount of \$500.00 from Vernon and Joan Einhorn for Dr. R.E. Margo Elementary Pre-K and Kindergarten Students and Teachers

The Board accepted the donation of \$500.00 from Vernon and Joan Einhorn as presented. The funds will be used by teachers in support for student activities in Pre-K and Kindergarten classrooms.

- H. Approval to Accept the Laura Bush Foundation for America's Libraries Grant in the Amount of \$5,000.00 for Airport Elementary Library

The Board accepted the Laura Bush Foundation for America's Libraries Grant in the amount of \$5,000.00 as presented. This grant will fund and used solely to update the current library book collection at Airport Elementary.

- I. Approval of Independent Contract Agreement with Valerie M. Aguero Olivarez, LPC to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2021-2022 and 2022-2023 School Years

The Board approved the Independent Contract Agreement with Valerie M. Aguero Olivarez, LPC to provide mental health counseling services to Weslaco ISD students for the 2021-2022 and 2022-2021 school years. There is no cost to the district for these services.

- J. Approval of Independent Contract Agreement with Creative Being to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2021-2022 and 2022-2023 School Years

The Board approved the Independent Contract Agreement with Creative Being to provide mental health counseling services to Weslaco ISD students for the 2021-2022 and 2022-2021 school years. There is no cost to the district for these services.

- K. Approval of Independent Contract Agreement with Devinco Counseling Services to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2021-2022 and 2022-2023 School Years

The Board approved the Independent Contract Agreement with Devinco Counseling Services to provide mental health counseling services to Weslaco ISD students for the 2021-2022 and 2022-2021 school years. There is no cost to the district for these services.

- L. Approval of Independent Contract Agreement with Esmeralda Espinoza to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2021-2022 and 2022-2023 School Years

The Board approved the Independent Contract Agreement with Esmeralda Espinoza to provide mental health counseling services to Weslaco ISD students for the 2021-2022 and 2022-2021 school years. There is no cost to the district for these services.

- M. Approval of Independent Contract Agreement with The Counseling Center to Provide Mental Health Counseling Services to Weslaco ISD Students for the 2021-2022 and 2022-2023 School Years

The Board approved the Independent Contract Agreement with The Counseling Center to provide mental health counseling services to Weslaco ISD students for the 2021-2022 and 2022-2021 school years. There is no cost to the district for these services.

- N. Approval of Consulting Agreement with Region One ESC for Online Blended Reading Academies for Kindergarten - Third Grade Teachers as Per House Bill 3 Requirements

The Board approved the Consulting Agreement with Region One ESC to provide the Texas Reading Academies professional development to enhance students' reading abilities in elementary schools (K-3rd grades).

Per House Bill 3 (HB 3), passed by the 86th Texas Legislature in June of 2019, all kindergarten through third grade teachers and principals must attend a "teacher literacy achievement academy" by the 2022-2023 school year. All K-3 teachers, including special education teachers and principals are required to complete the HB 3 Reading Academies by 2023. Purchases of goods or services from Region One Education Center are approved by the Texas Education Agency (TEA) as items that do not need to be competitively procured. The cost for these services is \$40,000. State Early Education Allotment funds will be used.

- O. Approval of Memorandum of Understanding Between Weslaco Independent School District and Hidalgo County Head Start Program for the 2021-2026 School Years

The Board approved the Memorandum of Understanding with Hidalgo County Head Start Program for the 2021-2026 school years. This partnership will provide a high quality, rigorous academic program that enables children to develop to their potential, nurtures their sense of individual worth, and builds a strong foundation to be kindergarten ready. Each child is provided with the opportunity to learn from a WISD Early Childhood certified teacher implementing the state adopted Pre-Kindergarten guidelines while the Head Start teacher implements the Head Start curriculum, embedded with social and emotional techniques to foster the early stages of child development.

- P. Approval of Purchase for the Istation Online Interactive Program Licenses to Enhance the Reading Abilities for Students in Elementary Schools, Middle Schools, Horton DAEP, Hidalgo County Juvenile Boot Camp, and will Include an At-Home Bundle that will Support Unfinished Learning and At-Home Reading Practice

The Board approved the sole source purchase of the continued Istation online interactive program licenses to enhance students' reading abilities in elementary schools, middle schools, Horton DAEP, and Hidalgo County Juvenile Boot Camp, and will include an at-home bundle that will support unfinished learning and at-home reading practice.

Istation will provide a web-based interactive reading program consisting of engaging instruction and assessments, and interactive content in a game-like format. This scientifically validated and research-based online program targets reading and unfinished learning with an emphasis on fluency, spelling, comprehension, vocabulary, phonics, and phonological awareness. Istation meets the state requirements outlined on the overview of the "Commissioner's List of Reading Instruments".

This will be the ninth year the district has used the Istation program and related professional staff development. This purchase will cost \$145,331.00 and will be paid with local maintenance funds.

- Q. Approval of Purchase of the Digital Science Curriculum EduSmart from Technical Laboratory Systems, Inc. for Grades K-8 and Biology Students for the 2021-2022 School Year

The Board approved the sole source purchase of the Digital Science Curriculum Edusmart from Technical Laboratory Systems, Inc. for grades K-8 and Biology students for the 2021-2022 school year.

This program will service over 12,100 students in grade levels K-8 and Biology at all elementary, middle school, and high school campuses, including the district Disciplinary Alternative Education Programs. The software allows teachers to create a digital student roster, assign virtual laboratory simulations, formal assessments, grades, and vocabulary interactives. Edusmart is especially supportive of classrooms with limited science laboratory space with multiple virtual investigations and a library of non-fiction science readers. The Edusmart program allows teachers to create a personalized playlist for students in a blended classroom. It also supports teachers in preparing for the changes coming to STAAR, which will include information texts from Science embedded in the Reading STAAR.

The purchase will cost \$46,750.00 and paid with State Instructional Materials Allotment funds.

- R. Approval of Purchase of the Digital Science Online Program Gizmos from Explore Learning Inc. for Grades K-12 Students for the 2021-2022 School Year

The Board approved the sole source purchase of the digital science online program Gizmos from Explore Learning, Inc. for Grades K-12 students for the 2021-2022 school year.

Gizmos was piloted through a grant program during the 2019-2020 academic year, with great teacher support, and purchased for the 2020-2021 academic year. It proved to be a necessity during virtual learning when in-person lab experiences were not possible, and continues to be whether in-person blended learning or virtual instruction continues. Gizmos uses an inquiry-based approach that allows both teacher and student-led virtual lab simulations that are aligned to the TEKS. Gizmos is especially supportive of classrooms with limited science laboratory space with multiple virtual investigations, and is a great resource to support distance learning in the event of intermittent school closures due to COVID-19. The digital subscription will service 15,529 students in grade levels K-12, across elementary, middle school, and high school campuses in Weslaco ISD including district Disciplinary

Alternative Education Programs. This purchase will cost \$48,156.76 and will be paid with Title IV funds.

- S. Approval of Purchase of the Renewal of Digital Science Curriculum STEMscopes Subscription from Accelerate Learning, Inc. for Grades K-12 Students for the 2021-2022 School Year

The Board approved the sole source purchase of the digital science curriculum STEMscopes subscription from Accelerate Learning, Inc. for grades K-12 students for the 2021-2022 school year.

Within the district, STEMscopes has been utilized at K-12 grade levels at all elementary, middle school, and high school campuses. It allows teachers to create a digital student roster, assign formal assessments, grades, and vocabulary interactives. STEMscopes is especially supportive of new science teachers with multiple lesson plans that utilize the 5E science instructional model of Engagement, Exploration, Explanation, Extension, and Evaluations. The STEMscopes digital subscriptions have been purchased in previous years to service 15,529 students in grade levels K-12 across all campuses in Weslaco ISD, including district Disciplinary Alternative Education Programs and Early College High Schools. This purchase will cost \$69,996.45 and will be paid with local funds.

- T. Approval of Sole Source Purchases of Instructional Materials in the Areas of Reading and Math for Pre-Kindergarten Through Third Grade Students Using the State Early Education Allotment Funding

The Board approved the sole source purchases of instructional materials in the areas of reading and math for pre-kindergarten through third grade students using the State Early Education Allotment funding. This funding is intended to address the educational needs of pre-kindergarten through third grade students in the areas of Reading and Math as required by House Bill 3 passed in 2019. All elementary campuses were allocated a share of the district's early education allotment funding.

The chart below summarizes the amount of the items to be purchased from the sole source various vendors.

Vendor	Location	Amount
Center for the Collaborative Classroom	Alameda, CA	\$ 5,184.00
Hand2Mind, Inc.	Vernon Hills, IL	\$ 53,181.72
Learning A-Z, Inc.	Tucson, AZ	\$ 14,641.23
Lyrics2Learn, LLC	Colorado Springs, CO	\$ 600.00
Teacher Created Materials, Inc.	Huntington Beach, CA	\$ 30,790.50
Total Sole Source Items for Year 1 – Group 2		\$104,398.45

The term of these quotes will be good until the purchase is fulfilled, not more than one (1) year beginning June 15, 2021.

- U. Approval to Submit Annual Certification to the State Board of Education and Commissioner for All Students to Have Access to Instructional Materials that Encompass All Texas Essential Knowledge and Skills (TEKS) and Subjects, Excluding Physical Education for the 2021-2022 School Year

The State Board of Education must certify the list of instructional materials the district has adopted or plans to adopt. The certification is accomplished by completing the Allotment and TEKS Certification process. Once the Board approves the instructional materials and the State Board of Education receives the certification, the district will be able to order the instructional materials through EMAT.

The Board approved the submittal of the annual certification to the State Board of Education and Commissioner of the list of instructional materials the district has adopted or plans to adopt. (List of instructional materials on file).

V. Approval of Purchase of Cyber Security Endpoint Protection District-Wide

The Board approved the purchase of a new cyber security system for servers and computers called “CrowdStrike Falcon Endpoint Protection” from Microshare located in San Antonio, Texas. The cost of this purchase will be \$58,475.94.

Due to all recent cyber-attacks against corporations, government agencies, local governments, local municipalities, and now school districts, the basic antivirus programs are not effective against highly sophisticated attacks. The current Antivirus program is not effective anymore since it is “signature based”, meaning that it only recognizes threats that are known and can remove basic computer viruses (worms, Trojans, malware, adware, spyware, etc). The new security system will raise the level of security by providing real-time monitoring and detecting computer viruses including those that may not be easily recognized or defined by standard antivirus. Since this system is behavior based, it can detect unknown threat patterns and alerts organizations to threats. It has forensic capabilities that can assist in determining what has happened during a security event, and most importantly, the system can automatically isolate and quarantine suspicious or infected items and can automatically remediate and remove certain threats.

W. Approval of Purchase for Renewal of Enterprise Backup System

The Board approved the purchase for Enterprise Backup System from M&A Technology from Carrollton, Texas at a cost of \$49,362.61. The district received four proposals and this vendor provided the lowest price, met the specifications, and has a valid Buyboard Contract.

Due to all recent cyber-attacks against corporations, government agencies, local governments, local municipalities, and now school districts, the number one defense is to have a very strong enterprise backup system. As a result of the cyber-attack that occurred on December 13, 2020, hackers were able to encrypt data on over 100 district servers which made the servers inoperable unless the district paid a ransom. The district’s enterprise backup system was untouched and all the data was intact which allowed staff to restore and recover all the information stored within the servers.

The Enterprise Backup System will expand storage from 25TB to 60TB to back up all critical and production servers’ districtwide. This system does not share login information with any other systems, which will make it harder for hackers to attack it, and it has additional features to protect itself from cyber-attacks.

X. Approval to Renew an Agreement with Frontline Education (formerly Success-Ed), for the On-line Individual Education Plan (IEP) Software Management System for Special Education Services

The Board approved the renewal of an agreement with Frontline Education (formerly Success-Ed). The Special Education Program used the online software IEP management system this past year and feedback provided by users was favorable. The product has been instrumental in helping to ensure that all federal and state requirements regarding IEP documentation are met. The continued use of this program will allow for continued alignment between Special Education and other District Programs (Bilingual Department, Response to Intervention (RTI) and Section 504) that are currently utilizing the same product. The cost to renew the agreement is \$33,684.00 and will be paid with State Special Education funds.

Y. Approval to Renew Contract with Valley Risk Consulting of McAllen, Texas to Provide Insurance and Employee Benefit Consulting Services

This item was pulled out for discussion by Mr. Marcos De Los Santos.

Z. Approval of 2021-2022 Membership Fee to Participate in the Equity Center

The Board approved the 2021-2022 membership fee to participate in the Equity Center. The Membership dues of \$9,500 will be paid in September from the 2021-2022 fiscal year budget.

The Equity Center is one of the largest research and advocacy organizations of its kind in the United States. The Center is a nonpartisan, non-profit organization of over 700 school districts across the state ranging in size, demographics, and location. They are the only entity focused solely on advocating for the fair and equitable treatment of Texas taxpayers and children. Their goal is to achieve an equitable and adequate school finance system that provides all public school districts fair and equal access to Texas' resources, while recognizing real cost differences among students and districts.

AA. Approval of Extension of Proposal Awards:

1. Consultants for Special Education Services: Occupational Therapy Service & Interpreting Service (RFP#19-06-35)

This item was pulled out for discussion by Mrs. Jaclyn Sustaita.

2. Consultants for Special Education Services: Physical Therapy Services (RFP# 20-06-24)

The Board approved the one-year contract extension to Kid Care Therapies from Edinburg, Texas, for physical therapy services for students with disabilities. Kid Care Therapies will continue providing services under the same terms and conditions as originally agreed and the cost would remain the same. Their current cost is \$50.00 per half hour of service.

Mr. Neil Garza, Special Education Director, recommended that the Board exercise the option to extend the contract for one additional year. Kid Care Therapies have been reliable and responsive to the district's needs.

BB. Approval of Proposal Award for Backpacks & Supplies (Proposal #21-06-30)

The Board awarded the proposal for backpacks and supplies to Educational Products, Inc. (EPI), located in Houston, Texas. The estimated cost of the purchase is \$7,421.50.

Over the past twenty years, the Migrant Department has purchased and distributed backpacks and supplies to Weslaco ISD migrant students in grades K-12. The backpacks are distributed along with a supplies package containing a variety of school supplies such as notebooks, paper, crayons, rulers, glue, pencils and scissors.

The supplies package is provided to students that qualify under the Title I Migrant Program. The school supplies and backpacks will be distributed as a unit to migrant students at the time of registration for the 2021-2022 school year.

CC. Approval of Budget Amendments:

The Board approved the budget amendments as presented.

1. Mario Ybarra Elementary - Local Fund to Purchase a Desktop and Monitor, Printers, and Toner for the Main Office: \$2,232.00
2. Sam Houston Elementary - Local Fund to Cover Costs of Materials to Build a Circulation Desk in the Library: \$2,349.00
3. Cleckler-Heald Elementary - Local Fund to Purchase Technology Equipment and Supplies for the Office, and to Pay for Annual Membership Fees for the Administrators: \$2,448.00

4. Cleckler-Heald Elementary - Local Fund to Pay for a Motivational Speaker/Presenter During Staff Development Week in August: \$627.00
5. Cleckler-Heald Elementary - Local Fund to Purchase Televisions That Will be Placed in the Campus Cafeteria to Use During Awards Ceremonies Throughout the Year to Promote and Motivate Students: \$3,000.00
6. Career & Technology Education - State Vocational Fund to Cover Summer Conference Fees and Travel Expenses for CTE Instructional Staff: \$6,000.00
7. North Bridge Elementary - Local Fund to Pay for Writing Academy Consultant in August: \$2,000.00
8. Memorial Elementary - Local Fund to Pay for Writing Academy Consultant and to Purchase Snacks and Refreshments for Staff Development Meetings in August: \$4,000.00
9. Title I Federal Programs/State Compensatory – State Compensatory Fund to Increase Summer School Budget Due to Increase in Summer School Hourly Rates: \$460,320.00
10. Human Resources Department - Local Fund to Purchase Two Lateral Filing Cabinets: \$2,838.00
11. Business Office - Local Fund to Set Up a Budget to Pay for Third Invoice for the Work Done by the Forensic Auditors: \$56,120.00
12. Business Office - Local Fund to Record Operating Transfer to Construction Fund for Minor Repairs on the Roofs at Weslaco High School, A.N. Rico Elementary, and Cleckler-Heald Elementary: \$159,528.00
13. Business Office - Local Fund to Record Budget to Cover One-Time Stipend in June for All Employees: \$2,323,131
14. Business Office – Local Fund to Record for TAMUK-Mentor/Cooperating Teachers Program: \$6,000.00

DD. Approval of Monthly Tax Adjustments for April 2021

The Board approved the monthly tax adjustments for April 2021 as recommended by the Hidalgo County Tax Office.

The total tax adjustments for April 2021 are as follows:

Type of Tax	Current Levy	Prior Year Levies	Roll Back Taxes	Total
M&O Taxes	(\$ 22,267.73)	(\$ 5,128.12)		(\$ 27,495.85)
I&S Taxes	(\$ 447.85)	(\$ 91.11)		(\$ 538.96)
Total Adjustments	(\$ 22,815.58)	(\$ 5,219.23)		(\$ 28,034.81)

These negative tax adjustments represent a decrease in the tax collections for the year.

EE. Approval to Extend Consultant Agreement with Rosalinda R. Vargas

The Board approved the extension of the consultant contract with Rosalinda Vargas from July 1, 2021 through September 30, 2021. The consultant will continue to provide general support in Human Resources. This support is needed in preparation for the new academic year.

The proposed contract contains a termination clause where the district can terminate the contract with or without cause, for any reason, upon 14-days advance written notice to the contractor.

- FF. Approval of a One-Time Only Modification to the 2020-2021 Summer Pay Scale from June 15, 2021 through June 24, 2021 (COVID-19 Relief)

This item was pulled out for informational purposes by Mr. Isidoro Nieto.

ITEMS PULLED OUT FOR DISCUSSION:

AA. Approval of Extension of Proposal Award:

1. Consultants for Special Education Services: Occupational Therapy Service & Interpreting Service (RFP#19-06-35)

This item was pulled out for discussion by Mrs. Jaclyn Sustaita.

Mrs. Sustaita pointed out that there was a position posted online for an occupational therapist; yet, staff is recommending extending the proposal for three consultants for occupational therapy services.

According to Mr. Neil Garza, Special Education Director, the consultants on hand and the additional position requested is not enough to take care of the district's caseload. On July 1, 2019, the Board approved these consultants for a two-year service contract with a one-year extension. He would like to continue using these consultants for the upcoming school year. At the end of the year, depending on the number of students needing services, staff can make a determination if they have enough staff on hand to take care of the district's needs or if they need to go out for proposals again. He wants to make sure the district is fully staffed by the end of the 2021-2022 school year.

Mr. Trevino wanted to know if it would be more cost effective to hire another therapist in addition to the position posted online. Mrs. Sustaita wanted to know if SHARS would cover the fees of the consultants.

Mr. Garza replied that if everything is in place, the District could possibly get reimbursement for the services. The consultants submit information requested by the district; however, there are potential issues that arise when dealing with SHARS.

- FF. Approval of a One-Time Only Modification to the 2020-2021 Summer Pay Scale from June 15, 2021 through June 24, 2021 (Covid-19 Relief)

This item was pulled out for informational purposes by Trustee Isidoro Nieto.

Mr. Nieto wanted to know if the one-time modification was for all staff members working summer school.

Dr. Canales informed the Board that the one-time increase to the 2020-2021 summer pay scale is for the seven (7) remaining days, from June 15, 2021 through June 24, 2021. It will include all 601 staff members working summer school.

Mr. Nieto said that there were teachers and staff members who did not want to work during the summer and therefore the increase in pay provided an incentive.

Mr. Trevino pointed out that there was a significant difference in hourly rates for counselors/middle school counselors and campus instructional facilitators and asked for clarification on how the amounts were determined.

Mr. Sanchez explained that the amount for some administrators was less because they are currently under contract and not paid for those days. Once their contract ends, they will receive the recommended rate for summer school. Since the counselors are also under contract for this school year, they will work 11 days out of the 16 days of summer school and receive the increased amount for only 11 days. The campus instructional facilitators will only work 4 days of summer school because they will still be under contract for the 2020-2021 school year.

- Y. Approval to Renew Contract with Valley Risk Consulting of McAllen, Texas to Provide Insurance and Employee Benefit Consulting Services

This item was pulled out for discussion by Mr. Marcos De Los Santos.

Questions from the Board:

Mr. De Los Santos mentioned that Mr. De La Rosa usually handles some of the duties and responsibilities listed under the scope of service, and provides information during workshops and board meetings. He wanted to know the benefits of having a consultant. He asked, "What do they bring to the table?"

Mr. Trevino also addressed his concern on paying another individual to conduct the same duties that are performed by the At-Risk Director. He wanted to know the amount paid to Valley Risk Consulting prior years.

Mr. Mike De La Rosa, Risk Management/Employee Benefits Director, informed the Board that the consultant assists his department with various tasks. Since Mr. De La Rosa oversees multiple departments within the district, the consultant is valuable as a second pair of eyes in evaluating contracts. According to Mr. De La Rosa, the majority of 6A school districts have a Risk Management Director who mainly concentrates on employee benefits. He believes that it is good to have a professional independent consultant with his own errors and omissions insurance, because if anything goes wrong, he would be accountable. In addition, the price of the scope of services he is providing is very reasonable compared to other school districts that hire consultants. Within the last ten years, WISD has paid different consultants around \$80,000 to \$100,000 per year based on the scope of work performed. This has been the most reasonable proposal WISD has had. The last time the district went out for proposals was about five years ago.

The district is currently evaluating two RFP's (stop loss and pharmacy benefit manager) which the consultant will assist in evaluating. WISD is also having discussions on the international pharmacy benefit program to help curb the cost of drugs for employees. The consultant would be able to oversee this project as well. Since Mr. De La Rosa has been spending a lot of time dealing with COVID related issues this past year, it has been advantageous having a consultant especially for the cost of his service.

Mrs. Sustaita wanted to know the different duties performed by a consultant and the agent.

Mr. De La Rosa responded that the consultant has assisted with developing requests for proposals, developing proposal qualifications for all lines of insurance coverage, negotiating appropriate coverages and services and evaluating alternative coverage options. Many issues are resolved quickly with the assistance from the consultant. Mr. De La Rosa explained that the duties of the consultant and the agent are different. The district compensates the consultant for his independent recommendations on behalf of the district. Furthermore, the consultant does not have any ties to any insurance carriers and does not receive any commissions from them.

Mr. Jesse Trevino made the motion to table this item. Mrs. Jaclyn Sustaita seconded the motion and it passed unanimously.

Mr. Isidoro Nieto made the motion to approve Item FF and AA-1. Marcos De Los Santos seconded the motion.

Mrs. Sustaita commented that she wanted to table Item AA-1 pending further discussion with Mr. Neil Garza regarding concerns addressed by individuals.

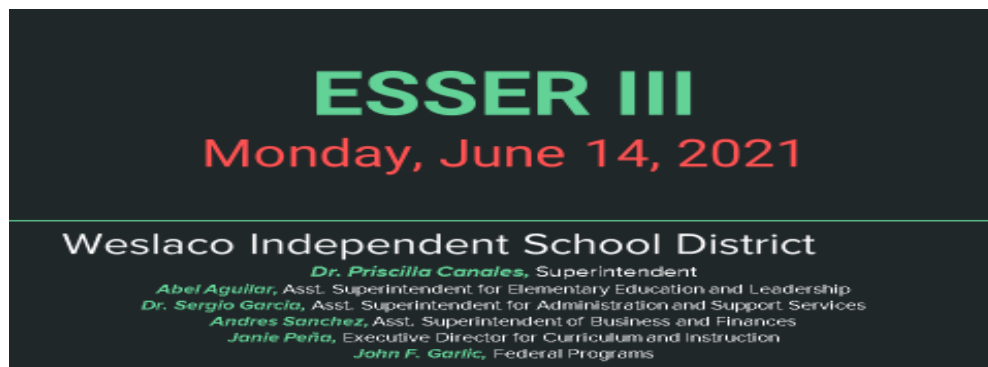
Mr. Isidoro Nieto amended his previous motion to approve only Item FF. Mr. Jesse Trevino seconded the motion and it passed unanimously.

Mrs. Jaclyn Sustaita made the motion to table Item AA-1. Mr. Jesse Trevino seconded the motion and it passed unanimously.

VIII. Discussion Items:

A. Discussion and Review of the Weslaco ISD ESSER III (ARP) Grant Application

Mr. John Garlic, Title I Director, reviewed the ESSER III grant application and feedback received from the community through the survey conducted in May.



➤ A survey was conducted May 21 - May 31, 2021. Below are the responses:

➤ESSER III Community Survey Summary

- 2110 Total Responses
- 94% English – 6% Spanish

> The summary below reflects the percentage of groups that responded to the survey:

ESSER III Community Survey Summary

- Parents - 56%
- Student - 24%
- WISD Teacher - 9%
- WISD Campus Staff - 4%
- WISD District Staff - 2.5%
- Weslaco Community Member - 2%
- Parent of a student learning English - 2%
- Parent of a student with a disability - .5%
- Weslaco Business Owner - .4%
- Foster Parent - .1%

>The following charts show the results of the survey.

ESSER III Community Survey (Safety)

- Facilities upgrades/repairs:
Agree - 91% **Disagree - 2%**
- Train staff/students on personal sanitation:
Agree - 89% **Disagree - 3%**
- Air purification systems:
Agree - 89% **Disagree - 3%**
- Provide personal protective equipment:
Agree - 86% **Disagree - 4%**
- Upgrade district HVAC systems:
Agree - 85% **Disagree - 3%**

ESSER III Community Survey (Safety)

- Automatic temperature screening:
Agree - 83% **Disagree - 6%**
- Additional nursing support:
Agree - 82% **Disagree - 4%**
- Improve school security:
Agree - 82% **Disagree - 4%**
- Provide social-emotional supports:
Agree - 81% **Disagree - 4%**
- In-school vaccination clinics:
Agree - 64% **Disagree - 14%**

ESSER III Community Survey (Learning)

- Small group instruction:
Agree - 93% Disagree - 4%
- Improve student home wireless access:
Agree - 82% Disagree - 4%
- Student tutorials:
Agree - 81% Disagree - 3%
- Instructional coaching:
Agree - 76% Disagree - 4%
- Library upgrades:
Agree - 76% Disagree - 4%

ESSER III Community Survey (Learning)

- 1:1 computer initiative:
Agree - 76% Disagree - 5%
- Staff dyslexia training:
Agree - 74% Disagree - 5%
- Staff technology integration training:
Agree - 72% Disagree - 5%
- After-school programs:
Agree - 71% Disagree - 15%
- Staff retention/recruiting stipend:
Agree - 66% Disagree - 6%

ESSER III Community Survey (Learning)

- Staff reading academies:
Agree - 66% Disagree - 7%
- Summer school opportunities:
Agree - 55% Disagree - 16%
- Extended day:
Agree - 53% Disagree - 22%
- Extend the school year:
Agree - 21% Disagree - 52%

ESSER III DAC Meeting Summary

(June 10, 2021)

- 77 Total Responses
- 24 Official DAC Members in Attendance
- Discussed/reviewed ESSER III Expenditure plans **(100% agreement)**
- Discussed/reviewed stipend possibilities

>\$9.126 Million has not been allocated pending approval of retention stipend or any other additional items.

>The minimum amount that needs to be spent on learning loss is \$12.6 million.

ESSER III Funds

- Total Award: ~\$63.205 Million
 - Pre-Award: ~\$ 6.133 Million
 - HVAC: ~\$15.000 Million
 - Indirect Costs: ~\$ 1.201 Million
- Safety: ~\$ 1.821 Million
- Learning Loss: ~\$29.923 Million
- Staff Retention Stipend ~\$????????
- Remainder: ~\$ 9.126 Million

Mr. Jesse Trevino stressed the need to use these funds to provide proper educational resources to students/campuses, and not to correct something that should have been maintained throughout the years such as roofs and HVAC needs. He wants to make sure they focus on the educational needs of students and staff.

Mr. Garlic shared that departments had other needs that were not listed; however, those needs will be covered under the ESSER II grant.

A lengthy discussion was held on the replacement of rooftop units. Mr. Americo Garza, Energy Systems Director, explained the filtration systems of the units and their life span. The HVAC department staff will replace the units in-house based on their age. The average life of a unit is 15 years. Some of the units are 15 to 18 years old and have reached the end of life and need to be replaced. If the unit is half its age, staff will try to repair it before replacing the unit. At this time, the district is addressing needs such as chilled

water systems at B. Garza and air handlers at North Bridge, Memorial, and Airport. They are also addressing the R22 units that are 10-12 years old due to corrosion on the equipment. Staff would like to address these needs if funds are available; nonetheless, these units will still need to be addressed due to their life span and the district will need to find the funds elsewhere. According to Mr. Garza, other school districts are allocating funds from the grants for HVAC needs.

Mr. Trevino wanted to know if the district had a long-term maintenance plan on addressing the needs of each campus/facility. Mr. Garza replied that district staff monitors the life of each system to determine which ones need replacement and to ensure there are funds available as they reach their life span. A plan on the cost for HVAC needs is then presented to the Board for approval.

Mrs. Sustaita pointed out that many new schools do not have windows and therefore cannot ventilate their classrooms. She wanted to know if the district should be looking at installing windows at these campuses for proper ventilation. Mr. Garza shared that the air conditioning system is designed to bring in outside air based on the number of occupants in the classroom. Staff ensures that the system is working properly. He informed Mrs. Sustaita that staff has not considered the installation of windows.

>The list of items below can be covered under ESSER III funds if they were purchased in March 2020 due to the pandemic.

ESSER III Funds (Pre-Award Costs)	
• Air Purifiers/Units	\$ 28,466
• Bottle/Hand Washing Stations	\$ 107,736
• Cleaning/Disinfecting Supplies	\$ 188,584
• COVID-19 Testing	\$ 2,098
• COVID-19 Signage	\$ 14,770
• PPE	\$ 353,210
• Social Distancing/Safe Return	\$ 12,392
• Staff Desk Shields	\$ 149,528

>Prior roofing projects can be included for reimbursement because it relates to air quality. If the building sustained roof leaks, mold issues could arise which affects the air quality. Reimbursement of funds will go back into the fund balance.

ESSER III Funds (Pre-Award Costs)	
• Student Desk Shields	\$ 379,142
• Technology Peripherals	\$ 10,649
• Other	\$ 6,814
• HotSpots (School Cafeterias)	\$ 1,600
• HVAC Portable Cleaning Units	\$1,749,000
• Roofs (Memorial, North Bridge WHS Transition Center)	\$3,129,168

- >Below is a list of estimates for HVAC projects. Funds are not available for all projects.
 >All HVAC projects fall under construction and must be submitted for pre-approval to the State.

ESSER III Funds (HVAC Projects)	
• HVAC Controls	\$2,000,000
◦ Airport, Memorial, North Bridge, Rico, Cleckler-Heald, Louise-Black, S.F. Austin, S. Palm Gardens, PLC, KWES, Advocacy Ctr, Warehouse, Maintenance, Old Lib. Services	
• Memorial HVAC Upgrades	\$1,000,000
• Airport HVAC Upgrades	\$1,000,000
• North Bridge HVAC Upgrades	\$1,000,000
• B. Garza HVAC Upgrades	
• Cuellar HVAC Upgrades	

- >The estimated cost for the projects listed below is \$25 to \$29 million.

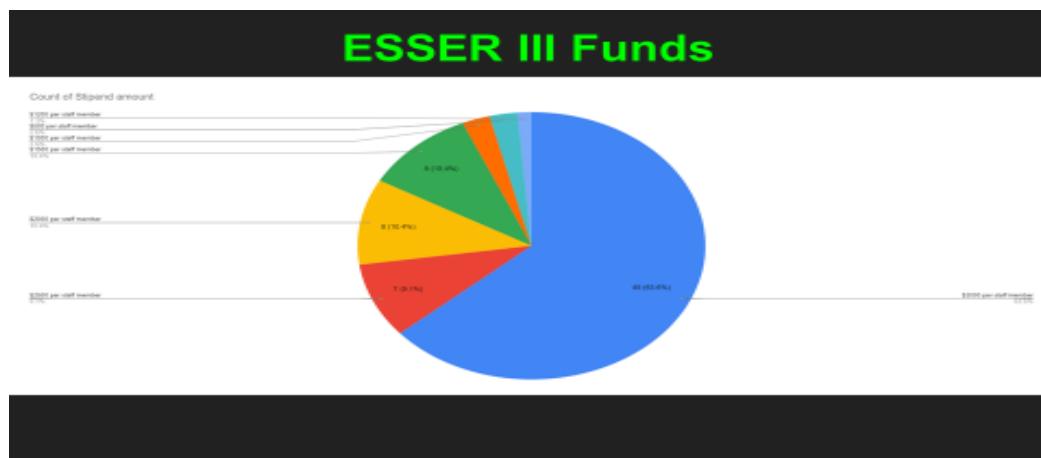
ESSER III Funds (HVAC Projects)	
• WEHS HVAC Upgrades	
• WHS HVAC Upgrades	
• L. Black HVAC (22 Units)	
• Administration Complex HVAC Upgrades	
• Central HVAC Upgrades	
• Mary Hoge HVAC Upgrades	
• South Palm Gardens HVAC (R-22 units)	
• Rico Library/Office HVAC	

ESSER III Funds (HVAC Projects)	
• Aquatic Center HVAC Upgrades	
• Cleckler-Heald HVAC (Library)	
• KWES HVAC Upgrades (3 Units)	
• M. Ybarra Library/Office HVAC	
• S.F. Austin HVAC (USDA/Offices)	
• Horton Complex HVAC (Old Cafeteria)	
• S. Houston HVAC Upgrades	
• CTE HVAC Upgrades	

ESSER III Funds (HVAC Projects)	
• Lackey Stadium HVAC Upgrades	
• Warehouse HVAC (R-22 units)	
• Maintenance HVAC (R-22 Units)	
• Advocacy Center HVAC Ductwork	
• Old Library Services HVAC Ductwork	
• Mobile Air Purification (offices)	\$ 400,000
• F.D. Roosevelt HVAC Upgrades	

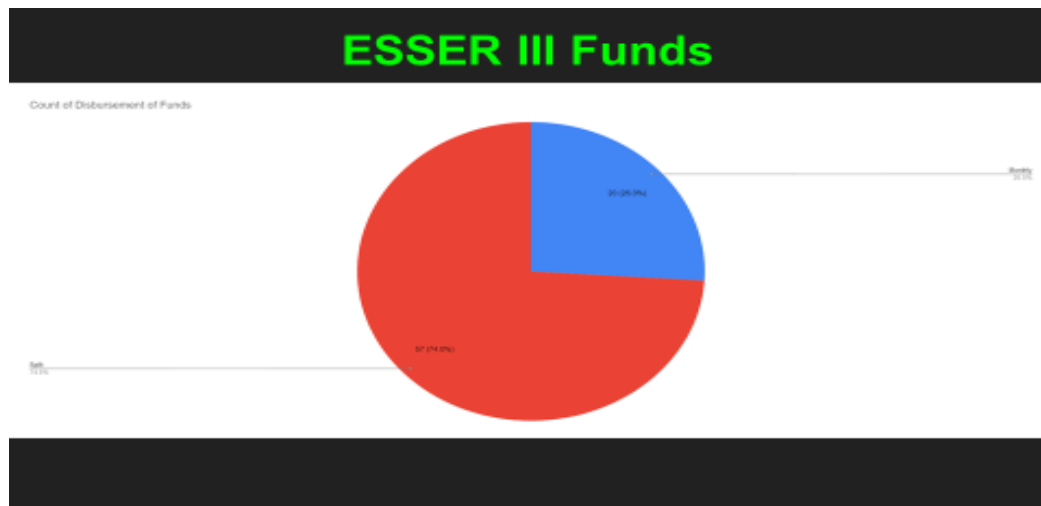
>The District Advisory Committee (DAC) met and came up with the following retention stipends for consideration by the Board. The majority of the staff were in favor of the \$3,000 stipend.

ESSER III Funds		
• Staff Retention Stipend:		
○ \$ 500	~\$ 1.127 Million	(1.3%)
○ \$1000	~\$ 2.253 Million	(2.6%)
○ \$1200	~\$ 2.704 Million	(2.6%)
○ \$1500	~\$ 3.380 Million	(10.4%)
○ \$2000	~\$ 4.506 Million	(10.4%)
○ \$2500	~\$ 5.633 Million	(9.1%)
○ \$3000	~\$ 6.759 Million	(63.6%)



>26% of staff members wanted the stipend disbursed in monthly payments over the course of the year. The monthly payment would be eligible for TRS benefits.

>74% of staff members wanted the stipend disbursed in two payments.



The following items were recommendations made by the principals and department chairs. The items will be considered under the ESSER III grant.

ESSER III
Principal/Department Chair Recommendations
Safety

- **Fine Arts Safety Equipment/Supplies**
~\$ 0.066 Million
- **Food Service Custodial Support**
~\$ 0.055 Million
- **Food Service Food Packaging**
~\$ 0.050 Million
- **Food Service Outdoor Dining Equipment**
~\$ 0.066 Million

ESSER III
Principal/Department Chair Recommendations

- **Nursing - 20 Medical Assistants (1 year)**
~\$ 0.630 Million
- **Nursing Safety Upgrades**
~\$ 0.055 Million
- **Nursing Technology Upgrades**
~\$ 0.045 Million
- **SEL Ripple Online Resources**
~\$ 0.455 Million

ESSER III
Principal/Department Chair Recommendations

- **SEL Curriculum Writing/Implementation**
~\$ 0.054 Million
- **Transportation Air Purifiers**
~\$ 0.225 Million
- **Migrant SEL Development***
~\$ 0.120 Million

ESSER III
Principal/Department Chair Recommendations
Learning Loss

- **ACE After-School Program**
~\$ 1.207 Million
- **C&I - 51 Accelerated Learning Aides (3 year)**
~\$3.366 Million
- **C&I Accelerated Learning After Hours Programs**
~\$ 6.511 Million
- **C&I Math/Science Calculators**
~\$ 0.500 Million

- C&I Accelerated Learning After Hours Program – Money can be used to pay teachers/tutors for Saturday school, extended day, or an enrichment summer school program.
- Staff will purchase calculators for 8th graders and high school students.

ESSER III
Principal/Department Chair Recommendations

- **C&I Professional Development**
 ~\$ 4.800 Million
- **ESL Accelerated Learning Programs**
 ~\$ 1.110 Million
- **ESL Professional Development**
 ~\$ 0.210 Million
- **ESL Technology Support**
 ~\$ 0.400 Million

>Chromebooks: Staff wants to make sure every student has a device.

>Classroom Redesign: Project consists of making classrooms more student friendly by having furniture that can be moved around to make the learning environment more engaging. Students would be able to work in smaller groups in separate areas in the classroom. Elementary principals came up with the designs. WISD piloted this concept three years ago and it was very successful.

Mrs. Sustaita requested pictures of a redesign classroom.

>Approximately 12 towers @ \$350,000: \$4.2 million

- Hot spot box will cost \$120 each for about 5,000 students: \$600,000

- An engineer will be needed to design the base to make sure the towers are safe.

Mr. Carlos Martinez, Technology Director, explained that Hidalgo County have Wi-Fi towers that send a signal to the community for WiFi access, but residents must have a light pole in their neighborhood to be able to connect to the internet. The technology recommended is more of a private cellular network. Students who lose their hot spot would receive another box; however, staff will disable the previous box to prevent them from passing them around. Technology staff will have control of the hot spots.

ESSER III
Principal/Department Chair Recommendations

- **Fine Arts Equipment**
 ~\$ 0.758 Million
- **IT - 1:1 Chromebook Programs**
 ~\$ 0.600 Million
- **IT Elementary Classroom Redesign**
 ~\$ 5.000 Million
- **IT Internet Towers**
 ~\$ 5.000 Million

ESSER III
Principal/Department Chair Recommendations

- **SEL Leaver Recovery**
 ~\$ 0.087 Million
- **PFE Training of Trainers***
 ~\$ 0.025 Million
- **Migrant Project SMART***
 ~\$ 0.250 Million
- **PFE Continuing Education***
 ~\$ 0.045 Million



B. Interim Financial Report for the Nine Months Ended May 31, 2021

Mr. Andres Sanchez, Assistant Superintendent of Business & Finance reviewed the general fund expenditures for the nine months ended May 31, 2021.

>WISD receives money from local, state, and federal sources as follows:

Fiscal Year 2020-2021 Budget Revenue Report

The general fund budget revenues as approved by the Board are:

- Local Revenues \$ 24,909,010
- State Revenues \$ 137,408,250
- Federal Revenues \$ 13,852,961
- Total \$ 176,170,221

- The local revenues are based mostly on property tax revenues:
 - 1) Current levy taxes- Budget \$ 23,230,880 Actual received \$ 23,956,920 = 103% Sep. 2020 – April 30, 2021
 - 2) Current levy taxes- Budget \$ 23,230,880 Actual received \$ 24,126,148 = 104% Sep. 2020 – May 31, 2021

Fiscal Year 2020-2021 Budget Revenue Report

- The state revenues are based mostly on Average Daily Attendance (ADA) revenues:
 - a. Budgeted on 15,200 ADA
 - b. The Texas Education Agency (TEA) has provided school districts with "Hold Harmless" funding provisions that can assist school districts that have lower ADA figures for school year 2020-2021 than the ADA budgeted. The next page has a chart provided by TEA that shows how the Hold Harmless provisions will work. **Weslaco ISD's Oct. 30 onsite enrollment 402.**
- The federal revenues are based mostly on food service breakfast and lunch meals served to our students.
 - a. The projected revenues for SY 2020-2021 are about \$ 900,000 lesser than budgeted.
 - b. We are expecting to receive a **COVID-19 relief funding payment from USDA/TDA** in June 2021 for \$ 1,072,404.

**Interim Financial Report: General Fund Revenues
 For the Nine Months Ended May 31, 2021**

Source	Budget	Received	Variance	Percentage
Local	\$ 24,909,010	\$ 25,687,507	\$ 778,497	103.13%
State	\$ 137,408,250	\$ 111,014,098	(\$ 26,394,152)	80.79%
Federal	\$ 13,852,961	\$ 10,180,419	(\$ 3,672,542)	73.49%
Totals	\$ 176,170,221	\$ 146,882,025	(\$ 29,288,196)	83.38%

Budget: 15,200 ADA

>The chart below shows the expenditures in five separate sections.

>Debt Service: The Maintenance Tax Notes will be paid at the end of the year.

Interim Financial Report: General Fund Expenditures For the Nine Months Ended May 31, 2021				
Function	Adjusted Budget	Expended or Encumbered	Variance	Percentage
Instructional Related (11, 12, 13, 31 & 96)	\$ 116,435,006	\$ 74,766,731	\$ 41,668,275	64.21%
Instructional Support (32, 33, 34, 35 & 36)	\$ 27,919,592	\$ 19,664,085	\$ 8,255,507	70.43%
Administration (C & I, Campuses, District) (21, 23, 41 & 99)	\$ 14,567,964	\$ 10,400,353	\$ 4,167,611	71.39%
District Wide Support (51, 52, 53 & 61)	\$ 28,426,666	\$ 18,460,154	\$ 9,976,512	64.90%
Debt Service (71)	\$ 2,568,239	\$ 1,208,929	\$ 1,359,310	47.07%
Total	\$189,917,467	\$ 124,490,253	\$ 65,427,214	65.55%

>The chart below reflects the budget expenditures:

Interim Financial Report: General Fund Disbursements	
Budgeted Expenditures Include:	Amount
Carryover State Allotment Funds	\$ 5,561,355
Rolled forward Assigned Fund Balance (Unfulfilled POs)	\$ 1,228,530
Rolled forward other minor Assigned Fund Balances	\$ 48,000
Budget Amendments for PPE, Sanitation, & Desk Shields	\$ 620,000
Employee Incentive Pay (December 2020)	\$ 2,323,131
Cardonex Subscription Renewal	\$ 77,574
Food Service Fund Balance - To Increase Budget for Food Expenditure Accounts	\$ 975,000

Interim Financial Report: General Fund Disbursements	
Budgeted Expenditures Include (Cont'd):	Amount
TDA NSLP Equipment Assistance Grant for Kitchen Equipment	\$ 73,000
Portable Air Cleaning Units to be used District Wide	\$ 1,749,000
Additional Cost for Election Services	\$ 21,223
Cleaning and Disinfecting Supplies for Classrooms and Departments District Wide for SY 2021-2022	\$ 750,000
Additional Student Desk Shields for SY 2021-2022	\$ 200,000
Consultant Fees for Human Resources Department	\$ 30,000

>Summer Feeding Program: Includes the meals distributed during summer school via school buses. The meals are submitted to the State and the amount has been reimbursed.

Interim Financial Report: General Fund Disbursements

Budgeted Expenditures Include (Cont'd):	Amount
Summer Feeding Program 2021	\$ 320,500
Summer School Budget 2021 - UTRGV & STC Tex Prep Programs	\$ 25,645
Forensic Audit Services Rendered (March & April 2021)	\$ 137,788
Total Budget Expenditures Added	\$ 14,140,746

Reconciliation of Budgeted Expenditures	Amount
Original Budgeted Expenditures	\$ 175,776,721
Total Budget Expenditures Added	\$ 14,140,746
Total Amended Budgeted Expenditures Through May 31, 2021	\$ 189,917,467

Mr. De Los Santos commented that WISD had not been able to meet the ADA and asked if this was preventing the district from giving pay raises. Mr. Sanchez clarified that prior to the pandemic WISD exceeded the budget for ADA and thus was able to give employees a 7% raise. However, the district was not able to give a pay raise this year and the prior year because funds were tight due to the pandemic. A contingency was set aside in the budget by function and funds were provided to campuses when needed. Mr. Sanchez informed the Board that he would provide additional budget information during the workshop scheduled the following week.

C. Acknowledgement of Hidalgo County Tax Office Collection Reports for April 2021: Current Taxes and Delinquent Taxes

The Board acknowledged the Collection Report for April 2021 as presented. Section 31.10 Property Tax Code requires the Tax Assessor/Collector to submit to the governing body of the taxing unit a written report made under oath accounting for all taxes collected for the unit during the preceding month.

Listed below is the April 2021 report from the Hidalgo County Tax Office:

	Original Tax Levy	Collected To Date	Tax Modifications (Adjustments) to Date	% Taxes Outstanding To-Date	% Tax Collections 2020-2021	% Tax Collections 2019-2020	2020-21 Versus 2019/2020
Current Taxes	\$ 25,670,034	\$24,436,587	\$ 385,523	\$ 1,618,971	93.79%	91.84%	1.95% Higher
Delinquent Taxes Prior Years Levy	4,182,999	847,918	(105,565)	3,229,517	20.80%	14.58%	6.22% Higher
Rollback	44,465	14,252	15,070	45,282	23.94%	72.97%	
Totals	\$ 29,897,498	\$ 25,298,757	\$ 295,028	\$ 4,893,770			

- The collection of current taxes for fiscal year 2020-2021 through April 30 is 1.95% higher than the current taxes for fiscal year 2019-2020.
- The collection of delinquent taxes for fiscal year 2020-2021 through April 30 is 6.22% higher than the delinquent taxes for fiscal year 2019-2020.
- The column for tax modifications represents the cumulative tax adjustments reported by the Hidalgo County Tax Office for the 2019-2020 fiscal year in their April 2021 report.

➤Current Taxes: Budget – 91%

Actual Collections: 93.79%

➤Delinquent Taxes: Budget – 10%

Actual Collections: 20.80%

Mr. Andrew Gonzalez left the meeting at 9:25 p.m.

IX. Discussion and Possible Action Items:

- Discussion and Possible Action for the Board to Consider Renewal of the District's Employer Paid Term Life/AD&D Insurance with Blue Cross Blue Shield of Texas Through the Inter-local Participation Agreement with the Texas Educational Employers Benefit Cooperative (TEEBC) or; Authorize Administration to Solicit Proposals for Same

The District provides all employees with \$25,000 of term life insurance at no cost to the employee. Employees may also purchase up to \$100,000 in additional life insurance at group rates. In 2017, the Board approved a resolution to enter into an Inter-local participation agreement with the Texas Educational Employers Benefit Cooperative (TEEBC). Public entities may purchase products through purchasing cooperatives such as TEEBC without conducting a formal RFP. Through TEEBC, current rates with BCBS are guaranteed through August 2022. The district will pay an annual cost of \$33,120.00, \$1.20 per employee (2,300).

Mr. Isidoro Nieto made the motion to renew the District's employer paid term life/AD&D with Blue Cross Blue Shield through the Inter-local participation agreement with the Texas Educational Employers Benefit Cooperative (TEEBC). Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

- B. Discussion and Possible Action for the Board to Consider Renewal of the District's Student Accident Insurance (Athletic, Catastrophic and Voluntary) with Student Assurance Services underwritten by Ameritas Life Insurance Company through the Brokerage Store for School Year 2021-2022 or; Authorize Administration to Solicit Proposals for Same (RFP 19-07-39)

Weslaco ISD purchases insurance to cover students in the event of an injury while participating in UIL sanctioned activities. The District's plan provides for 100% of benefits at no cost to the athlete or their parents if provided through the Lonestar Athletic Network. If an injury exceeds \$25,000 within a 2-year benefit period, the catastrophic coverage initiates and provides coverage up to \$10,000,000 for 10 years. The plan also provides a \$500,000 disability benefit.

In 2019, the District conducted an RFP process for student athletic insurance and awarded the proposal to Student Assurance Services through the Texas Insurance Service Center with an option to renew for two (2) additional one (1) year terms. The total premium of Student Assurance Services' renewal proposal is \$346,548, a decrease of \$42,465 from the previous year. This will be the final renewal option for this product. The Risk Management and the Athletic Department concur that there have been no major issues and feel it is in the best interest of the District to move forward with a renewal.

Mr. Isidoro Nieto made the motion to renew the District's student accident insurance policy with Student Assurance Services underwritten by Ameritas Life Insurance and Zurich through Texas Insurance Service Center/The Brokerage Store for the 2021-2022 school year. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

- C. Discussion and Possible Action for the Board to Consider Renewal of the District's Workers' Compensation Excess Insurance; or Authorize Administration to Solicit Proposals for Same (RFP # 19-07-41)

The District purchases excess or stop loss insurance for its Workers' Compensation Program. This insurance is similar to the stop loss coverage purchased for the self-funded medical benefit program. The District's Self-Insured Retention Rate (SIR) is currently \$450,000 and is for the life of the claim. The renewal proposal increased the SIR to \$500,000.

In 2019, the District conducted an RFP process and US Specialty Underwriters (Starr Insurance) was selected with an option to renew for two (2) additional one (1) year terms. This is the final year renewal option. Premium rates will remain flat and are based on an estimated payroll of \$118,670,817. US Specialty Underwriters will conduct a payroll audit later in the year to determine if there is a balance or credit due to the District. Renewal Premium rate is 0.0397 per \$100 of payroll.

Workers Compensation	Current		Renewal
Payroll	\$ 118,670,817		\$ 124,832,342
Premium	\$ 46,638		\$ 49,558

Mr. Jesse Trevino made the motion to renew the District's Workers' Compensation Excess Insurance with US Specialty Underwriters (Star Insurance) through Shepard Walton King Insurance Group. Mr. Isidoro Nieto seconded the motion and it passed unanimously.

- D. Discussion and Possible Action for the Board to Consider Renewal of the District's Agreement with Tri-Star Risk Management to Administer the District's Self-Funded Workers' Compensation Program for Fiscal Year 2021-2022; or Authorize Administration to Solicit Proposals for Same (RFP # 19-07-41)

In 2019, the District solicited proposals for Workers' Compensation TPA services. TriStar Risk Management was selected to provide TPA services for one year, with the option to renew for two (2) additional one (1) year terms. This is the final renewal option. Tri-Star offered a flat renewal rate of \$51,570. In addition to the base admin fees, Tri-Star also charges for claim related fees such as peer reviews, utilization reviews, bill reviews, etc. A pricing breakdown for these services is included as an attachment. Estimated total admin fees is approximately \$85,000.

Mr. Isidoro Nieto made the motion to renew with Tri-Star Management to administer the District's Self-Funded Workers' Compensation Program for fiscal year 2021-2022. Mr. Jesse Trevino seconded the motion.

Mrs. Sustaita asked for clarification on the two separate items presented for Worker's Comp. Mr. De La Rosa explained that the previous item was to purchase excess re-insurance for the Workers' Comp Program. The district retains \$500,000 and owns it for the life of the individual when an employee suffers an on-the-job injury. After the \$500,000 deductible is met, the re-insurance carrier, or stop-loss insurance takes over all costs for the life of the claimant.

This particular item deals with the administration of the district's self-funded Workers' Compensation Program. Tri-Star Risk Management will process claims, adjudicate the claims, and submit reports to the state. This item is heavily regulated by the state of Texas and TEA. The vendors provide two different services.

The Board voted unanimously in favor of the motion made by Mr. Isidoro Nieto and seconded by Mr. Jesse Trevino to renew with Tri-Star Management to administer the District's Self-Funded Workers' Compensation Program for fiscal year 2021-2022.

- E. Discussion and Possible Action for the Board to Consider Approval of Allowance Expenditure Authorization (AEA) # 2 for the Fence at the Lackey Stadium Visitor Parking Lot

On February 9, 2021, the Board approved Mid Valley Paving, Inc. (General Contractor) for this project. Allowance Expenditure Authorization (AEA) No. 2 consists of the installation of 450 feet of chain link fence, including gates, to replace the existing fence on the visitor's side of the stadium. The existing fence and gates were temporarily removed as part of the ongoing construction project. The primary reason for the replacement of the fence is the improvement of the condition of the existing fence and gates. The aesthetics of the facility will be improved by the installation of the new fence which will be coated with black vinyl and installed at a height of 6 feet. Additionally, the operation of the gates is especially critical for wheelchair access.

The net cost of the additional improvements will be paid from the project allowance so there is no increase in cost to the project. The project includes the following contingencies/allowances initially totaling \$40,000.00 that can be used to pay for additional scope of work not included in the project construction documents.

Below is a summary of the contents of AEA #2.

Item No.	Description	Reason for Added Scope	Cost Requested	Cost Accepted
CPR No. 01A	Fence Replacement: Furnish and install new fence.	WISD Request	\$15,650.00	\$15,650.00
Total				\$15,650.00

Mr. Marcos De Los Santos made the motion to approve the Allowance Expenditure Authorization (AEA) No. 2 for a change in scope of work needed for a section of the fence at the Bobby Lackey Stadium Visitor parking lot. Mr. Isidoro Nieto seconded the motion.

Mr. Jesse Trevino wanted to know if staff was going out to bid on this project.

Mr. Oscar Riojas informed the Board that the poles needed to be installed as soon as possible in order to replace the fence because it was starting to show corrosion. The fence will be replaced with a vinyl fence to give it a cleaner appearance. The gates are starting to swag and therefore will be updated.

Mr. Trevino wanted to know if any parts of the gates were reusable. He suggested that the district look into utilizing the black coated parts on the fence at Weslaco East High School. Mr. Riojas responded that the maintenance department stores reusable parts and materials that staff could still utilize.

The Board voted unanimously in favor of the motion made by Mr. Marcos De Los Santos and seconded by Mr. Isidoro Nieto to approve the Allowance Expenditure Authorization (AEA) No. 2 for a change in scope of work needed for a section of the fence at the Bobby Lackey Stadium Visitor parking lot.

F. Discussion and Possible Action for the Board to Consider Approval of the Final Completion of the Roofing Replacement Projects at Three Schools: Memorial Elementary, North Bridge Elementary and Weslaco High School Transition Center (CSP# 20-04-20) as Follows:

1. A deductive Change Order for the Unspent Contingency Allowances and Weather Related and Delay Days to Complete the Project, and
2. Final Completion of the Project

On May 11, 2020, the Board approved American Contracting USA, Inc. for the construction of this project in the amount of \$3,207,000.00. The scope consisted of demolishing the existing roofs and installing new roofs at Memorial Elementary, North Bridge Elementary, and the Weslaco High School Transition Center. The project will be deemed to be completed on time upon approval of the additional days requested (99 weather and project delay) requested, and there will be no liquidated damages assessed to the contractor.

>Deductive Change Order for Unspent Allowance and Additional Days

- The contract includes contingencies/allowances totaling \$260,000.00 (at the beginning of the project) that could pay for unforeseen project conditions or additional scope of work not included in the project specifications.
- Remaining Balances:
 - >Owner's Contingency: \$90,000.00
 - >General Building Repairs: \$164,200.00 - Used \$5,800.00 for tree trimming and removal (AEA#1)

Below is a summary of the contents of the Deductive Change Order.

- >Project Cost as Approved: \$3,207,000.00
- >Contingency: The project unused contingency balance will be credited back to WISD.
Credit Amount: \$254,200.00 (Credit will go back to the local construction fund)
- >Rain & Delay Days: 83 days for bad weather and 16 days for project related delays (MEP submittal review) - 99 increased days
- >Total Project Cost: \$2,952,800.00

Mr. Isidoro Nieto made the motion to approval the final completion of the Roofing Replacement Projects at three Schools: Memorial Elementary, North Bridge Elementary and Weslaco High School Transition Center (CSP# 20-04-20), to include the deductive Change Order for the unspent contingency allowances and weather related and delay days to complete the project and the final completion of the project. Mr. Jesse Trevino seconded the motion and it passed unanimously.

- G. Discussion and Possible Action for the Board to Consider Approval of the Purchase of HVAC Equipment for Rico Elementary, Cleckler-Heald Elementary and Administration Building Complex from Approved Purchasing Cooperative Vendors

There are thirty-four (34) HVAC units at Rico Elementary and Cleckler-Heald Elementary, sixteen (16) units at each school, and seven (7) HVAC units at the Administration Complex that need to be replaced due to age. WISD HVAC, electrical, and plumbing staff is performing the installation of the units.

The district solicited quotes from two distributors and a manufacturer of three of the major brand-named manufacturers of HVAC equipment, Carrier, Lennox, and York. There were only two proposals received and one “no bid” response.

The Superintendent recommended the quote received for the purchase of the HVAC equipment for Rico Elementary, Cleckler-Heald Elementary and the Administration Building Complex from Perry Mechanical Systems of Edinburg, Texas at a cost of \$393,078.00. This company submitted the lowest proposal and met all of the specifications required in the construction documents provided by the project engineer.

The District’s Energy Management Department (HVAC Technicians and Electricians) and Maintenance Department (Plumbers) staff will do the actual installation of the units at all locations.

Mr. Isidoro Nieto made the motion to approve the quote received for the purchase of the HVAC equipment for Rico Elementary, Cleckler-Heald Elementary and the Administration Building Complex from Perry Mechanical Systems of Edinburg, Texas as recommended by the Superintendent. Mr. Jesse Trevino seconded the motion.

Mr. Nieto asked if the brand of these units was a high quality brand. Mr. Americo Garza responded that it was a Lennox brand, which is considered the “Cadillac” of all units.

Mrs. Sustaita wanted to know if these schools would no longer need HVAC upgrades if the district received funding through the ESSER grant for HVAC needs.

Mr. Garza explained that district staff replaced units at these campuses back in 2012 due to age. The remaining units will now be replaced. The Administration Building was in need of nine (9) units. Units were salvaged from the WHS field house and were used to replace two (2) of the units at this building. Therefore, seven (7) more units are being purchased for this facility.

The Board voted unanimously in favor of the motion made by Mr. Isidoro Nieto and seconded by Mr. Jesse Trevino to approve the quote received for the purchase of the HVAC equipment for Rico Elementary, Cleckler-Heald Elementary and the Administration Building Complex from Perry Mechanical Systems of Edinburg, Texas as recommended by the Superintendent.

- H. Discussion and Possible Action for the Board to Consider Approval of the Third Invoice from Weaver and Tidwell, LLP, for Work Done on the Forensic Audit of the District

In February 2021, the WISD Board of Trustees hired the CPA firm of Weaver & Tidwell, LLP to conduct a forensic audit of the district's finances and operations. The firm commenced work in February 2021, and is still actively engaged. The first and second invoices for the audit work were approved by the Board on April 12 and May 10, 2021.

The Superintendent recommended that the Board approve the payment of the third invoice submitted by the CPA firm of Weaver & Tidwell, LLP dated June 3, 2021, in the amount of \$56,119.08 for forensic work done from May 1, 2021 through May 31, 2021.

Mr. Isidoro Nieto made the motion to approve the payment of the third invoice submitted by the CPA firm of Weaver & Tidwell, LLP dated June 3, 2021 in the amount of \$56,119.08 for forensic work done from May 1, 2021 through May 31, 2021 as recommended by the Superintendent. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

- I. Discussion and Possible Action for Board to Consider Approval of a Resolution for ESSER and Change to CB (LOCAL)

This item was pulled from the agenda by Administration.

- J. Discussion and Possible Action for the Board to Consider Approval of the Revision to Policy DBD (Local) Employment Requirements and Restrictions: Conflict of Interest

Policy DBD Local: Non-school Employment states, "An employee shall disclose in writing to his or her immediate supervisor any outside employment. The supervisor shall determine if the employee's outside employment creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District. Employees shall not participate in **approved** outside employment activities during hours they are required to perform District-related work tasks."

Dr. Canales explained that this policy was addressed when COVID-19 first began and employees were staying home. The Administration and Board decided to change this policy because they wanted to make it clear that employees should be home and working on assigned tasks at home and not participating in outside employment during work hours.

Trustee Jaclyn Sustaita requested to delete the word "approved" from this policy because it left it open for employees to think that they could participate in outside employment since the district did not approve their outside employment in the first place.

Dr. Rodriguez wanted to know if employees who are suspended and have no duties during this timeframe allowed to work elsewhere. As per the school attorney, employees who are on paid suspension cannot participate in outside employment even though they do not have any duties assigned during that time; however, employees who are on suspension without pay can participate in outside employment.

Mr. Marcos De Los Santos made the motion to approve the Revision to Policy DBD (Local) Employment Requirements and Restrictions: Conflict of Interest. Mr. Jesse Trevino seconded the motion.

Mrs. Sustaita wanted to know if the policy should reflect language pertaining to employees on suspension.

Dr. Canales informed the Board that TASB charges the district per revision; thus, it would be best to submit all changes recommended by the Board at one time.

Mr. De Los Santos and Mr. Trevino rescinded their motion to allow the Board to further review changes to this policy. The Board will revisit this item.

No action was taken.

K. Discussion and Possible Action for the Board to Consider Approval to Clarify the Previously Adopted 2020-2021 One-Time Employee Incentive Payment Contingent on Increased Average Daily Attendance (ADA) and the Texas Education Agency Hold Harmless Provision

Dr. Canales clarified that the One-Time Employee Incentive Payment was contingent on increased average daily attendance (ADA) for fiscal year 2020-2021. The actual ADA generated by student attendance for school year 2020-2021 was almost 15,000. Weslaco ISD was able to attain slightly over 16,600 ADA thanks to the Hold Harmless provision provided to school districts by the Texas Education Agency.

A Public Hearing was held prior to this meeting to discuss and clarify the intent of the previous Board of Trustees approval taken on August 24, 2020 for the One-Time Employee Incentive Payment contingent on increased Average Daily Attendance.

The following options for the incentive payment to staff were presented as follows:

1. Pay a \$1,000 incentive payment to all staff that worked for the district during the 2020-2021 school year, prorated by the period of time employees were hired by the district for those employees that terminated their employment early:
 - a. December 2020 retirement or resignation (one-half)
 - b. Prorated monthly for those employees that left the district after any month, i.e., November 2020, March 2021, etc. (one-ninth for every month worked).
2. Pay the incentive amount as shown in the enclosed schedule which was presented during the public hearing held August 24, 2020 as part of the discussion of the 2020-2021 fiscal year budget which included the following incentive amounts for 15,500 ADA (the highest amount considered):
 - a. Teachers - \$1,000
 - b. Registered Nurses, Counselors, Librarians, Athletic Trainers, Instructional Coaches, and Administrators - \$800
 - c. Paraprofessionals, Instructional Aides, Manual & Technical Trades, and Bus Drivers - \$625
 - d. Also prorated by the period of time employees were hired by the district for those employees that terminated their employment early as shown in Option 1 above.

This payment is not eligible for Teacher Retirement System (TRS) benefits.

During the Public Hearing the Board discussed the option of giving a \$1,000 incentive payment across the board.

Mr. Isidoro Nieto made the motion to give \$1,000 across the Board.

Mr. Jesse Trevino suggested a \$1,200 incentive payment instead of \$1,000 to offset the amount deducted for income taxes and Medicare. This would allow staff to receive an amount closer to the \$1,000 incentive payment.

Mrs. Sustaita asked for clarification on the funds used to pay the incentive payment. According to Mr. Andres Sanchez, the district is receiving money from the state. He explained that the state gave the district ESSER III funding. The state also awarded \$6.8 million for ESSER I but the funds were deducted from the foundation money (ADA) therefore the district did not see any of these funds. The district had to recognize the funds in the books as federal revenues, and then presented an amendment to the Board at the end of the year to deduct state revenues because the district had ESSER monies.

Mr. De Los Santos asked if the district would be able to get the additional funds above a \$1,000 stipend as suggested by Mr. Trevino from local funds since federal funds cannot be used. Mr. Sanchez replied that the funds could be obtained from the current local budget.

Due to additional questions of using local funds and pre-awarded funds, Mr. Nieto asked if this item could be tabled. Mr. Sanchez replied that he would prefer the Board take action in order to be able to distribute the incentive pay to all staff at the end of June.

Mrs. Sustaita wanted to know if the Board took action on providing the \$1,000 incentive payment at this time, could they take action to approve any additional funds in July. Dr. Canales replied that any additional funds the Board would like to consider as retention stipends could be considered in July from ESSER II funds.

Mr. Isidoro Nieto made the motion to approve a \$1,000 incentive payment to all employees. Mr. Marcos De Los Santos seconded the motion and it passed unanimously.

L. Discussion and Possible Action for the Board to Consider Approval of a Retention Stipend for the 2021-2022 School Year for All Employees from the American Rescue Plan (ARP) ESSER III Funding

The Superintendent recommended that the Board approve a retention stipend for the 2021-2022 school year for all employees from ESSER III funding due to increased work requirements caused by the COVID-19 pandemic.

Due to the COVID-19 pandemic, expectations for all district staff dramatically changed as staff were required to work virtually or under extenuating circumstances. Staff additionally were required to conduct extra work to ensure the safety of students, colleagues, and community members. In moving forward with face-to-face instruction in the fall of 2021, these expectations will continue in order to meet the ever-changing circumstances created by this pandemic. This stipend will assist in retaining quality staff at WISD during this trying time. Dr. Canales informed the Board that the district has 64 vacancies to fill in the next month for the coming school year.

Listed below are the stipend recommendations for all employees and the impact on the ESSER III grant:

Amount of Stipend Per Staff Member	Impact on ESSER III Grant
\$ 500 .00	\$ 1.127 Million
\$ 1,000.00	\$ 2.253 Million
\$ 1,200.00	\$ 2.704 Million
\$ 1,500.00	\$ 3.380 Million
\$ 2,000.00	\$ 4.506 Million
\$ 2,500.00	\$ 5.633 Million
\$ 3,000.00	\$ 6.759 Million

Mrs. Sustaita suggested going with the \$3,000.00 in order to reward all employees and boost morale. She commented that she, along with the community were upset because this topic had not been addressed. She thanked Mr. Aguilar and staff for assisting on this matter.

Mr. De Los Santos wanted all employees to know that they are appreciated. He pointed out that several school districts have posted stipends of different amounts. He asked Dr. Canales what stipend amount were other superintendents in the surrounding school districts planning to offer their employees.

According to Dr. Canales, some districts have talked about giving a \$1,500, \$2,000 and \$2,500 stipend. The District's Advisory Committee (DAC) unanimously recommended a \$3,000 retention stipend for all WISD employees, which is the max amount.

Mr. Isidoro Nieto made the motion to approve a \$3,000.00 retention stipend for the 2021-2022 School Year for all employees from the American Rescue Plan (ARP) ESSER III Funding as recommended by the District Advisory Committee. Jaclyn Sustaita seconded the motion.

Mr. Jesse Trevino wanted to know how the district would disburse the stipend to the employees.

Dr. Canales explained that some districts talked about disbursing the stipend in two disbursements: December and May. Because it is a retention stipend, they would like to see staff stay and work through the end of May since many employees retire in December. The Board can discuss various options available during a workshop.

Mr. Trevino suggested disbursing \$2,000 in September and \$1,000 in December prior to the Christmas holiday. Mr. Nieto pointed out that the disbursements provided in the same year could affect the employee's income tax return.

Mr. De Los Santos suggested that a survey go out to all employees asking them how they would like to receive their stipend since this will benefit them. He stated, "I don't want to make a decision for someone and; yet, I don't know their situation."

Mr. Andres Sanchez clarified that the stipend amount would be added to the employee's teacher retirement investment if disbursed on a monthly basis.

Dr. Canales informed the Board that staff would send out a survey on Tuesday morning.

The Board voted unanimously in favor of the motion made by Mr. Isidoro Nieto and seconded by Mrs. Jaclyn Sustaita to approve a \$3,000.00 retention stipend for the 2021-2022 school year for all employees from the American Rescue Plan (ARP) ESSER III Funding, as recommended by the District Advisory Committee.

XII. Closed Meeting to Discuss:

Closed meeting was moved to the beginning of the meeting as requested by board members.

XIII. Reconvene in Open Meeting:

Open Meeting was held at the beginning of the meeting.

XIV. Adjournment

The meeting adjourned at 10:29 p.m.