

UNITED INDEPENDENT SCHOOL DISTRICT

Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Ln., Laredo, TX 78043

Regular Meeting Minutes UISD Board of Trustees July 23, 2025 at 6:00 PM

BOARD PRESENT: Rodolfo "Rudy" Gonzalez, Aliza Oliveros, Javier Montemayor, Ramiro Veliz, Dianelle Martinez, Gilbert Aguilar, Michelle Molina

STAFF PRESENT: Dr. Gerardo Cruz, Rebecca Morales, Mike Garza, Laida Benavides, Melissa Cruz, David Canales, Rosa Cabello, Sam Flores, Felipe Jimenez, Emma Leza, Christina Cabello

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor calls meeting to order calls roll at 6:00 PM.

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Recognitions: No Recognitions at this time.

IV. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this

agenda, unless such response is a recitation of District policy or a statement of specific factual information.

David Perez, president of teacher advocacy group, 26-year educator, parent and taxpayer. Mr. Perez shares his experience of difference of opinion from the public while attending district meetings. He expresses concern of how certain advocacy groups have been critical of district administration and overall district operations. He says these individuals have even been “banned” from the district but these individuals did not lose their first amendment rights, as they are still allowed to make public comments. His concern is that these individuals sometimes expose erroneous district information and even create their own exhibits on their social media platforms.

End of Public Comments.

V. Items for Information Only

A. Superintendent's Report

Dr. Gerardo Cruz remains firm on student academic success and highlights key components and progress as we approach the start of the academic school year. The district kicked off with the administrative leadership team actively engaged and ready to strategize and implement new initiatives and mandates.

Additionally, Dr. Cruz assures the Board and community that the finance department is working diligently with district leadership to meet and align district goals and ensure student success and meet the needs of district staff.

Furthermore, Dr. Cruz informs the general public how the district is finalizing the beginning of the year preparations. From maintenance, to enrollment, to supplies and teacher resources for classroom setup, to staff assisting families with registration.

Lastly Dr. Cruz thanks the Board for their support and continued leadership.

VI. Consent Agenda Items

A. Monthly Disbursements

B. Awarding Bids, Proposals, Qualifications, and Extensions

C. Property Tax Refunds for the Month of June 2025

D. Resolution to approve employee compensation for an emergency closure at the District's Service Center on June 12, 2025, due to a water outage

E. 2025-2026 United ISD's T-TESS and T-PESS Appraisal Calendars

F. 2025-2026 T-TESS Appraisers

G. 2025-2026 DMA Local Professional Development Plan

H. First Reading of TASB Update 125 (LOCAL) Policies

I. 2025-2026 United Independent School District Partnership Support and Interlocal Agreement with Communities In Schools of Laredo, Inc.

On a motion moved to approve consent agenda items VI.-A through VI.-I, motion moved by Javier Montemayor, seconded by Rudy Gonzalez and unanimously approved.

VII. Items for Individual Consideration

A. Presentation and discussion on S.T.E.P. Academy programs, including but not limited to evaluation of historical context, patterns of student referral, disciplinary trends, reintegration outcomes, and effectiveness of support measures, with possible action on same

Melissa Cruz presents the STEP Academy program overview and answers questions from the board regarding placement for offenses, disciplinary actions, infractions, data, procedures and support systems available for students such as the Positive Behavior Incentive System (PBIS).

Other administrative staff also chime in to provide additional information of support that benefits our students. Resources for students and parents to take advantage of like the McKinney Vento, Pillar, SCAN and the U-First programs are all available for UISD students.

The Board thanks Ms. Melissa Cruz for the information provided in this presentation.

B. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

On a motion moved by Aliza Oliveros, to approve requests from Board Members use of Trustees Discretionary Funds for various campuses as presented, motion seconded by Rudy Gonzalez, and unanimously approved.

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourns into Closed Session at **6:59 P.M.**

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

**B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.072 Deliberation regarding Real Property; Closed Meeting**

1. Legal consultation and report on the status and possible resolution of the lawsuit filed by Potential Holdings, LLC against the United Independent School District ("UISD") et al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and

matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2.

**C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting**

- 1. Discussion regarding the appointment of Assistant Principal at Octavio Salinas Elementary School**
- 2. Discussion regarding the appointment of Assistant Principal at John B. Alexander High School**
- 3. Discussion regarding the appointment of Assistant Principal at United South High School**
- 4. Discussion regarding the appointment of Director of Health Services**
- 5. Discussion regarding the appointment of Director of Facilities Maintenance and Operations**

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The Board reconvenes from Closed Session at 7:15 P.M.

A. Possible action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District (“UISD”) et. al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2.

The recommendation is to allow legal counsel to proceed as discussed in Closed Session. Motion so move, moved by Aliza Oliveros, seconded by Rudy Gonzalez and unanimously approved.

B. Possible action regarding appointment of Assistant Principal at Octavio Salinas Elementary School

Dr. Gerardo Cruz's recommendation for the appointment of Assistant Principal at O. Salinas Elementary School is Cipriana Gaytan.

On a motion moved by Gilbert Aguilar, seconded by Rudy Gonzalez to appoint Ms. Ciprina Gaytan, the Board unanimously approved.

C. Possible action regarding appointment of Assistant Principal at John B. Alexander High School

The recommendation for the appointment of Assistant Principal at John B. Alexander High School is Georgina Hernandez. On a motion moved to approve, motion moved by Aliza Oliveros, seconded by Rudy Gonzalez and Michelle Molina and unanimously passed.

D. Possible action regarding appointment of Assistant Principal at United South High School

The recommendation for the appointment of Assistant Principal at United South High School is Adriana Cardenas. On a motion moved by Rudy Gonzalez, seconded by Gilbert Aguilar, and unanimously approved by the Board, motion carries.

E. Possible action regarding appointment of Director of Health Services

The recommendation for the appointment of Director of Health Services is Jessica Duarte. On a motion so move, moved by Aliza Oliveros and seconded by Rudy Gonzalez, and unanimously approved.

F. Possible action regarding appointment of Director of Facilities Maintenance and Operations

The recommendation for the appointment of Director of Facilities Maintenance and Operations is Dorian Gutierrez. On a motion moved by Aliza Oliveros, seconded by Rudy Gonzalez, the Board unanimously approved.

X. Adjournment

On a motion to adjourn this meeting, motion moved by Aliza Oliveros, seconded by Rudy Gonzalez, the Board unanimously approved, motion carries.

There being no further business before the USD Board of Trustees, this Regular Board Meeting of July 23, 2025, is adjourned at **7:17 P.M.**

Javier Montemayor, Jr.
Board President

Michelle Molina
Board Secretary

Minutes - Safety and Security Committee Meeting

Wednesday, July 23, 2025

A Safety and Security Committee Meeting of the Board of Trustees of United ISD will be held Wednesday, July 23, 2025, beginning at 11:30 AM in the UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045.

The subjects to be discussed or considered are as listed below. Items do not have to be taken in the order shown on this meeting notice.

I. Call Meeting to Order

Meeting was called to order by Ruben Ayala, Safety and Crisis Response Administrator.

II. Call Roll - Committee Members - Texas Education Code §37.109

Roll call via attached sign-in sheets.

III. Closed Session: The Committee will adjourn into Closed Session pursuant to Texas Education Code §37.109(d) and the following sections of the Texas Open Meetings Act: Texas Government Code §§551.076, 551.089 (Deliberation Regarding Security Devices or Security Audits; Closed Meeting)

Adjourned into Closed Session at 11:32 AM.

A. Discussion regarding the Intruder Detection Audit (IDA) report findings

B. Discussion regarding the annual review of the District Multi-hazard Emergency Operations Plan (EOP)

IV. Reconvened from Closed Session

Reconvened from Closed Session at 12:36 PM. No action was taken in Closed Session.

A. Possible action regarding the Intruder Detection Audit (IDA) report findings

Recommendation from legal counsel is no action.

Second: David Perez

Any discussion: None

All in favor: All Any opposed: None Motion passes

B. Possible action regarding the annual review of the District Multi-hazard Emergency Operations Plan (EOP)

Recommendation by legal counsel is to present the District Multi-hazard Emergency Operations Plan (EOP) to the Board for formal approval at the next Board Meeting.

Second: Roman Garcia

Discussion: None

All in favor: All Any opposed: None Motion Passes

V. Public Comments

None

VI. Announcements

Ruben Ayala announced that there is a requirement for the Safety and Security Committee to complete a Mental Health and First Aide Training. The training is virtual, and can be done at your own time. Oscar Guerrero will send out more information and the link for the training.

VII. Adjournment

Motion to adjourn: David Perez

Second: Roman Garcia

Any discussion: None

All in favor: All Any opposed: None Motion passes

There being no further business, the Safety and Security Committee Meeting of July 23, 2025 was adjourned at 12:39 P.M.

*Joseph "Mike" Garza,
Associate Superintendent for
Administration Operation Services*

*Ruben Ayala,
Safety & Crisis Response Administrator*

UNITED INDEPENDENT SCHOOL DISTRICT
UISD Boardroom, 201 Lindenwood Dr., Laredo, Texas 78045

Special Called Meeting
of the UISD Board of Trustees
Wednesday, August 6, 2025, 6:00 PM

BOARD PRESENT: Rudy Gonzalez, Ramiro Veliz, Aliza Oliveros, Javier Montemayor, and Gilbert Aguilar (present during closed session)

STAFF PRESENT: Dr. Gerardo Cruz, Emma Leza, Rebecca Morales, Mike Garza, Hector Perez, Laura De Los Santos, Dr. Angie Sanchez, Adriana Ramirez and Alfonso Pena

I. Roll Call, Establish Quorum, Call to Order

*Javier Montemayor establishes a quorum and calls meeting to order at **6:00 PM**.*

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

No Public Comments.

IV. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourns into Closed Session at 6:02 PM.

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

2. Discussion and consultation with legal counsel regarding 89th Texas Legislative Session, legally required policy changes, and impact on local policies BE, EFB, FM, and FNCE

**B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting**

1. Discussion regarding appointment of Director of Career and Technical Education

2. Discussion regarding appointment of Executive Director of Middle School Instruction

V. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The Board reconvenes from Closed Session at 6:28 PM.

**No action was taken during Closed Session.*

A. Possible action regarding appointment of Director of Career and Technical Education

The recommendation for the Director of Career and Technical Education is Claudia Gonzalez.

On a motion moved by Aliza Oliveros to approve the recommendation, motion seconded by Rodolfo Gonzalez, and the Board unanimously passed.

B. Possible action regarding appointment of Executive Director of Middle School Instruction

The recommendation for the appointment of Executive Director of Middle School Instruction is Armando Salazar.

On a motion moved by Gilbert Aguilar, Jr., and seconded by Rodolfo Gonzalez, and unanimously approved by the Board.

C. First and Final Reading of TASB (LOCAL) Policies BE, EFB, FM, and FNCE

The recommendation is that Board Policies BE, EFB, FM and FNCE (LOCAL) be adopted as discussed in Closed Session, and that policy BE (LOCAL) become effective as of September 1, 2025, as required by Texas law.

Javier Montemayor asks legal council to elaborate on the description of the policies: Policy BE Local relates to Board Meetings in which the law now requires the posting of meetings should be three business days prior to meeting as opposed to 72 hours.

Board Policy FNCE is regarding cell phones, in which students are prohibited to using cell phones on campus and to implement consequences for non compliance. Dr. Cruz states for the record that mobile devices will not be banned but rather must remain stored away and not visible.

On a motion moved by Gilbert Aguilar, Jr., and seconded by Ramiro Veliz, to approve the adoption of Board Policies BE, EFB, FM, and FNCE (LOCAL) as discussed in Closed Session, with BE (LOCAL) to become effective September 1, 2025, was unanimously approved to pass.

VI. Adjournment

On a motion moved to adjourn by Aliza Oliveros and seconded by Gilbert Aguilar, and Rodolfo Gonzalez, the Board unanimously approved.

There being no further business of the United ISD Board of Trustees, this Special Called Meeting of August 6, 2025, was adjourned at **6:34 PM.**

Javier Montemayor, Jr.
Board President

Michelle Molina
Board Secretary

These minutes were completed by Griselda Rodriguez, secretary and presented for approval at the Regular Board Meeting on December 17, 2025.

UNITED INDEPENDENT SCHOOL DISTRICT

Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo,
Texas 78043

UISD Board of Trustees Regular Board Meeting Minutes August 20, 2025 @ 6:00 PM

BOARD PRESENT: Rudy Gonzalez, Michelle Molina, Aliza Oliveros, Javier Montemayor, Ramiro Veliz-III, Dianelle Martinez and Gilbert Aguilar, Jr.

STAFF PRESENT: Dr. Gerardo Cruz, Rebecca Morales, David Canales, Laida Benavides, Mike Garza, Cordy Flores-Jackson, Monica Madrigal, Sam Flores, Rosa Cabello, Melissa Cruz, Laura De Los Santos, Frank Guitierrez, Adriana Ramirez

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor establishes quorum and calls meeting to order at **6:00 PM**.

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

Leticia Juarez: Ms. Juarez discusses the District Improvement Plan or DIP, and asks how many goals and objectives outlined in the plan have been met. She requests a report to reflect just that. She further states that lack of transparency makes it difficult to hold the district accountable. Ms. Juarez, says that the current plan acknowledges a lack of instructional materials for tutorials and small group instruction. She inquires as to what instructional resources were provided and whether additional teacher assistance was given to support the tutorials. Another acknowledgment by Ms. Juarez is the rise of disruptive student behavior and inquires as to what system or program was implemented to address the ongoing issue. Further Ms. Juarez expresses her disagreement with the administrative process such as district leaderships, PLC's that monitor student progress, interventions and teacher walkthroughs. She is of the opinion that teacher walkthroughs and state assessments adds pressure on teachers.

Victor M. Vasquez: Speaks on the district's 2025-2026 budget. Mr. Vasquez states that the district will start and end the year with 77,304,000. He says it is weird that it shows no growth. He goes back to a few years ago and says that the transportation department had \$40 M, but then by September the district took the money out, after approval. Mr. Vasquez addresses CSP 002-2025, for construction, and says the district is \$32M in debt. He asks "what happened with the money, where is the money going?". Additionally, he informs the Board that people in his social media account are complaining that the district is creating new positions of \$74K, \$120K. Mr. Vasquez further inquires about construction projects, and renovations and alludes to the misuse of district funds.

Abbeer Alhadad, speaks about the district's grievance process. Ms. Alhadad states her concerns regarding UISD's grievance process and states her opinion of how the process should be. She said the process has left her feeling invisible, and says that evidence was brushed aside and that her concerns as a parent were dismissed as overreaction. "Instead of finding support, we found walls, instead of compassion, we found defensiveness, instead of justice, we found silence", said Ms. Alhadad. Further Ms. Alhadad asks that the district change the grievance process and be fair.

Oscar Caballero speaks regarding RFP 030-2025, Milk. Mr. Caballero is representing the Hygeia, Trumoo and Tru Farms milk products vendor. He is here to advocate why their products and organization are the best option for milk products and should be awarded this RFP. Mr. Caballero asks the Board to pull this item, for further discussion.

David Perez: Mr. Perez, a teacher at UISD since 1999, president of the United Classroom Teachers Association and parent of two United High School graduates and 1 future graduate. Mr. Perez congratulates the district in earning their 6th straight "A" Rating from the Texas Education Agency (TEA), and sends a shout out to United High School for obtaining a 97 out of 100 making it the highest rated public high school in Laredo.

Jorge Mendoza: Mr. Mendoza starts by expressing concern for the budget. Specifically, the 2024-25 deficit estimated to be \$32-\$35 M. He says that the district needs to "closely monitor" the 2025-2026 revenues on daily attendance and asks that the district takes into account higher expenses. "Inflation is killing everybody", he said. Lastly, he requests a monthly and quarterly year to date report that compares the actual costs versus the amounts budgeted. Mr. Mendoza states that by the district having a \$35M dollar deficit, it

will hinder the programs that are provided for student success and would like to know how the new Child Nutrition facility is being paid.

End of Public Comments.

IV. Items for Information Only

A. Superintendent's Report

Dr. Gerardo Cruz informs the Board of the positive moral and excitement this start of the new 2025-2026 school year. He provided the enrollment count at 39,381 and says that enrollment is expected to increase.

He states for the record that the district is continuing to fill vacancies with "highly qualified teachers" and commends the district for obtaining its consecutive 6th "A" Rating from the Texas Education Agency (TEA). He said, "this is a clear indication of our commitment to excellence".

Dr. Cruz also states that he is proud to be superintendent of United ISD and that he looks forward to working in collaboration with the Board of Trustees to ensure UISD remains the powerhouse district of South Texas. "Together, we will continue to achieve great things for our community and students", he said in closing.

V. Consent Agenda Items

A. Monthly Disbursements

B. Awarding Bids, Proposals, Qualifications, and Extensions

C. Submission of Appraisal Roll to the Governing Body

D. Submission of the 2024 certified excess debt taxes collected and the 2025 anticipated collection rate

E. Interlocal Agreement between Webb County and United ISD for Juvenile J.P. Court Coordinators

F. Interlocal Agreement and Memorandum of Understanding between Webb County Juvenile Board Juvenile Justice Alternative Education Program (JJAEP) and United ISD for the 2025-2026 school year

G. Second and final reading of TASB Update 125 (LOCAL) Policies

H. Resolution designating Non-business Days from September 1, 2025, through August 31, 2026, in accordance with Texas Government Code § 552.0031

I. Additional T-TESS Appraisers for the 2025-2026 school year

J. Disposition of Technology Equipment

K. Disposition of Mobile Learning Devices (MLD) to graduating students at United High School (UHS), United South High School (USHS), John B. Alexander High School (JBAHS), and Lyndon B. Johnson High School (LBJHS)

On a motion moved by Aliza Oliveros to approve the consent agenda items A-K, and motion seconded by Michelle Molina, for discussion.

Discussion by the Board regarding item B from the consent agenda, to inquire about the pricing, quality of product.

Mr. Mike Garza states that backup for this item was provided to the Board and that the Bid was awarded to the lowest bidder for this section.

Javier Montemayor motions to table item B from the consent agenda for the following meeting of August 27th. On a motion moved by Javier Montemayor, seconded by Michelle Molina and unanimously approved by the Board.

On a motion so move, by Aliza Oliveros to approve consent agenda items A-K with the exception of B, motion seconded by Michelle Molina and unanimously approved by the Board.

VI. PUBLIC HEARING: The Board will take appropriate comments regarding 2025-2026 Budget and Proposed 2025 Tax Rate

On a motion moved by Aliza Oliveros, and a second by Gilbert Aguilar, to open the Public Hearing, the Board unanimously approved.

This Public Hearing is opened at **6:27 PM**.

No public comments.

On a motion moved by Aliza Oliveros, to close the Public Hearing and a second by Michelle Molina, the Board unanimously approved.

The Public Hearing was closed at **6:28 PM**.

VII. Items for Individual Consideration

Javier Montemayor motions to move up agenda item IX-F regarding cost-savings personnel matters and hiring practice and matters incident thereto, to be discussed jointly with item VII-A, adoption of the Official Budget. This motion is seconded by Gilbert Aguilar and Michelle Molina and unanimously approved.

A. Adoption of Official Budget for the 2025-2026 Fiscal Year and item IX-F, discussion and possible action regarding cost saving personnel measures and hiring practices, and matters incidental thereto

Dr. Gerardo Cruz reads in a summary of the budget presented to the Board on June 25, 2025, based on a projected enrollment of 40,515 students. He reassures the Board that students will not experience any reduction of services.

Javier Montemayor addresses Laida Benavides to present on what the plan is to address the 2025 deficit.

Mrs. Benavides, CFO says the district is working on an attendance campaign to possibly increase the revenue and to look at enrollment to see where those students are at. Some vacancies were froze because of the lack of student numbers, but that no one lost their job. Instead some vacancies were moved to areas where there is need. She says the district needs to adapt to the new enrollment numbers and see that as "the new norm". Mrs. Benavides says the district is looking at contracts such as the energy one to see if any costs can be lowered, and lower spending costs throughout the year.

Dianelle Martinez interjects to express concern specifically regarding pay equity adjustments made and wishes to include pay equity adjustments for diagnosticians, librarians and counselors. Javier Montemayor states that was never information regarding these positions being inequitably paid. "They all received the raises" he said.

David Canales, HR Associate Superintendent, states that he provides the management team salary comparison not only from Region One, but also Region Two and Region Twenty and says the district is at a very competitive "marketable level". Michelle Molina stated for the record that the Board has not received information on any increased or additional duties to these positions. Furthermore, she states that the Board did pass and approved a compensation plan according to what the budget allowed.

Aliza Oliveros also agrees that these particular groups are being equitably paid and is not in agreement of additional pay equity adjustments due to the fact that there is "no wiggle room", she said. She also stated that the Board has seen a decrease in enrollment since 2014 and says that the Board is not reactive but rather is well organized. "We are not shocked by it" she said, referring to the enrollment. She adds that student success is the one thing to focus on, no matter the cost.

On a motion so move, to Adopt the Official Budget for the 2025 fiscal year as presented, motion moved by Aliza Oliveros, and seconded by Michelle Molina, followed by discussion;

Ms. Martinez expresses her disagreement with the projections made. Ms. Laida Benavides replied that the district followed professional guidance and that the district had no way of knowing the impact politics and other events would bring. The Board calls for question to move the meeting forward, motion is seconded by Michelle Molina and approved by the board president.

On a motion to approve the Official Budget for 2025-2026 fiscal year, all in-favor are Ramiro Veliz, Aliza Oliveros, Javier Montemayor, Michelle Molina, Gilbert Aguilar and Rudy Gonzalez with one opposition by Dianlle Martinez.

Javier Montemayor inquires on the recommendations regarding cost saving personnel measures and hiring practices. Ramiro Veliz recommends to hold meetings at 6 week

intervals to review data/reports such as enrollment, attendance, and vacancies. Mr. Montemayor includes attendance campaigns for staff, maximize usage etc.

Legal counsel recommends that language be included for such matters of operational flexibility, "at the discretion of the superintendent".

The recommendations for the cost savings measures hiring practices and matters incident thereto, the board adopts the measures of maximizing the classroom capacities with consideration of boundaries, review of six weeks report, regarding the expenditure and cost saving measures, looking at vacancies, no adding new positions, no increase of salaries, attendance campaigns for employees as well as for students, prioritizing repairs for immediate need, health and safety factors in repair and maintenance, to hold off on cosmetics and address needs first, and at the discretion of the superintendent.

On a motion so move, moved by Aliza Oliveros and seconded by Gilbert Aguilar, the Board unanimously approved, non opposed.

B. Resolution to adopt 2025 Tax Rate

Monica Madrigal presents the resolution to adopt 2025 Tax Rate. Ms. Madrigal says this has two components which are the maintenance and operations and the debt service (interest and sinking fund). The local maintenance rate is 61.89 cents, the debt service is 102755 cents, for a total tax rate of 721655. This is the rate to adopt for 2025. Legal counsel recommends the property tax rate be increased by the adoption of a tax rate of 0.721655 (1.63%) increase in the tax rate.

On a motion moved to approve as presented, motion moved by Ramiro Veliz, and seconded by Gilbert Aguilar for discussion;

Dianelle Martinez asks the finance department who makes property taxes go up?

Sam Flores replies that the appraisal district appraises the values and that they are under the control of the state. They then turn it over to the tax entities such as the school district, the county and the city. He adds that the districts tax rate is actually going down but that increase in appraisals may cause taxes to go up.

On a motion to approve the Adoption of the 2025 Tax Rate, the Board unanimously approved to pass, non opposed, motion carries.

C. Approval of Donations

Dr. Cruz presents the donations:

*A donation by TMF, in the amount of \$61,744.00 (7,000 t-shirt) for United ISD's 2025 Convocation

*A donation of \$6,127.00 by the LBJ Baseball Booster, to go towards the LBJ Swim Team

*A donation of \$4,956.85 from the R.J. Santos PTC, to go towards instructional

supplies, materials and end of year field trips for 3rd, 4th and 5th grade students

*A donation of \$2,500.00 Ricardo and Dr. Sara E. Campos to go towards Ramirez Middle School Band, Dance, Cheer, Volleyball team and attendance incentives

*A donation of \$2,500.00 from Amazon that will go towards the UISD Convocation

*A donation in the amount of \$1,000.00 by H.E.B. to go towards the 2025 Employee of the year event.

*Additionally, there were 4 donations of under \$1,000.00 for a grand total this month of \$80,073.97.

On a motion moved to approve as presented, by Gilbert Aguilar, and seconded by Michelle Molina, followed by discussion by Dianelle Martinez only to clarify that the shirts were sponsored, the Board unanimously approved to pass, non oppose.

D. Approval of Board Travel to attend the 2025 TxEDCON Convention in the month of September 2025 in Houston, Texas

On a motion to approve the Board Travel, motion moved by Aliza Oliveros, and seconded by Gilbert Aguilar, the Board unanimously approved, motion carries.

E. Discussion and possible action to select Board Members as Delegate and Alternate Delegate to attend the 2025 Texas Association of School Boards (TASB) Delegate Assembly

The recommendation for Delegate and Alternate Delegate and to attend the 2025 Delegate Assembly is Aliza Oliveros as Delegate and Ramiro Veliz, III, as the Alternate Delegate.

On a motion to approve as presented, motion moved by Dianelle Martinez, and seconded by Gilbert Aguilar and Michelle Molina and unanimously approved to pass, motion carries.

F. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

Mike Garza state for the record that there are no additional requests other than what was presented.

On a motion so move, moved by Aliza Oliveros, seconded by Gilbert Aguilar and Michelle Molina, and unanimously approved.

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourns into Closed Session at 7:22 PM.

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting TGC 551.072 Deliberation regarding Real Property; Closed Meeting

1. Legal consultation and report on the status and possible resolution of the lawsuit filed by Potential Holdings, LLC against the United Independent School District ("UISD") et. al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2

C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting TGC 551.074 Personnel Matters; Closed Meeting

- 1. Conduct Superintendent's annual evaluation with discussion regarding Superintendent's employment contract and matters incidental thereto**
- 2. Discussion regarding appointment of Assistant Principal at Clark Elementary School**
- 3. Discussion regarding appointment of Assistant Principal at Ricardo Molina Middle School**
- 4. Discussion regarding appointment of Assistant Principal at Salvador Garcia Middle School**
- 5. Discussion, including consultation with legal counsel, regarding cost saving personnel measures and matters incidental thereto**

D. TGC 551.071 Consultation with Board's Attorney; Closed Meeting TGC 551.076 Deliberation regarding Security Devices or Security Audits

- 1. Discussion, including consultation with legal counsel, regarding the District Multi-Hazard Emergency Operations Plan**
- 2. Student Activity Fund Audits: Elementary Schools - Muller, Newman, Nye, Roosevelt and Zaffirini**
- 3. Student Activity Fund Audits: High Schools - United South 9th**
- 4. Health Services Inventory**
- 5. Tax Office Procedures**
- 6. Status of Ongoing Audits**

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The Board reconvenes from Closed Session at **8:14 PM**.

A. Possible action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District (“UISD”) et. al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2

The recommendation is to postponed this item for a future date to be determined. On a motion moved by Rudy Gonzalez, and seconded by Aliza Oliveros and Michelle Molina, the Board unanimously approved, motion carries.

B. Possible action regarding Superintendent's evaluation and modification to Superintendent's employment contract

Javier Montemayor motions to approve the Superintendent's evaluation and to amend the Superintendent's employment contract by extending it for one additional year through August of 2028. Motion is seconded by Aliza Oliveros. Dianelle Martinez states for the record that this is a testament to the work that he is doing, and thanks Dr. Cruz for all that he does for the district. With no further discussion, the Board unanimously approved, motion carries.

C. Possible action regarding appointment of Assistant Principal at Clark Elementary School

The recommendation for the appointment of Assistant Principal at Clark Elementary School is Rosangela Davalos. On a motion moved by Aliza Oliveros and seconded by Michelle Molina, the Board unanimously approved.

D. Possible action regarding appointment of Assistant Principal at Ricardo Molina School

The recommendation for the appointment of Assistant Principal at Ricardo Molina Middel School is Mr. Eduardo Valdez. On a motion so move, moved by Michelle Molina and seconded by Gilbert Aguilar, the Board unanimously approved.

E. Possible action regarding appointment of Assistant Principal at Salvador Garcia Middle School

The recommendation for the appointment of Assistant Principat at Salvador Garcia Middle School is Cynthia Sanchez. On a motion moved by Gilbert Aguilar, and seconded by Rudy Gonzalez and Michelle Molina, the Board unanimously approved.

F. Discussion and possible action regarding cost saving personnel measures and hiring practices, and matters incidental thereto

*Presented and approved jointly with item VII-A.

G. Possible action with respect to the District Multi-Hazard Emergency Operations Plan (EOP)

Mike Garza asks the Board to approve as the District Multi-Hazard Emergency Operations Plan (EOP) as discussed in Closed Session. On a motion moved by Rudy Gonzalez, and seconded by Michelle Molina and Aliza Oliveros, the Board unanimously approved.

Item V-B: Awarding Bids, Proposals, Qualifications, and Extensions

The Board motions to recall item V-B, Awarding Bids, Qualifications and Extensions, on a motion moved by Javier Montemayor, and seconded by Aliza Oliveros and Michelle Molina, and unanimously approved.

Recommendation by legal counsel is to approve item V-B, with the exception of RFP 030-2025 for Milk. On a motion moved by _____ and seconded by _____, and unanimously approved, motion carries.

Dianelle Martinez makes a final statement to thank the Finance Department for their hard work and says that she recognizes that the district must move forward.

X. Adjournment

On a motion to adjourn, moved by Javier Montemayor, seconded by Michelle Molina and Aliza Oliveros, the Board unanimously approved.

There being no further business before the USD Board of Trustees, at the Regular Board Meeting of August 20, 2025, the Board adjourns at **8:22 PM.**

Javier Montemayor
Board President

Michelle Molina
Board Secretary

These board minutes were completed by Griselda Rodriguez, secretary and will be presented for approval at the December 17, 2025, Regular Board Meeting.

UNITED INDEPENDENT SCHOOL DISTRICT

Student Activity Complex, Fine Arts Building - Room #2, 5208 Santa Claudia Lane,
Laredo, Texas 78043

UISD Board of Trustees Special Called Meeting Minutes Wednesday, August 27, 2025 at 12:00 PM

BOARD PRESENT: Gilbert Aguilar, Aliza Oliveros, Ramiro Veliz -III, Javier Montemayor

STAFF PRESENT: Dr. Gerardo Cruz, Mike Garza, Cordy Flores-Jackson, Laura De Los Santos, Frank Gutierrez, Emma Leza, David Canales

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor calls meeting to order at 12:00 PM, and establishes a quorum.

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Public Comments:

Comments shall be limited to current Board agenda items. Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

No Public Comments.

A. Items for Individual Consideration

1. Discussion and possible action regarding RFP 030-2025 - Milk, Yogurt, and Juice

Cordy Jackson reads the recommendation by administration to award the "Milk" product of RFP 030-2025 to Highland Dairy Foods, and the "Juice and Yogurt" to Oak Farms Dairy/Hygeia Dairy. On a motion so move, moved by Ramiro Veliz, and seconded by Aliza Oliveros for discussion;

Ms. Oliveros inquires if there is additional information on this item. Ms. Jackson reiterates that the district opted for the lowest bidder. Mr. Mike Garza stated that administration stands with their decision as presented. After no further discussion the Board unanimously approved, motion carries.

IV. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at **12:03 PM**

- A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting**
- TGC 551.074 Personnel Matters; Closed Meeting**
- TGC 551.0821 Personally Identifiable Information About Public Student**

1. Conduct Board Policy FNG (Local) Level Three appeal hearing for A.A., and matters incidental thereto

- B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting**
- TGC 551.074 Personnel Matters; Closed Meeting**

1. Conduct Board Policy DGBA (Local) Level Three appeal hearing for Monica Lopez, and matters incidental thereto

2. Discussion regarding appointment of Principal at Lyndon B. Johnson High School

3. Superintendent's Duties and Responsibilities

- C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting**

1. Deliberation, including consultation with legal counsel, regarding Board Policy FNG (Local) Level Three appeal hearing of A.A., and matters incidental thereto

2. Deliberation, including consultation with legal counsel, regarding Board Policy DGBA (Local) Level Three appeal hearing of Monica Lopez, and matters incidental thereto

V. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

The Board reconvened from Closed Session at **2:42 PM**. For the record Dianelle Martinez, Michelle Molina and Rudy Gonzalez, arrived during Closed Session.

- A. Possible action regarding FNG (Local) Level Three appeal hearing of A.A.**

The recommendation is to affirm the Level Two written decision in denying pending remedies with the following exceptions, administration and Human Resources are directed to realign the process for selecting hearing officers in grievance proceedings, and the Director of Elementary Education or designee is directed to coordinate communication between Ms. Alhadad and the campus principal at the beginning of each school year, and in January of each year to establish communication and any planning as needed.

On a motion to approve as presented, motion moved by Ramiro Veliz, and seconded by Javier Montemayor and Rudy Gonzalez, and unanimously approved, motion carries.

B. Possible action regarding DGBA (Local) Level Three appeal hearing of Monica Lopez

The recommendation is to segregate the documentation at issue in the grievance, and to ammend the document at issue as discussed in closed session. On a motion moved by Aliza Oliveros, and seconded by Gilbert Aguilar and Michelle Molina, the Board unanimously approved, motion passes.

C. Possible action regarding appointment of Principal at Lyndon B. Johnson High School

The recommendation regarding the appointment of Principal at Lyndon B. Johnson High School is Roberto Ortiz. On a motion so move, moved by Gilbert Aguilar and seconded by Aliza Oliveros, the Board unanimoulsy approved, motion carries.

VI. Adjournment

On a motion to adjourn, motion moved by Aliza Oliveros, and seconded by Michelle Molina, and unanumously approved, motion passes.

There being no further business by the USD Board of Trustees at the Special Called Meeting of August 27, 2025, this meeting was adjourned at **2:45 PM**.

Javier Montemayor
Board President

Michelle Molina
Board Secretary

These minutes were completed by Griselda Rodriguez, secretary, and will be presented for approval at the December 17, 2025, Regular Board Meeting.

Minutes - Regular Board Meeting

Wednesday, September 17, 2025

A Regular Meeting of the Board of Trustees of United ISD will be held Wednesday, September 17, 2025, beginning at 6:00 PM in the United ISD - Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, Texas 78043.

The subjects to be discussed or considered are as listed below. Items do not have to be taken in the order shown on this meeting notice.

2

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

I. Roll Call, Establish Quorum, Call to Order

Board Members Present: Aliza Flores Oliveros, Rodolfo "Rudy" Gonzalez, Michelle Molina, Dianelle Martinez and Gilbert Aguilar

A quorum of Board Members is present, meeting called to order at 6:00 PM

II. Pledge of Allegiance

A. Honor the Texas Flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.

III. Recognitions:

A. Superintendent - ABC Bats recognizes UISD for 6th consecutive "A" Rating from the Texas Education Agency 2025 State Accountability Ratings

B. United ISD recognizes Travel Merchandise Festivals (TMF)

C. United ISD MVP Parents

D. Elias Herrera Middle School Honors Band — 1st Place TMEA Area G Honor Band Hearings and TMEA State Qualifier

E. 2025 National Math Stars Program

F. Texas Education Agency (TEA) 2025-2026 Purple Star Distinction

IV. Public Comments: Public comment forms must be submitted to the Board Secretary no later than 10 minutes before the scheduled start time of the meeting by the person who will be providing public comment. Only one public comment form may be submitted per person. The public comment form must be fully completed to be considered. Comments are limited to three minutes per speaker, except that non-English speakers requiring a translator are limited to six minutes. The presiding Board officer may modify or waive these time limits as appropriate. Public comment shall not be used for personal attacks by the speaker against District employees or students. Speakers who engage in personal attacks or use insulting, profane, threatening or abusive language during any Board meeting shall be ruled out of

order by the presiding Board officer and may be escorted from the Board meeting room by District peace officers or security staff. Any concerns or complaints regarding individual District employees, students, or parents must be resolved via the appropriate complaint process, as stated in Board Policy BED (Local). Pursuant to section 551.042 of the Texas Government Code, no Board Member or Administrator may respond to a member of the public regarding an item that is not listed on this agenda, unless such response is a recitation of District policy or a statement of specific factual information.

Public Comments: 2

David Vazquez II: Mr. Vazquez is a senior at United High School and president of the Gaming Club. Mr. Vazquez spoke about how incorporating Espots into high schools would be a great option for students to show their competitiveness outside of traditional sports. He explained how Esports develops critical thinking, leadership and collaboration and how the games to be used are all rated "E for Everyone". Mr. Vazquez mentioned that once Esports is established, it positions Laredo as a hub for state wide Esports Tournaments. Finally, he stated that although he is a senior and will probably not be able to participate next year, he is willing to spearhead the project in order for future students to benefit from it.

David Vazquez Sr.: Mr Vazquez stated that he supports his son, David Vazquez II, and all other students willing to take on the Esports challenge. He also mentioned how the program would not only bring in revenue to Laredo due to tournaments, but how it would also open up career paths for students. Mr. Vazquez continued by expressing how this program could possibly contribute to students becoming future entraprenuers and therefore asked the Board and United ISD administration to consider the Esports Program to be incorporated at all high schools.

V. Items for Information Only

A. Superintendent's Report

Dr. Cruz began his report by stating the current student enrollment. Furthermore, he stated that administration has been working together with the Human Resources Department to fill employment vacancies and meet the needs of the current student body.

This year the Superintendent has held several meetings with district and campus leaders to plan goals for the year and to ensure that every student and family have a positive experience at United ISD.

Dr. Cruz also stated that every leader and every department from Transportation to Curriculum and Instruction plays a vital role in students success. During the month, the district has engaged in several meaningful initiatives that reflect the dedication to the students' and family well being. The first initiative is a partnership with several mental health organizations to raise awareness about the 988 Suicide and Crisis Lifeline. The district also participated in a fundraiser to benefit Smiles From Heaven as well as in one for Pennies for Tennis. A program which provides assistance with medical eye exams, new clothing for students in need ensuring that they have the essentials they need to succeed.

The Superintendent mentioned that the safety and security of district staff and students is of the highest priority. He stated that the district has recently received several local threats made by students targeting the schools. Dr. Cruz advised the Board of Trustees and the community that the district is responding swiftly to each incident. The district will continue to be vigilant and proactive in addressing all potential threats to schools.

VI. Consent Agenda Items

A. Monthly Disbursements

B. Budget Amendments

C. Awarding Bids, Proposals, Qualifications, and Extensions

D. Competitive Sealed Proposals (CSP) as Method of Procurement for United Middle School Renovations Phase II

E. Internal Audit Plan for 2025-2026

F. House Bill 3 (HB3) Board Adopted Goals and Plans

G. Additional T-TESS Appraisers for the 2025-2026 School Year

Motion to approve Consent Agenda items A-G, as presented: Gilbert Aguilar.

Second: Rudy Gonzalez

Discussion: Dianelle Martinez stated that at last month's Board Meeting she requested a spreadsheet with the expenses from the Employee Convocation at the Sames Auto Arena and that she still hasn't received it. Dr. Cruz informed Mrs. Martinez that the spreadsheet has been completed and it will go out in the Friday Packet.

All those in favor: All Any opposed: None Motion Passes

VII. Items for Individual Consideration

A. Resolution of the 2025 Appraisal Roll as the 2025 United ISD Tax Roll

Motion to approve 2025 United ISD Tax Roll, as presented: Michelle Molina.

Second: Gilbert Aguilar

All those in favor: All Any opposed: None Motion Passes

B. Discussion and possible action to approve amended Board Minutes for the April 16, 2025 United ISD Regular Board Meeting

Motion to approve the amended Board Minutes, as presented: Rudy Gonzalez.

Second: Gilbert Aguilar

Discussion: Danielle Martinez inquired why the minutes were being amended. Legal Counsel stated that Agenda Item RFP for Bank Depository Services was originally mentioned as not approved on the Board Minutes. The amendment is to reflect that the RFP was originally approved as seen after the meeting review.

All those in favor: All Any opposed: None Motion Passes

C. Approval of Board Minutes for the month of June 2025

Motion to approve Board Minutes, as presented: Michelle Molina

Second: Gilbert Aguilar, Rudy Gonzalez

Discussion: None

All those in favor: All Any Opposed: None Motion Passes

D. Request from Board Members in re: Use of Board of Trustees Discretionary Funds for various campuses and departments

Motion to approve the requests from Board Members, as presented: Gilbert Aguilar

Second: Rudy Gonzalez

Discussion: None

All those in favor: All Any opposed: None Motion Passes

VIII. Closed Session: Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act

6:35 PM – The Board will discuss items 8A-8D. No action will be taken in Closed Session

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting

1. Superintendent's Duties and Responsibilities

2. Discussion, including consultation with legal counsel, regarding Board Policy GF (Local) Level Three appeal decision issued on January 30, 2025 and matters incidental thereto

**B. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.072 Deliberation regarding Real Property; Closed Meeting**

1. Legal consultation and report on the status and possible resolution of the lawsuit filed by Potential Holdings, LLC against the United Independent School District ("UISD") et. al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the

UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2

C. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting

1. Discussion, including consultation with legal counsel, regarding the nomination of candidates to the Webb County Appraisal District Board of Directors as per sections 6.03 and 6.0301 of the Texas Tax Code
2. Discussion regarding appointment of Principal at Juarez-Lincoln Elementary School

D. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
TGC 551.076 Deliberation regarding Security Devices or Security Audits

1. Student Activity Fund Audits: Elementary Schools - Centeno Elementary, Clark Elementary, Cuellar Elementary, Kennedy Zapata Elementary, Muller Elementary, Newman Elementary, Nye Elementary, Roosevelt Elementary, and Zaffirini Elementary
2. Student Activity Fund Audits: High Schools - United 9th Grade and United South 9th Grade
3. Health Services Inventory
4. Tax Office Procedures
5. Leaves and Absences
6. Musical Instruments Inventory
7. Status of Ongoing Audits

IX. Reconvened from Closed Session, the Board will take appropriate action on items, if necessary, as discussed in Closed Session

Reconvened at 7:10 PM – No action was taken in Closed Session.

A. Possible action regarding Board Policy GF (Local) Level Three appeal decision issued on January 30, 2025

Legal Counsel: Recommendation is to proceed as advised during Closed Session.

Motion to approve: Molina

Second: Rudy Gonzalez

Discussion: None

All those in favor: All Any opposed: None Motion Passes

B. Possible action with respect to the lawsuit filed by Potential Holdings, LLC against the United Independent School District (“UISD”) et. al. regarding the UISD Student Activity Complex/Educational Support Center Plat filed of record in Volume 21, Pages 43-44 of the Webb County Plat Records, and the UISD Las Cruces School Plat filed in Volume 18, Page 55, of the Plat Records of Webb County, Texas, and Santa Claudia Lane and Santa Monica Drive within the UISD SAC Plat and matters incident thereto, including legal options available to UISD. The suit was filed in the District Court of the 111th Judicial District of Webb County Texas, under cause number 2023CVG000151D2

Legal Counsel: Recommendation is to proceed as mentioned during Closed Session.

Motion to approve: Rudy Gonzalez

Second: Michelle Molina

Discussion: None

All those in favor: All Any opposed: None Motion Passes

C. Discussion and possible action by resolution of the United Independent School District’s Board of Trustees to nominate candidates for the Webb County Appraisal District’s Board of Directors as per sections 6.03 and 6.0301 of the Texas Tax Code

Motion to approve: Michelle Molina motions to nominate Aliza Flores Oliveros

Second: Rudy Gonzalez

Discussion: Dianelle Martinez agrees with the nomination of Aliza Flores Oliveros stating that she is the most experienced candidate.

All those in favor: All Any opposed: None Motion Passes

D. Possible action regarding appointment of Principal at Juarez-Lincoln Elementary School

Dr. Cruz recommends Hector Garcia

Motion to approve: Gilbert Aguilar

Second: Rudy Gonzalez

Discussion: None

All those in favor: All Any opposed: None Motion Passes

X. Adjournment

Motion to adjourn: Gilbert Aguilar

Second: Rudy Gonzalez

Discussion: None

All those in favor: All Any opposed: None Motion Passes

There being no further business before the Board of Trustees, the Regular Board Meeting of September 17, 2025 was adjourned at 7:14 P.M.

Javier Montemayor, Jr., President

Michelle Molina, Secretary

*Minutes presented for approval on December 17, 2025.
Minutes submitted by: Maribel Vazquez, Secretary to Superintendent*