No. ____________________

UNITED INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION ITEM

TOPIC: Approval of Board Minutes for the months of May and June 2026

SUBMITTED BY: Griselda Rodriguez / Maribel Villarreal

OF: Office of the Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: ____________________

DATE ASSIGNED FOR BOARD CONSIDERATION: July 22, 2026

RECOMMENDATION:

It is recommended that the United ISD Board of Trustees discuss and take possible action to approve the following board minutes presented for the months of May and June 2026.

Special Called Meeting – May 6, 2026

Regular Board Meeting – May 20, 2026

Special Called Meeting – June 1, 2026

Special Called Meeting – June 10, 2026

Regular Board Meeting – June 17, 2026

Special Called Meeting – June 29, 2026

UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045

Special Called Meeting - MINUTES
May 6, 2026
5:05 PM

BOARD MEMBERS PRESENT:	Gilbert Aguilar, Michelle Molina, Aliza Oliveros, Ramiro Veliz and Javier Montemayor
STAFF PRESENT:	Dr. Gerardo Cruz, David Canales, Melissa Gamez, Chief Aaron Salazar, Legal Counsel

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor, establishes roll call and call meeting to Order at **5:09 P.M.**

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 must be related to current agenda items, and the 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. Items for Individual Consideration

A. Discussion and possible action to approve employment contracts and addendums for professional employees for the 2026-2027 School / Work Year

David Canales presents the employment contracts and addendums for professional employees contracts.

On a motion so moved by Aliza Oliveros, and seconded by Ramiro Veliz, the Board unanimously approved. Motion carries to approve employment contracts and addendums for professional employees for the 2026-2027 School / Work Year.

V. 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 **5:11 P.M.**

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

1. Conduct Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 18, 2026, appeal

2. Conduct Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 20, 2026, appeal

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

1. Deliberation, including consultation with legal counsel, regarding Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 18, 2026, appeal, and matters incidental thereto

2. Deliberation, including consultation with legal counsel, regarding Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 20, 2026, appeal, and matters incidental thereto

VI. 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 **6:13 P.M.** No action was taken during Closed Session.

A. Possible action regarding Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 18, 2026, appeal

The recommendation is to affirm the Level Two Decision and deny all requested remedies and to ensure preservation of the Local Record as required by law.

For the record, Board Member Martinez participated in Closed Session. Ms. Martinez left before Open Session/Reconvened.

On a motion, so move to approve the recommendation as presented, motion moved by Ramiro Veliz, seconded by Gilbert Aguilar, and approved by Aliza Oliveros and Javier Montemayor, with 1 abstention by Michelle Molina, motion carries.

B. Possible action regarding Board Policy GF (Local) Level Three appeal hearing for Victor Vazquez's March 20, 2026, appeal

The recommendation is to affirm the Level Two Decision, to deny all requested remedies and to assure preservation of the Local Record as required by law.

Motion so moved by Aliza Oliveros, seconded by Ramiro Veliz, and unanimously approved by the Board, motion carries.

VII. Adjournment

On a motion to adjourn, moved by Aliza Oliveros and seconded by Ramiro Veliz, motion carries.

There being no further business before the UISD Board of Trustees, this Special Called Meeting of May 6, 2026, was adjourned at **6:16 P.M.**

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Javier Montemayor, Jr.
UISD Board President

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Michelle Molina
UISD Board Secretary

These minutes were completed by Griselda Rodriguez, secretary, and brought for approval on July 22, 2026.

UNITED INDEPENDENT SCHOOL DISTRICT
Bill Johnson Student Activity Complex, Auditorium, 5208 Santa Claudia Lane, Laredo, TX. 78043

Regular Board Meeting - MINUTES
May 20, 2026
6:00 PM

BOARD MEMBERS PRESENT:	Rudy Gonzalez, Gilbert Aguilar, Michelle Molina, and Javier Montemayor. Aliza Oliveros (arrived during Public Comments)
STAFF PRESENT:	Dr. Gerardo Cruz, Rebecca Morales, David Canales, Melissa Gamez, Rosa Cabello, Sam Flores, Felipe Jimenez, Cordy Jackson, Manuel Menchaca, Emma Leza, Mike Garza, Hector Perez, Melissa Cruz, Claudia Gonzalez, Leticia Leal

I. Roll Call, Establish Quorum, Call to Order

Board President Javier Montemayor calls roll, establishes a quorum, and calls the meeting to order at **7:10 P.M.**

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. UNITED ISD MVP PARENTS

B. UNITED ISD BUS DRIVER OF THE YEAR - Property and Casualty Alliance of Texas (PCAT)

C. MALAKOFF ELEMENTARY - United ISD's Top AR Reader of the Year

D. UISD ELEMENTARY ROBOTICS TEAMS:
*** Malakoff Elementary - 1st Place Champions, 1st Place Core Values**
*** San Isidro Elementary - 1st Place Core values, 2nd Place Robot Design, 3rd Place in Robot Performance**

E. STUDENT PERFECT ATTENDANCE HIGH SCHOOL:
*** John B. Alexander High School**
*** Lyndon B. Johnson High School**

* United High School
* United South High School

F. SUPERINTENDENT'S STUDENT ADVISORY

G. COL. SANTOS BENAVIDES ELEMENTARY SCHOOL DANZERETTES TEAM - Division Champions in Kick, Pom, and Hip Hop at MCDA Nationals

H. KILLAM ELEMENTARY SCHOOL CHEER TEAM — 1ST National Champions at Cheer World National Championship

I. SAN ISIDRO ELEMENTARY SCHOOL RAPTORETTES DANCE TEAM - National Champion, Top Overall Public Winners Circle

J. UIL ACADEMICS MIDDLE SCHOOLS:
* Trautmann Middle School
* Herrera Middle School
* United South Middle School

K. UNITED MIDDLE SCHOOL MAVERETTES DANCE TEAM - Grand National Champion, Winners Circle Team

L. CLARK MIDDLE SCHOOL BAND:
* Honors Band - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class CC Non-Varsity

M. LAMAR BRUNI VERGARA MIDDLE SCHOOL SYMPHONIC BAND
* 2026 UIL Sweepstakes Winners, Classic Varsity

N. HERRERA MIDDLE SCHOOL BAND:
* Honors Band - 2026 UIL Sweepstakes Winners, Class CCC Varsity
* Concert Band - 2026 UIL Sweepstakes Winners, Class CCC Sub Non-Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class CCC Non-Varsity

O. MOLINA MIDDLE SCHOOL HONORS WINDS:
* 2026 UIL Sweepstakes Winners, Class CC Varsity

P. LOS OBISPOS MIDDLE SCHOOL BAND:
* Honors Band - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class CC Non-Varsity

Q. RAUL PERALES MIDDLE SCHOOL BAND:
* Honors Winds - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Symphonic Winds - 2026 UIL Sweepstakes Winners, Class CC Non-Varsity

R. RAMIREZ MIDDLE SCHOOL HONORS WINDS:
* Honors Winds - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Symphonic Winds - 2026 UIL Sweepstakes Winners, Class CC Non-Varsity

S. TRAUTMANN MIDDLE SCHOOL WINDS:
* Winds Ensemble - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Symphonic Winds - 2026 UIL Sweepstakes Winners, Class CC Non-Varsity

T. UNITED MIDDLE SCHOOL ORCHESTRA & BAND:
* Orchestra - 2026 UIL Sweepstakes Winners, Class CCC Varsity
* Orchestra - 2026 UIL Sweepstakes Winners, Class CCC Non-Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class CCC Non-Varsity

U. WASHINGTON MIDDLE SCHOOL BAND:
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class CC Varsity
* Honors Band - 2026 UIL Sweepstakes Winners, Class CC Varsity

V. CTE HIGH SCHOOLS:
* John B. Alexander High School
* Lyndon B. Johnson High School
* United High School
* United South High School

W. UIL ACADEMICS HIGH SCHOOLS:
* John B. Alexander High School
* Lyndon B. Johnson High School
* United South High School
* United High School

X. JOHN B. ALEXANDER HIGH SCHOOL:
* Swim Team - 30-6A Champions & State Championship Qualifier
* Boys Tennis - District 30-6A Champions
* Girls Track & Field - Region Champion 100M Hurdles - State Qualifier, Hurdles & Triple Jump
* Boys Track & Field - Region Champion 100M Hurdles - State Qualifier, Hurdles & Triple Jump
* Dazzlers Dance Team - National Champions for Team Military
* Orchestra - 2026 UIL Sweepstakes Winners, Class 6A Non-Varsity
* Orchestra - 2026 UIL Sweepstakes Winners, Class 6A Varsity
* Honors Wind Ensemble - 2026 UIL Sweepstakes Winners, Class 6A Varsity
* Choir - 2026 UIL Sweepstakes Winners, Class 6A Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class 6A Non-Varsity
* Concert Winds A - 2026 UIL Sweepstakes Winners, Class 6A Sub Non-Varsity

Y. LYNDON B. JOHNSON HIGH SCHOOL:
* Wind Ensemble - 2026 UIL Sweepstakes Winners, Class 6A Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class 6A Non-Varsity
* Dream Catchers Dance Team - National Champions in Pom, Military, & Hip Hop

Z. UNITED HIGH SCHOOL:
* Girls Track & Field - Region Champion 100M - Hurdles State Qualifier, Hurdles & Triple Jump
* Wind Ensemble - 2026 UIL Sweepstakes Winners, Class 6A Varsity
* Symphonic Band - 2026 UIL Sweepstakes Winners, Class 6A Non-Varsity

*** Concert Band - 2026 UIL Sweepstakes Winners, Class 6A Sub Non-Varsity**
*** Choir - 2026 UIL Sweepstakes Winners, Class 6A Varsity**

AA. UNITED SOUTH HIGH SCHOOL:
*** Girls Golf - State Qualifier, Overall 3rd Place**
*** Girls Tennis - District 30-6A Champions**
*** Honors Winds - 2026 UIL Sweepstakes Winners, Class 6A Varsity**
*** Symphonic Winds - 2026 UIL Sweepstakes Winners, Class 6A Non-Varsity**
*** Concert Winds - 2026 UIL Sweepstakes Winners, Class 6A Sub Non-Varsity**

IV. Public Comments: Comment shall be limited to current 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.

Dolores Medrano *– Ms. Medrano states for the record that she is here to represent Laredo Conservatives PAC and Parents United. Ms. Medrano addresses the Board to provide her opinion on the districts financila "crisis". She claims this is the result of poor management and states that the district should not have proceeded with the 2013 Bond.*

Elizabeth Molina *– Ms. Molina is a parent of a student at Nye Elementary. Ms. Molina addresses concerns about a campus situation involving the arrest of three staff members. She states that she received only one notification and questions the Board about what they knew and when. Lastly, Ms. Molina asks what is being done to make sure a situation like this does not happen again.*

Letty Juarez *– Ms. Juarez is informed by the Board President that Public Comments must be on agenda items, but he will allow it this time. Ms. Juarez states that she has attended several meetings and has asked the district to stop unnecessary spending. She notes that the Extra Duty, Teacher Incentive Allotment (TIA), and stipends are not luxury expenses, and she believes the district needs to make reductions at the leadership level. Additionally, Ms. Juarez states that teachers are responsible for a 12% surcharge, in addition to the 10% retained by the district, and asks, "Why are the cuts not being made for executive compensation? And, where are the reductions at Central Office?"*

***Andrea Garza** – Ms. Garza is also informed that she may speak on non-agenda items only at this time. Ms. Garza says she is here not just as a school administrator but also as a community member, a fierce advocate for public education, a student advocate, a mom, a sports mom, a band mom, a wife of a teacher/coach, and a leader of educators. Ms. Garza states that suggesting the district's financial situation is solely due to mismanagement is "flatly inaccurate". She mentions how current legislation has forced public schools to do more with less, and adds that public schools are suffering nationwide due to plummeting enrollment and the expansion of vouchers for private and charter schools. School closures are real, widespread, and unavoidable, said Ms. Garza. She further adds that this has to do with a political and societal climate. Lastly, she notes the distinctions this district has earned, including six-time "A" ratings from the Texas Education Agency (TEA), and states this is a result of the hard work of the district's faculty, staff, and students, and expresses her opinion that campuses must close if needed, rather than a reduction in compensation or academic programs.*

***Clarisa Fraga** – Ms. Fraga addresses the retirees and thanks them for their service, and addresses new staff coming into leadership positions. "Be the leaders who care, who stand up when something is wrong, and most importantly, be the reason people begin to believe that our district can still be saved", she said. Ms. Fraga gives a shoutout to all the students in the district. Additionally, Ms. Fraga states that it was brought to her attention that traveling students who received $7.00 will no longer be provided funds. She asks the Board to think about what they are taking away from these students.*

***Edna Olmeda** – Ms. Olmeda states that she is a retired teacher and community advocate, and that she is here to address the latest change to the Teacher Incentive Allotment (TIA). Specifically, she states that the funds had a 12% reduction, a 10% reduction by the district, and a tax reduction, and claims that qualifying teachers were supposed to receive approximately $17K and were left with $9K.*

End of Public Comments.

V. Items for Information Only

A. Superintendent's Report

Dr. Cruz begins by sharing that the district hosted its annual employee recognition ceremony, and says this was an opportunity to honor faculty and staff.

He also recognized all the retirees and thanked them for their dedication of so many years of service to United ISD. Furthermore, he stated that recognizing and appreciating employees is essential. Dr. Cruz thanked and appreciated the teachers and congratulated the 300 teachers who earned designations under TIA.

Lastly, Dr. Cruz congratulates all the seniors who graduated with college credits from Laredo College, and the 3,000+ who will be graduating from UISD on May 28-29th. In closing, Dr. Cruz thanks all faculty, staff, and students for making this district exemplary.

VI. Consent Agenda Items

A. First and Final Reading of Board Policy FFAC (Local)

B. Budget Amendment

C. Monthly Disbursements

D. Awarding Bids, Proposals, Qualifications, and Extensions

E. Award of Property & Casualty Insurance Renewal

F. Annual Renewal of District Workers Compensation Insurance Program

G. Mathematics Adoption, Grades Kindergarten through 12th

H. Certification of Provision of Instructional Materials Survey for 2026-2027 School Year

On a motion so moved to approve the Consent Agenda Items A-H, moved by Gilbert Aguilar and seconded by both Michelle Molina and Rudy Gonzalez, the motion carries and is unanimously approved.

VII. Items for Individual Consideration

A. Approval of Board Travel to attend the TASB Summer Leadership Institute (SLI) Conference in San Antonio, Texas, on June 10-14, 2026

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

B. Approval of Board Minutes for the months of February, March, and April 2026

On a motion so moved by Aliza Oliveros, a second by Gilbert Aguilar, and unanimously approved, the motion carries.

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

On a motion so moved by Aliza Oliveros, a second by Rudy Gonzalez, and unanimously approved, the motion carries.

VIII. 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 **7:33 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 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding the appointment of Principal at Trautmann Elementary School

2. Discussion regarding the appointment of Principal at Roberto J. Santos Elementary School

3. Discussion regarding the appointment of Principal at Roosevelt Elementary School

4. Discussion regarding the appointment of Principal at Veterans Memorial Elementary School

5. Discussion regarding the appointment of Principal at Perez Elementary School

6. Discussion regarding the appointment of Principal at Salinas Elementary School

7. Discussion regarding the appointment of Principal at Zaffirini Elementary School

IX. 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 **7:56 P.M.** No action was taken during Closed Session.

A. **Possible action regarding the appointment of Principal at Trautmann Elementary School**

The superintendent's recommendation is Celita Escamilla.

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

B. Possible action regarding the appointment of Principal at Roberto J. Santos Elementary School

The superintendent's recommendation is Cindy Mendoza.

On a motion moved by Michelle Molina, seconded by Aliza Oliveros, and unanimuosly approved, motion carries.

C. Possible action regarding the appointment of Principal at Roosevelt Elementary School

The superintendent's recommendation is Perla Sanchez.

On a motion moved by Rudy Gonzalez, seconded by Gilbert Aguilar, and unanimously approved, motion carries.

D. Possible action regarding the appointment of Principal at Veterans Memorial Elementary School

The superintendent's recommendation is Sofia Scruggs.

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

E. Possible action regarding the appointment of Principal at Perez Elementary School

The superintendent's recommendation is Jessica Rivera.

On a motion moved by Aliza Oliveros, seconded by Rudy Gonzalez, and unanimously approved, motion carries.

F. Possible action regarding the appointment of Principal at Salinas Elementary School

The superintendent's recommendation is Roxxane Villagomez.

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

G. Possible action regarding the appointment of Principal at Zaffirini Elementary School

The superintendent's recommendation is Blanca Ibarra.

On a motion moved by Michelle Molina and Aliza Oliveros, seconded by Rudy Gonzalez, and unanimously approved, motion carries.

X. Adjournment

On a motion so moved to adjourn, motion made by Aliza Oliveros, seconded by Michelle Molina, and unanimously approved, motion carries.

There being no further business before the UISD Board of Trustees, this **Regular Board Meeting of May 20, 2026,** was adjourned at **7:58 P.M.**

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Javier Montemayor, Jr.
Board President

____
Michelle Molina
Board Secretary

Minutes completed by Griselda Rodriguez, secretary, and brought for approval on July 22, 2026.

UNITED INDEPENDENT SCHOOL DISTRICT

UISD Board Room, 201 Lindenwood Dr., Laredo Texas 78045

MINUTES – Special Called Meeting

Monday, June 1, 2026, 5:05 PM

BOARD MEMBERS PRESENT: *Aliza F. Oliveros, Javier Montemayor, Michelle Molina, and Gilbert Aguilar. Dianelle Martinez arrived at approximately 5:10 PM*

DISTRICT STAFF PRESENT: Dr. Cruz, David Canales, and Laida Benavides

AGENDA ITEM 1: Roll Call, Establish Quorum, Call to Order

Board President calls roll. Quorum is established at 5:08 PM

AGENDA ITEM 2:

A. PLEDGE OF ALLEGIANCE/HONOR THE TEXAS FLAG

AGENDA ITEM 3: Public Comments

LETTY JUAREZ: Ms. Juarez speaks on agenda item IV.A. She states that the district can vote to hire a financial advisor even though it has limited funds, but states that the financial advisor will tell the district what it already knows. Mrs. Juarez mentions that Mrs. Molina had previously asked if the district had fully scrubbed the budget to identify all possible cost savings, yet she has not seen Mrs. Molina advocate for the tool designed to answer that question. Finally, she reminds the Board that they paid $40,000 to Moak Cassey who recommended an efficiency audit, not a financial advisor.

AGENDA ITEM 4: Items for Individual Consideration

A. Discussion and possible action to retain a financial advisor and enter into a contract for financial advisory services, and matters incidental thereto

Javier Montemayor asked Laida Benavides to elaborate on the services that the district's current financial advisor, Robert Tijerina, provides. Laida Benavides thanks Mr. Montemayor for the opportunity to elaborate on the services since Dr. Cruz was not part of UISD when Mr. Tijerina's contract was renewed in 2019 for 5 years and in 2024 for an additional 5. She explains that just like with any other contract there is a 30-day notice that must be given prior to termination. Mrs. Benavides explains that the Tijerina Firm helped the district with their last bond issue that was over 400 million dollars as well as bring down the interest rates during the pandemic which helped the refund over 32 million dollars of the existing bonds and lower the district's debt interest payments. Mrs. Benavides also states that the firm also helped the district with about four maintenance tax note series.

For clarification, Javier Montemayor states that the firm does not get paid unless there is a transaction and that they are not on a monthly retainer and Mrs. Benavides confirms this.

Mr. Montemayor states that he understood that UISD did not have a contract anymore with Robert Tijerina and that is the reason why he wanted to bring the discussion back up, so the district could start the process of Requests for Qualifications (RFQ). He mentions that he thinks it is important to have a Financial Advisor on board.

Aliza F. Oliveros requests confirmation that the district is currently in contract with Mr. Robert Tijerina and Mrs. Benavides says yes.

Dianelle Martinez asks why there is no presentation to this agenda item. Javier Montemayor states that there's no presentation because when the Board sponsored the item they understood that there was no current contract and that his motion was going to be to go for RFQs to be submitted for review and then have the Board decide what to do. Mrs. Martinez then states that there is no need for RFQs since we have a current contract with a Financial Advisor. Jaime Garcia from legal counsel states that legally you could act on the action item but if you want to go out for RFQs he would not suggest that it is enveloped under this language because you can technically hire additional Professional Services since there is no exclusivity contract. If the district does want to go out for RFQs, under this language as it stands right now, he would not vote. Mr. Montemayor mentions that he thinks that just like with any other contract, this one needs to be looked into also and that at some point he would like to go out for RFQs not necessarily to terminate the contract right now but for the district to look at other opportunities as well. Aliza F. Oliveros agrees but for the record she states that UISD is not the only district who's rating has gone down, it's circumstantial and that it doesn't speak to the work of the current Financial Advisor. She mentions that she thinks it speaks greatly to the environment that all school districts are in right now and Mr. Montemayor agrees. Dr. Cruz advises the Board that going out for an RFQ right now would probably be until late June or early July because of the process that needs to be followed. Dianelle Martinez states that just for her to understand, she needs to ask if the Board is not satisfied with the current Financial Advisor and Michelle Molina explains that the item was put on the agenda because they thought the contract had expired. Mrs. Martinez asks legal counsel that if the Board would decide to go out for bids, would there be any penalty to tax payers for terminating the contract and Jaime Garcia states that there wouldn't be any penalty as long as the 30-day notice was provided. Aliza F. Oliveros ask administration if they are satisfied with the current Financial Advisor and Laida Benavides states that as of right now the district is really trying to hold off on using this kind of service because of budget constraints.

Javier Montemayor moves to table the item, it's second by Aliza F. Oliveros and Dianelle Martinez opens for discussion.

Mrs. Martinez states that she was online while Letty Juarez was making her public comment and the way the agenda item reads, it was misconstrued as the district needing a Financial Advisor to look into the district's finances for an efficiency report. Aliza F. Oliveros mentions that she thinks Mrs. Juarez misunderstood the agenda item. Laida Benavidez adds that efficiency audits are done when a district is interested in pursuing a voter-approved tax rate election and that that is when the state requires you to get the efficiency audit. She explains that that is where the term came in relation to districts wanting to go out for a voter-approved tax rate election. Michelle Molina states that she can see (understand) her comments now. Dianelle Martinez suggests that to avoid that

happening again, can the district provide the Board with some sort of backup information or presentation to inform the public about what is exactly being discussed.

Javier Montemayor states that there is a motion with a second to table the item with the understanding to go out for some RFQs. Item will be brought back at a later date, late June or early July.

All 5 Board Members approve, motion passes.

AGENDA ITEM 5: The Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at 5:27 PM

A. TGC 551.071 Consultation with Board's Attorney; Closed Meeting
   TGC 551.074 Personnel Matters; Closed Meeting
   TGC 551.082 School Children/Disciplinary Matters or Complaints
   TGC 551.0821 Personally Identifiable Information About Public School Student

   1. Conduct Board Policy FNG (LOCAL) Level Three appeal hearing for I.B., and matters incidental thereto

B. 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 for I.B., and matters incidental thereto

AGENDA ITEM 6: 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 6:41 (1936 and 2040 on vid)
For the record, no action was taken during Closed Session.

A. Possible action regarding Board Policy FNG (Local) Level Three appeal hearing for I.B., and matters incidental thereto

The recommendation by legal counsel is to affirm the Level Two decision in its entirety and to deny all requested relief at Level Three. Motion made by Javier Montemayor and second by Michelle Molina. There is no request for discussion.

All 4 Board Members approve (Aliza F. Oliveros, Javier Montemayor, Michelle Molina, and Gilbert Aguilar), motion passes.

AGENDA ITEM 7: Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of June 1, 2026 was adjourned at 6:43 P.M.

Javier Montemayor, Jr., President

Michelle Molina, Secretary

Minutes presented for approval on 07/22/2026.

Minutes submitted by: Maribel Villarreal, Secretary to Superintendent

UNITED INDEPENDENT SCHOOL DISTRICT

UISD Board Room, 201 Lindenwood Dr., Laredo Texas 78045

MINUTES – Special Called Meeting

Monday, June 10, 2026, 5:05 PM

BOARD MEMBERS PRESENT: Dianelle Martinez, Ramiro Veliz, Gilbert Aguilar, and Rudy Gonzalez. Aliza F. Oliveros arrived during public comments, Javier Montemayor and Michelle Molina arrived at approximately 5:45 PM.

DISTRICT STAFF PRESENT: Dr. Gerardo Cruz, Rebecca Morales, Laida Benavides, Cordy F. Jackson, Sam Flores, and David Canales

AGENDA ITEM 1: Roll Call, Establish Quorum, Call to Order

Board Parliamentarian calls roll. Quorum is established at 5:09 PM

AGENDA ITEM 2:

A. PLEDGE OF ALLEGIANCE/HONOR THE TEXAS FLAG

AGENDA ITEM 3: Public Comments

LIZBETH OVANDO: Ms. Ovando is speaking on agenda item IV.A, Proposed Compensation Plan. She is a teacher at Bonnie Garcia Elementary School. Ms. Ovando mentions that the new salary schedule lowers teachers' pay by an average of approximately $500 per year, with some teachers seeing reductions of more than $1,500 annually and that some teachers who have already felt the impact of the 12% TIA reduction now have to consider the health insurance premium increase. Ms. Ovando states that teachers are being asked to do more with less while administrative salaries remain unchanged. She also says that the success of UISD is built in classrooms, not in offices and that without teachers there are no academic gains. Finally, she provides a classroom wish list to each Board Member and district administrator that includes items for herself and for her colleagues' classrooms.

CLARISSA FRAGA: Ms. Fraga is speaking on agenda item IV.A, Proposed Compensation Plan. She starts her public comment by saying that in February of 2024 the Board made the decision to move forward without a permanent superintendent, and three administrators stepped forward. She adds that the district continued to educate students, operate schools, support staff and serve the community, demonstrating something important, that when challenges arise, leaders can come together to share responsibilities and make sacrifices for the greater good of all. Lastly, she asks the Board to vote against the proposed compensation plan and to redirect administration to first explore consolidation of upper level administrative functions, vacant positions and central office expenditures.

JULISSA GARZA: Ms. Garza is speaking on agenda item IV.A, Proposed Compensation Plan. Ms. Garza is a district tax payer, a parent and employee. She states that she came before the district's leadership three years ago with a proposal for online schooling and offered solutions more than one time because she saw forthcoming challenges but that those concerns fell on deaf ears. She mentions that she is here again because of the developing problems which she feels the need to speak up for. She adds that the decisions discussed today will not only impact employees, they will impact students. Ms. Garza asks that every administrative position, every reclassification and every expenditure to be thoroughly examined.

DR. STEPHANIE VALDEZ: Dr. Valdez is speaking on agenda item IV.A, Proposed Compensation Plan. She begins by playing a video on her cellular phone to show images of her former UISD Band Directors from middle school to high school She adds that agenda items like this are harmful, they deter qualified educators from public school and they discourage experienced educators from staying; it's demoralizing. Dr. Valdez asks the Board to vote against any pay reduction for the Fine Arts educators and asks the public to register to vote, because pay cuts, school closures, massive budgets deficits across the state is not only the fault of district mismanagement, while it might in part be, it's not an accident it's by design. She mentions that this was Governor Greg Abbott's plan, to funnel taxes for public education to private schools and private vendors and contractors. She mentions that he has been in office since 2015 and is up for re-election in November and reminds people to vote in November.

LETTY JUAREZ: Mrs. Juarez is speaking on agenda item IV.A, Proposed Compensation Plan. She begins her public comment by saying that the Board is voting on approving reduced compensation, teacher salary schedules, reducing or eliminating stipends, and for reducing extra contract days. She states that these actions will have real consequences for employees' moral, recruitment, retention, and ultimately, the services provided to students. Mrs. Juarez refers to Marie Antoinette's "Let Them Eat Cake" and mentions that it symbolizes leaders who are disconnected from the struggles of the people they serve. She states that as elected trustees, they set the tone of how this district operates and that the message being sent is that budget reductions are expected in classrooms, campuses, and student services, but not at central office.

DAVID PEREZ: Mr. Perez is speaking on salaries, he is a 27-year educator, a proud parent of three UISD alumni and President of the United Classroom Teachers Association. He starts by saying that he is aware of the financial difficulties that UISD having and the tough decisions that the Board has made and the decisions yet to come. Mr. Perez mentions that it is disturbing that certain Social Media groups choose to paint this in a negative light. Mr. Perez asks that the negativity and false information stop and for everyone to work together for the success of the district.

EDUARDO DE LA GARZA: Mr. de La Garza is speaking on health insurance and stipend cuts, he is the President for TSTA. He begins his public comment by asking the Board to reconsider any pay cuts as well as premium increases for district employees. Mr. de La Garza mentions that we are facing a dire economic crisis throughout the country which is more evident in the local American household and that any financial decrease on an employee who is living paycheck to paycheck is not only disheartening but a loss of morale. He adds that this also weighs heavily on the mental state of said employees since many employees' moonlight to try to make ends meet and still cannot afford their basic necessities. He mentions that employees cannot be expected to absorb costs that they did not incur and that the district cannot reduce their shortfall on the backs of its employees. Mr. de La Garza urges that personnel do not receive a cut in stipend pay nor see an increase in both health costs and coverage.

JORGE GUERRERO: Mr. Guerrero is speaking on agenda item IV.A, Proposed Compensation Plan. Mr. Guerrero states that every choice has consequences and that he wants to make people aware that the proposed southside of Laredo reduction of compensation will definitely have some. He adds that there is a need for after school tutorials and that teachers stay even though they don't meet the minimum requirements to get compensated for tutorials but they justify it by saying that they are getting a stipend because they feel guilty for not providing that service for those students in the south. Mr. Guerrero states that losing that priority stipend will affect a lot of teachers who will in turn affect a lot of students that are barely keeping up with their peers.

RAMON RODRIGUEZ JR.: Mr. Rodriguez is speaking on stipend cuts, he's been a coach for 28 years, he's a coach at LBJ High School. Mr. Rodriguez states that as he hears more and more about the cuts, it really is affecting a lot of the coaches and that maybe some people don't understand the actual work hours that coaches go through in the course of a day or in the course of a year. He mentions that right now during the summer coaches don't get paid but if you look at every campus you have Strength and Conditioning with kids coming in to work to get better to represent the district and to do the best of their ability to shine for UISD. He states that coaches love what they do and that they do it for the kids but not to the point where they are working for free. He mentions that in addition to working without pay during the summer, they are also asked to volunteer during the year because there are not enough coaches to be at elementary and middle school track meets and that that's where they do it out of their grace.

REYMOND RODRIGUEZ: Mr. Rodriguez is speaking on Budget Update. He mentions that he has been with UISD for 19 years and that he shares the same concerns that Coach Ramon has but that he is also a parent whose daughter is a member of a dance team. Mr. Rodriguez asks the Board what would happen if coaches didn't put in all those unpaid hours, what would happen to the programs? He states that the programs will start to falter and that the coaches will be the ones to get cut. He mentions that they do what they do for the kids, but that they know that if they don't do well their jobs are on the line and that that is the biggest reason for working those unpaid hours Mr. Rodriguez adds that he is concerned about the lack of equality in the cuts, mentioning that he did the math on his salary and he would be losing 8% of his income. He mentions that if Dr. Cruz would be willing to take an 8% cut to his salary which would be approximately $24,000, then things would be fair or equal and that there wouldn't be much of an argument, but the issue now is still no equality.

JANICE ESPINOZA: Ms. Espinoza is speaking on agenda item IV.A, Proposed Compensation Plan. Ms. Espinoza starts her public comment by stating that she finds it deeply concerning that the district is considering taking away compensation from the teachers before having a public discussion about reducing administrative costs. She adds that teachers are being asked to do more every year while facing increasing demands, larger workloads, and growing expectations. She mentions that the stipends that are being discussed are not bonuses, they are compensation for additional responsibilities and extra time spent serving students and the if the district is facing financial challenges then every area of the budget should be examined equally. Ms. Espinosa proceeds to give examples of what cutting higher salaries would be like compared to cutting her $53,000 salary and raising the insurance premium and copays. Lastly, she asked the Board vote no.

AGENDA ITEM 4: Items for Individual Consideration

A. Discussion and possible action to approve the proposed compensation plan for the 2026-2027 school year

Before they begin, Dr. Cruz mentions that as the district prepares for the upcoming school year, the district faces significant financial headwinds that require proactive strategic adjustments and that most notably, we are projected to see a reduction in student enrollment for the upcoming school year. He adds that it is a decline that will directly affect our state funding allocation and that accounting for this student base revenue alongside rising operational costs, the district is projecting an initial budgetary shortfall of 28 million heading into the 2026-2027 school year. Dr. Cruz states that to address this gap and stabilize the districts financial position, administration has identified and implemented a series of aggressive cost-saving measures, general district-wide cost-saving initiatives with a projected 10.5 million in reductions, including a compensation plan that is before the Board this evening. He mentions that additionally, the difficult but necessary consolidation of two campuses will provide an ongoing savings of 4.5 million and that they have realized 5.8 million in savings through the employee early incentive program. He adds that to achieve these targets, the district has also reduced staff districtwide by 227 positions, which include campus, district and central office and that these combined efforts have successfully eliminated 20.8 million from the initial gap, the district is still facing a remaining 7.3 million. He mentions that these are not easy conversations, but that leadership requires the district to address these challenges and do what is the best interest of our students and our community. Dr. Cruz states that the district remains grateful for the dedication of our employees and confident in the strength and resilience that we have always defined at United ISD and that this evening, administration will present adjustments to the 2026-2027 employee compensation plan, including changes to the teacher pay schedule, reductions in substitute teacher pay, adjustment to employee stipends, reduction in extra work days, and reduction to contract days with at total savings ranging from 2.4 million 3.3 million. Dr. Cruz proceeds to introduce David Canales, Associate Superintendent for Human Resources and Melissa Gamez, Compensation Administrator to begin the presentation.

Mr. Canales begins the presentation, he touches base on some information by the Texas Tribune which provides a brief explanation on the current situation with Texas school districts' deficits.

After the presentation and a discussion on the agenda item presented, a motion to table the item was made by Aliza F. Oliveros and second by Dianelle Martinez. With a 6 to 7 vote, the motion passes.

AGENDA ITEM 5: The Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at 6:51 PM
For the record, no action will be taken during Closed Session

A. 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 sale of the two tracts of UISD real

Property totaling approximately 165.00 acres of land and easements appurtenant to such land located at the corner of Las Tiendas Road and Ranch Peñitas Road, 2.5 miles north of Mines Road and 7.5 miles north-west of Loop 20, more particularly described in deed filed of record in Vol. 3121, page 193, and deed filed in Vol. 3121, page 174 of the Official Public Records of Webb County, Texas

2. Legal consultation and report on the offer for sale of the Las Blancas Tract 1 and surrounding acreage in the Las Blancas Subdivision

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

1. Discussion regarding the appointment of Director of Child Nutrition

2. Discussion regarding the appointment of Director of Fine Arts

3. Discussion regarding the appointment of Principal at Ricardo Molina Middle School

4. Discussion regarding the appointment of Tax Assessor-Collector

AGENDA ITEM 6: 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 7:12 PM
For the record, no action was taken during Closed Session

A. Possible action regarding the appointment of Director of Child Nutrition

For the appointment of Director of Child Nutrition, Dr. Cruz recommends Jesus Lira

Motion to approve made by Gilbert Aguilar and second by Ramiro Veliz, with all 5 Board Members in favor, motion passes

B. Possible action regarding the appointment of Director of Fine Arts

For the appointment of Director of Fine Arts, Dr. Cruz recommends Joshua Martinez

Motion to approve made by Gilbert Aguilar and second by Ramiro Veliz, with all 5 Board Members in favor, motion passes

C. Possible action regarding the appointment of Principal at Ricardo Molina Middle School

For the appointment of Principal at Ricardo Molina Middle School, Dr. Cruz recommends Issamary Torres

Motion to approve made by Michelle Molina and second by Ramiro Veliz, with all 5 Board Members in favor, motion passes

D. Possible action regarding the appointment of Tax Assessor-Collector

For the appointment of Tax-Assessor-Collector, Dr. Cruz recommends Elizabeth Garza

Motion to approve made by Gilbert Aguilar and second by Ramiro Veliz, with all 5 Board Members in favor, motion passes

AGENDA ITEM 7: Adjournment

There being no further business before the Board of Trustees, the Special Called Meeting of June 10, 2026 was adjourned at 7:14 P.M.

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Javier Montemayor, Jr., President

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Michelle Molina, Secretary

Minutes presented for approval on 07/22/2026.

Minutes submitted by: Maribel Villarreal, Secretary to Superintendent

UNITED INDEPENDENT SCHOOL DISTRICT
Alexander High School 9th Grade Campus Cafeteria, 4601 Victory Dr., Laredo, Texas 78045

MINUTES – REGULAR BOARD MEETING
Wednesday, June 17, 2026

BOARD MEMBERS PRESENT: *Dianelle Martinez, Aliza F. Oliveros, Michelle Molina, and Rudy Gonzalez. Gilbert Aguilar arrived during public comments.*

DISTRICT STAFF: *Dr. Gerardo Cruz, Rebecca Morales, David Canales, Laida Benavidez, Mike Garza, Rosa Cabello*

AGENDA ITEM 1: Roll Call, Establish Quorum, Call to Order

Board Vice President calls roll. Quorum is established at 6:03 PM

AGENDA ITEM 2:

A. PLEDGE OF ALLEGIANCE/HONOR THE TEXAS FLAG

AGENDA ITEM 3: Recognitions

Recognitions are postponed.

A. United ISD MVP Parents

B. United High School Larriettes Dance Team
- MA Nationals

C. J. B. Alexander High School Boys Soccer
- District 30-6A Co-Champions

D. J. B. Alexander High School Girls Golf
- District 30-6A Champions
- Regional Qualifier

E. United South High School Power Lifting
- THSPA State Qualifier

AGENDA ITEM 4: Public Comments

WAYO DE LA GARZA: Mr. de La Garza spoke on agenda item VII.A, Proposed Compensation Plan. Mr. de La Garza starts by saying that he hopes the board had time to reflect on the proposed plans and on the public comments from the Board Workshop. He states that the Teachers Incentive

Allotment (TIA) is not a substitute for stipends, the main reason being that not all teachers receive it. He continues to say that the district cannot use that rational to cut stipends from workers who continue to serve the children of UISD because it is not equitable. Mr. de La Garza also states that the sale of properties that he mentioned at the last meeting needs to be considered before a compensation package is passed and programs and vendors that are not needed should be done away with before the beginning of the fiscal year. He also states that administrative vacancies that have been filled with other administrators must not be interchanged in order to save money and that consolidation of departments such as the tax office should be thoroughly investigated and relocated to the now closed campuses so that those properties where those offices are currently located can be placed for sale to relieve the shortfall. Mr. de La Garza states that the district cannot expect the workers to cover the shortfall without exploring other measures that can be used to prevent financial loss. He mentions that health insurance premiums are also being raised while benefits are being cut. He asks how can anyone expect an employee to absorb medical costs such as those and still have their premiums raised? Saying that workers do not make that much money to absorb these costs. Finally, he asks the Board Members to utilize the fund balance money to fund this year's budget. He states that it is in the board's hands whether or not employees will be able to make ends meet this upcoming academic year.

ALEJANDRA LIGHTNER: Ms. Lightner is the Executive Vice President of Laredo United TSTA and is speaking on agenda item VII.A, Proposed Compensation Plan. Ms. Lightner states that she is fighting on behalf of members who are too timid to speak before the board. She begins by saying that this is the daily dose of reality, stating that many workers are overworked, understaffed and underpaid. She continues to provide examples of what current employees do. She also states that the gas station has scary prices and that the grocer does not wait for the 25th of the month to get paid. She also mentions the utilities department, the medical bills, the mortgage company and the landlord are all unsympathetic to the financial hardships lurking around the corner. But yet employees get up early to face another day and a dollar less because it costs money to live or die. She mentions that the employee's spirits break into tiny pieces and wonder when is this nightmare going to end? Ms. Lightner states that the uncertainty with the salaries, stipends, and other cuts weighs heavily on the mental stress of the employees who do not make enough and live paycheck to paycheck. She continues to say that soon employees will face less pay, more work, and begins another year once again with the caustic phrase, "be grateful you have a job". Finally, she proclaims that no one out there fully understands these jobs or what it takes to be in those buildings as any of these workers do and that you wouldn't last a semester in their shoes.

SANTOS ANTONIO GARCIA: Mr. Garcia is speaking on agenda item VII.A, Proposed Compensation Plan. Mr. Garcia is the Regional Vice President of Laredo United TSTA, a UISD and LISD taxpayer, a 28-year teacher for UISD and a proud parent of a John B. Alexander graduate and twins entering their senior year there as well. He states that as he approaches the sunset of his career, he can't help but reflect how far away public education has gone from its original noble mission. Teachers have brought reading and writing, music and art, science and mathematics to children throughout our land, and forged generations that reach for the stars and went beyond. He asks, "what happened, why have you forgotten the very people who made all those dreams possible for so many who were once denied those opportunities?". He continues to say that we (the district) always achieved public education as a partnership with teachers and staff in the trenches and administrators and Board Members as expected good stewards of the financial and educational resources. Mr. Garcia states that we have a responsibility to protect the teaching profession for everyone as others fought for ours and that you (the board) are helping to destroy public education little by little by systematically breaking the spirit and will of our glorious teachers and administrative and support staff. He mentions that the corrupt and destructive policies of the state legislators in Austin and the mismanagement and excesses that have been spoken of in hushed tones all over United ISD and the entire city have reached unprecedented and unsustainable levels because they are now attacking the very way of life and families economic and physical well-being. Mr. Garcia states that the members of the UISD Board and administrative staff state that these salary cuts are not personal, however he mentions he stands before the board and say unequivocally that these decisions are extremely personal to every teacher, custodian, nurse, bus driver, paraprofessional, secretary, and other educational support staff as well as the most special members of the community, the students and the parents. Mr. Garcia respectfully asks the board to consider the personal nature of their decisions and to arrive at a solution that respects each personal story and that you support a work environment that allows families to work free of the uncertainty of financial suffering.

MICHAEL CARRILLO: Mr. Carrillo is speaking on agenda item VII.A, Proposed Compensation Plan. He is a UISD tax payer, teacher and parent. Mr. Carrillo states that he is here tonight to speak against any compensation plan that ultimately reduces teacher take home pay. He mentions that it is a pay cut, especially if teachers are being asked to do the same work, serve the same students and carry the same responsibilities. He also states that the priority stipend should not be treated as a bonus, it compensates employees for serving campuses, assignments and student populations with greater needs. It is tied to the work; the responsibility and the students being served. Mr. Carrillo continues to say that before even thinking of removing the compensation, the district should consider asking a few simple questions such as "Did the need go away? Did the workload decrease? Did the pressure on teachers decrease? Will insurances get cheaper? Will expectations get lowered?". He states that for the teacher's side the answer is no and that some teachers are already working second jobs, some are resorting to Door Dash after teaching and coaching extracurricular activities all day long, which is not sustainable. He states that when teachers' households are squeezed, the students will feel it too. Mr. Garcia understands the difficulty and the heaviness of the decision, you are being placed in an impossible position, all the while the state of Texas asked teachers to remember their Why. He mentions that maybe its time that teachers ask the state legislators to remember their Why; they are public servants too, holding taxpayer funded rainy day fund hostage while districts are being asked to make impossible decisions. Mr. Carrillo states that in his 21 years with United ISD, he has seen years where raises were approved for all UISD employees and years were no raises were given at all. Those decisions were never easy, but there was a principal behind that decision that made it understandable, either every United ISD employee moves forward together or not at all. Hard, but fair. He states that this proposal feels different, employees are being told to not expect a raise; this is a year where some employees may actually have to move backwards. Mr. Garcia asks to remember that principal that united we all move together or not at all. If some employees are being asked to make a 5 to 7% sacrifice, then we should ask every single employee in the district for that same sacrifice. Fairness cannot mean one group of employees moves backwards while others are protected from the impact. Finally, Mr. Carrillo respectfully asks the Board to vote no on any compensation plan that reduces overall teacher take home pay.

LETTY JUAREZ: Mrs. Juarez is speaking on agenda item VII.A, Proposed Compensation Plan. Mrs. Juarez states that on one hand, campus employees are asking the Board not to approve reduction in stipends or extra duty pay but on the other hand, the district needs to come up with 10.5 in permanent cost savings. She mentions that she provided a copy of the April 9th Cost Saving Measures Worksheet to the Board for them to look at the elimination of the stipend, extra duty pay, and contract day dollar savings from the worksheet labeled 1, the revised amount is now 10.2 and all you need is 10.5. She states that on worksheet number 2 there is a 3.5 in savings. She asks "why are we still discussing reductions to employee compensation through stipends, extra duty pay, and contract days reduction?". Mrs. Juarez mentions that the district has additional savings to cover these costs and that employees should not be asked to sacrifice their take-home pay while there are still unanswered questions regarding millions of dollars in projected savings. She states that the public deserves an explanation as to why are these 3.5 million in savings not expected to materialize. She also mentions that in the voluntary incentive, there is a 5.8 million savings projection and that based on her calculations the district expects to hire back around 60% of the original salaries. She asks why not do 50% instead and if any of the Board Members have questioned this. She continues by saying that the district is facing a very serious financial situation and that she has emailed each Board Member her analysis of the district's fund balance and that the outlook is very concerning. Mrs. Juarez strongly encourages each Board Member to devote more attention to understanding the district's financial conditions. Finally, Mrs. Juarez states that reducing employee compensation through stipend reduction, contract days, and other cuts will not solve the district's underlying challenges and that one of the board's responsibilities is to ask difficult questions and to challenge assumptions.

JANICE ESPINOZA: Ms. Espinoza is speaking on agenda item VII, A, Proposed Compensation Plan. Ms. Espinoza starts her public comment by mentioning the student recognitions that are on the agenda and states that it is employees and coaches that got them there and she thanks them for it. She continues by saying that she is here tonight to speak on the proposal to eliminate the stipends of the district's teachers and coaches and how this decision will heavily impact their retention. She mentions how Mr. David Canales publicly said that because Laredo has grown, the Southside is now considered central. She sates that labeling the Southside as central completely ignores the start of demographic differences between the South and the North and that the stipend was never a luxury, it was necessary to attract and to keep experienced educators where they were needed the most. She says that if the board proceeds to remove these stipends, it must recognize that it is now fundamentally changing the terms under which many agreed to commute across the city. Ms. Espinoza mentions the cost of fuel, vehicle wear and tear, and the hours spent in traffic were offset by that stipend and that without it the commute becomes a financial deficit for families. She continues to say that if the stipend is taken away, the district has a responsibility to protect its workforce and she proposes that the board implement a policy granting immediate first priority for campus transfers. Lastly, Ms. Espinoza states that by not providing a safety net, like priority transfers, there will be a fleet of experienced teachers from the south side which will directly harm the most vulnerable student demographic.

DR. TERESA JOHNSON-HERNANDEZ: Dr. Hernandez is speaking on agenda item VII. A, Proposed Compensation Plan. Dr. Hernandez states that she has spent more than 20 years managing organizations, balancing budgets and making difficult financial decisions. She recognizes that United ISD is facing significant challenges involving enrollment decline, financial constraints, st5affing concerns and campus operations. She mentions that these are not easy decisions and that she appreciates the responsibility carried in serving students, educators and families. Dr. Hernandez says that as a business owner, she experienced the challenges brought by COVID-19 and learned that true leadership is not simply about cutting expenses; it is about making responsible decisions by protecting the people who are most critical to the success of an organization. She suggests that before considering reduction to teacher salaries, stipend positions, or other direct educational services the district should thoroughly evaluate cost saving measures. Which she says includes central office staffing, administrative positions, consultant contracts, software subscriptions, travel expenses, vendor agreements, and other non-instructional costs. Dr. Hernandez states that she understands that restructuring is sometimes

necessary, however, when possible, leadership should first evaluate higher level expenditures before placing additional burdens on employees who directly interact with students. To end, she asks the board to not forget why they sit where they sit, and states that they sit there to serve us, not themselves.

MARIA DEL CARMEN GARZA: Ms. Garza is speaking on agenda item IIV.A, Proposed Compensation Plan. Ms. Garza states that she is here to ask the board to vote no on the reduction of stipends for teachers as this would not only affect them but the students in El Cenizo and Rio Bravo as well. She mentions that teachers from El Cenizo commute every day to reach their campus and if those stipends are reduced, some teachers would not be able to cover expenses such as gas and their vehicle's wear and tear and this will ultimately hurt the students. She says that if cost saving measures need to be put into place, to do it by stating with administrative expenses and the highest salaries. Ms. Garza asks that the board look into those options before burdening those that show up every day to teach in a classroom, teachers are the pillars at the campuses, they are like another set of parents for students. She adds that teachers spend more time in their classroom than at home, that often times they purchase supplies and materials from their own pocket and that they always do more than what their work contract asks. Reducing their stipend will make them feel undervalued. Mrs. Garza asks the board to vote no for the reduction of stipends for teachers as well as for reduction of days for custodians and personnel who maintains the campus as they are an essential part of the educational wellbeing of the students. She asked Board Member, Gilbert Aguilar to consider not making any more principal changes to his campuses because it also affects the students.

ARISHA GARZA: Miss. Garza is an incoming 7th grader at Salvador Garcia Middle School and is speaking on agenda item VII.A, Proposed Compensation Plan. She states that she is speaking to everyone on the Board of Trustees with the exception to Mrs. Martinez because she knows that Mrs. Martinez is the only person on the board that is 100% against it. Next, she addresses Mrs. Molina, Mrs. Oliveros and Mr. Montemayor (mentions that he did not make the meeting tonight) and says that if they are thinking of being reelected they should stand up for kids and teachers. Miss Garza adds that by taking away days from staff they would hurt the teachers and students as well. She asks Mr. Aguilar to provide more for their school programs and states that she is depending on him for it. Finally, she states that if the Board reduces stipends, the teachers will not continue to teach students and that this could affect their futures.

DERICK GARZA: Mr. Garza is speaking on agenda item VII.A, Proposed Compensation Plan. Mr. Garza asks the Board to not reduce teachers' salaries and instead to take away from the administrators since they get paid more for doing less.

HAYLEE GARZA: Miss Garza is speaking on agenda item VII.A, Proposed Compensation Plan.
Miss Garza is a student at Salvador Garcia and she is asking to please not take away teachers' stipends.

PRISCILLA GONZALEZ: Ms. Gonzalez is speaking on agenda item VII.A, Proposed Compensation Plan. Ms. Gonzalez states that the children there providing a public comment are her students and that it is ridiculous that they have to come all the way from El Cenizo to speak and to fight for their teachers. She also states how proud she is of them for doing so. She begins her statement by saying that as classroom teachers, they know that balancing a budget is a monumental task, especially with the state funding challenges public education faces today. She mentions that a budget is more than just columns and numbers on a spreadsheet, that it is a statement of the district's values and right now the proposals on the table send a message that should alarm everyone who cares about the future of UISD. Ms. Gonzalez continues to say that the plan is lower base teacher pay in an economy where the cost of living continues to climb and that a pay cut isn't just a budget adjustment, it is a direct hit to a teacher's ability to provide for their own family. To add to that she mentions the possibility of an increase to health insurance premiums which would result in a double penalty for the district's educators. Finally, Ms. Gonzalez states that stipends for priority schools should not be eliminated since they exist for a reason. The reason being that working in a priority school demands an extraordinary amount of emotional, physical and professional energy; therefore, stipends are not bonuses, they are essential tools and if they are cut the district will see a mass departure of its most experienced educators. She states that the district needs to remember that teachers are the backbone of the district, the ones who make a school function together with principals, office staff, nurses, teacher aids, custodians, cafeteria staff, and the students. Ms. Gonzalez states that if these cuts pass, UISD will no longer be competitive, and that surrounding districts will gladly welcome the districts talent. UISD will lose the institutional knowledge, the mentorship, and the stability that students rely on. The short-term savings found on paper tonight will be paid for tomorrow in teacher vacancies, lower student performance, and a moral that will take a decade to repair. Ms. Gonzalez urges the board to reject these cuts and to stand with the teachers who stand with students every single day.

AGENDA ITEM 5: Informational Items

A. Superintendent's Report

Dr. Cruz states that tonight's report highlights the conclusion of the 2025-2026 academic year and outlines key initiatives as the district transitions into the summer months.

The Superintendent mentions that this year has been successful and that students, faculty, and staff deserve immense credit for their dedication and hard work. He adds that high levels of engagement, continued academic growth, and a vibrant learning environment throughout the school district were observed. He adds that the commitment to continuous learning remains strong as evidenced by the launch of the district's summer school programs. The district looks forward to seeing students continue to grow and prepare for the upcoming school year.

Dr. Cruz continues by stating that the district is highly encouraged by the preliminary results of the resent STAAR Assessments and that while official results are still pending, early indicators positive trends across various subject areas and grade levels. He states that as the district prepares for the future, it faces significant financial challenges primarily driven by declining enrollment. That this reduction directly impacts state funding and combined with rising operational costs has created a budgetary shortfall. He adds that to stabilize its financial position, administration has implemented cost saving measures. These efforts include district-wide initiatives and a pending board compensation plan yielding approximately 10.5 million, the consolidation of two campuses saving 4.5 million and the employee early incentive program providing 5.8 million dollars. Achieving these savings required difficult staff reduction of 227 positions, leaving a remaining deficit of approximately 7.3 million dollars. The Superintendent states that moving forward, district staff will continue to closely monitor the budget, tracking revenue and expenditures to identify further efficiencies. Staff will also develop and present strategic recommendations to leadership and the board to close the remaining gap to ensure long-term financial stability.

Finally, Dr. Cruz sincerely thanks the Board of Trustees for their unwavering support and guidance throughout this year as well as the districts dedicated administrators, teachers, support staff, parents, and community members for their efforts. The Superintendent also thanks and gives a "shout-out" to all the individuals who relocated this board meeting and made this event possible: Technology, ITV, Support Services, Operations, Alexander High School Administration, UISD Police and Security, the staff at the SAC and the Fine Arts Department.

AGENDA ITEM 6: Consent Agenda

A. Monthly Disbursements

B. Awarding Bids, Proposals, Qualifications, and Extensions

C. Low Attendance Waiver for Tuesday, May 26, 2026, for the following campuses: Cuellar Elementary, Antonio Gonzalez Middle, STEP Academy, and Lyndon B. Johnson High

D. Low Attendance Day Waiver for Wednesday, May 27, 2026, for the following campuses: STEP Academy, Lyndon B. Johnson High, United South Middle, Salvador Garcia Middle, Washington Middle, Clark Middle, Los Obispos Middle, Antonio Gonzalez Middle, Lamar Bruni Vergara Middle, Raul Perales Middle, Juan Ramirez Middle, Ricardo Molina Middle, Elias Herrera Middle, Clark Elementary, Salinas Elementary, Newman Elementary, Perez Elementary, Gutierrez Elementary, Matias de Llano Elementary, Juarez Lincoln Elementary, Muller Elementary, John Arndt Elementary, Bonnie Garcia Elementary, Centeno Elementary, Killam Elementary, Veterans Memorial Elementary, Freedom Elementary, San Isidro Elementary, and RJ Santos Elementary

E. Application for the Energy Conservation Measures Loan CL455 provided by the State Energy Conservation Office (SECO) of the State of Texas Comptroller's Office

F. Optional Flexible School Day Program (OFSDP) Application for the 2026-2027 School Year

G. 2026-2027 Student Code of Conduct "internally" recommended changes and authorize legal counsel to modify as deemed necessary or required by law

H. FNCA LOCAL – Revisions to Standardized Dress Code Guidelines for 2026-2027 School Year

I. First and Final Reading of TASB Update 127 LOCAL Policies

J. Memorandum of Understanding between the United Independent School District and Webb County Head Start at the following Elementary Schools: Arndt, Centeno, Cuellar, Finley, Freedom, Killam, Newman, Perez, Prada, Roosevelt, Ruiz, Salinas, and Veterans Memorial

Motion to approve Consent Agenda Items A-J, as presented made by Aliza F. Oliveros and second by Gilbert Aguilar. Request for discussion made by Dianelle Martinez.

Mrs. Martinez requests clarification on agenda item H – Revisions to Standardized Dress Code Guidelines. Mr. Edmundo Garcia states that the colors now include black, navy blue, white, baby blue, and gray with or with out collars.

In favor: All 5

Opposed: None

Motion Passes

AGENDA ITEM 7: Items for Individual Consideration

A. Discussion and possible action to approve the proposed compensation plan for the 2026-2027 school year

Before the presentation by Mr. David Canales and Ms. Melissa Gamez started, Board Members Aliza F. Oliveros stated that she feels very uncomfortable moving forward with a vote without a full board present. Additionally, Dianelle Martinez states that she echoes Mrs. Oliveros comment and adds that the board has yet to receive information that was requested to make an informed decision on the agenda item. Rudy Gonzalez proceeds to asks the board if they are tabling the item before Mr. Canales starts his presentation. Board Members agree to allow Mr. Canales to begin after The Superintendent, Dr. Cruz mentions that the presentation does contain updated information from when it was previously presented at the Board Workshop. Michelle Molina asks if there is a deadline to legally comply and give notice to employees of any potential changes, to which Mr. Canales responds by stating that there is a deadline from the Human Resources perspective since these changes would imply going back to change and calculate employee work days on calendars. He states that additionally, there is a hard deadline to notify employees of the changes and that date is June 28th/June 29th. Jaime Garcia from legal counsel adds that employees must be notified of any changes 45 days before the first day of instruction which would make June 28th the deadline and that it is well settled that for contract employees, the district must provide them notice if their pay is going to be reduced for the next contract year by the deadline previously mentioned. Michelle Molina asks Mr. Canales and Dr. Cruz if they have the necessary information requested to move forward, to which Dr. Cruz states that it is part of the updated presentation. Michelle Molina agrees that this vote shouldn't be made without a full board but asks to proceed with the presentation since there is a deadline they must comply with. Lastly, Aliza F. Oliveros explains that she has no intention of tabling the item, she just wants the community to be aware that this item will only require 3 votes to pass instead of the regular 4 votes when a full board is present and that this significantly affects the outcome. Dianelle Martinez and Rudy Gonzalez ask Mr. Canales to start by talking directly about the updates made to the presentation. Mr. Canales clarifies that there is no change to the base pay for any instructors or teachers and that what is being discussed is supplemental pay. Jaime Garcia advices the Board that topics such as health insurance premiums that were mentioned during public comments, are not up for consideration under this compensation plan and that discussion should be limited to the proposed compensation plan.

After Mr. Canales' presentation Board Members proceed to ask questions. Dianelle Martinez states that she is aware that the district is in trouble and that there is an urgency to decide, but that she cannot support the recommendation simply because it is not enough savings since the

district needs more than just 3 million dollars. She also states that the information she requested in regards to stipends and the Teacher Incentive Allotment (TIA) where not provided prior to the meeting. Dr. Cruz provides those numbers and explains that the difference in the 10% and 12% reduction is from TRS and that teachers will receive it upon retirement. Dianelle Martinez proceeds to give examples of how much less these teachers will be taking home and insisted that these cuts be made by percentage instead. Mrs. Martinez asks the Finance Department to clarify what the current Fund Balance is and elaborates on how by this time next year there will be a need to make additional adjustments. Mr. Sam Flores from Finance provides the balance and gives a brief explanation on why it will most likely increase by the end of next month. Mrs. Martinez asks for the total amount incurred last year with the 2% raise. Melissa Gamez states that for both certified and business operations group employees the total was 1.1 million dollars. Mrs. Martinez also inquires why the 3.5 million in cost savings mentioned before is not being used. Dr. Cruz explains that these are expenses that require some negotiation, particularly contracts and vendors. She also asks if there has been a study done on how enrollment will define how many positions are actually needed in the future. Dr. Cruz states that only essential positions will be filled.

Gilbert Aguilar suggests to move on and look at the options presented. He reads over the options presented and asks the board if they are comfortable with the no extra day stipend reduction and down. Mrs. Oliveros mentions what Mr. Carrillo said during his public comment, that "it's either all of us moving forward or none of us" and states that as mentioned in the previous meeting, she has an issue with segregation. Mr. Aguilar brings into discussion the possibility of having a half removal instead of a full removal from that option as well as cutting substitute pay by $5 instead of $4. Dianelle Martinez states that she does not agree because that is starting to segregate and instead suggests completely eliminating the $350,000 from the Board Member's Discretionary Funds and proceeding with a reduction by percentage across the district. She also asks why they don't have what the total savings in the elimination of the 227 positions would be, Dr. Cruz informed Mrs. Martinez that the information had been sent to Board Members in the June 3rd Friday Packet and that the estimated cost savings would be 11.2 million dollars. She then asks why is that remaining 1 million is not being cut from contracted services to which Dr. Cruz responds that these contracts are being reviewed and are acted upon renewal dates which are mostly done on a monthly bases, but that there has already been significant progress as well as with other cost saving measures such as overtime.

Aliza F. Oliveros mentions that these are all cost saving measures that will continue to be discussed, but that the focus right now is the proposed compensation plan.

David Canales proceeds to ask Gilbert Aguilar if he is suggesting to move forward with pulling from Option 2 and keep the stipends at half, keep Option 3 for extra days where there will be no reduction, and then contract days reduction will not affect paraprofessionals and auxiliaries and do minus 2 days only for non-campus professionals who are 220 employees. As well as moving forward with a $5 reduction in substitute pay. Which would give us a number of approximately 2.1 million dollars.

Dianelle Martinez asks Mr. Canales if he can make a calculation based on percentages. Mr. Canales states that looking at non-campus administrators from Pay Grade one to Pay Grade 10 that 1% from the midpoint would be $182,000, 2% would be $364,000, and 3% would be $546,027 dollars. Including campuses, the 1% would be an additional $400,000, 2% for the

campuses it would be $800,000 and the 3% for campuses would be 1.2 million. So, at 3% for both it would approximately be 1.7 million dollars in savings from their base pay.

Aliza F. Oliveros suggests to make a motion instead if looking at different scenarios and asking administration to do more work. Additionally, she reminds the board and the public that she always said that if the district had closed one or two more buildings, no one's income would be hurt. She states that she would rather loose a building than hurt a family. That is what is happening right now, the district only closed two schools, when more needed to be closed.

Michelle Molina proceeds to ask for all Board Members to be given an opportunity to speak and she asks Board Member, Rudy Gonzalez for his comments. Mr. Gonzalez states that his comments are the same from last week, that he had a motion for what Mr. Aguilar is proposing tonight but it failed for a lack of second. Additionally, he states that he agrees with Mrs. Oliveros about having closed more schools and not be in this position right now. Mrs. Molina states that she couldn't second Mr. Gonzalez motion because of paraprofessionals and auxiliary being on that option. She also thanks the district for lowering expenditures as much as possible.

Dianelle Martinez asks Mr. Sam Flores what he thinks will work better from a financial point of view, the options presented or a reduction by percentage. Mr. Flores states that if the board does not make a bigger decision than this, the district will not me here in a couple of years.

Aliza F. Oliveros calls order and states she will entertain for a motion.

Gilbert Aguilar makes a motion for Priority 1 to be left as is, Priority 2 to be cut at half, and extra day stipend reduction as is, contract days reduction for paraprofessionals and auxiliaries as is, and minus 2 days for non -campus professionals at 220 employees.

Motion second for discussion made by Rudy Gonzalez, Michelle Molina asks to conform Mr. Aguilar's motion.

David Canales states Mr. Aguilars proposed motion as follows: keep the current stipends for Priority 1 as is at $3,500, Priority 2 to be cut in half, no reduction on extra days, contract day reduction would have no reduction for paraprofessionals and auxiliaries only a minus 2 days for non-campus professionals which includes 220 employees, and a $5 reduction in pay for identified substitutes.

Mrs. Oliveros states that there is a motion on the floor and asks for a second. Michelle Molina seconds to amend Mr. Aguilar's motion. Michelle Molina does not agree on the substitutes, wants to leave it as presented at $4.

Mrs. Oliveros proceeds to ask Mr. Aguilar if he amends his motion and Mr. Aguilar approves the amendment. Michelle Molina seconds the amended motion. Dianelle Martinez requests time for discussion and asks who is included in the 220 non-campus professional employees. Melissa Gamez explains that only non-campus professionals are included. Mrs. Martinez states that this again is segregating and a short-term fix which she cannot support. Mrs. Oliveros concludes the discussion by saying that she was always in favor of closing schools because closing a building does not hurt a person being able to afford groceries or being able to their electric bill, it does not hurt a family income. She adds that there is many disparities in this motion, and that she wants equity. With discussion over Mrs. Oliveros calls for the question to vote.

In favor: 3 – Michelle Molina, Gilbert Aguilar, and Rudy Gonzalez

Opposed: 2 – Dianelle Martinez and Aliza F. Oliveros

Motion passes.

B. Approval of Donations

Donations are presented and read by Dr. Cruz.

Motion to approve made by Rudy Gonzalez and second by Aliza F. Oliveros with no further discussion.

In favor: All 5

Opposed: None

Motion passes

C. Discussion and possible action to approve the following Amended Board Minutes: February 18, 2026, Regular Board Meeting and April 22, 2026, Regular Board Meeting

Motion to approve the amended board minutes, as presented made by Gilbert Aguilar and second by Rudy Gonzalez with no further discussion.

In favor: All 5

Opposed: None

Motion Passes

D. Approval of Board Minutes for the month of March 2026

Motion to approve the board minutes, as presented made by Gilbert Aguilar and second by Michelle Molina with no further discussion.

In favor: All 5

Opposed: None

Motion Passes

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

Motion to approve the requested discretionary funds, as presented made by Gilbert Aguilar and second by Rudy Gonzalez with no further discussion.

In favor: All 5

Opposed: None

Motion Passes

AGENDA ITEM 8: The Board will adjourn into Closed Session pursuant to the following sections of the Texas Open Meetings Act

The Board adjourned into Closed Session at 8:04 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 551.074 Personnel Matters; Closed Meeting

1. Discussion regarding the appointment of Principal ay Lyndon B. Johnson High School

AGENDA ITEM 9: 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 8:24PM.
For the record, no action was taken during Closed Session.

AGENDA ITEM 9A: Possible action regarding the appointment of Principal at Lyndon B. Johnson High School

Recommendation by Dr. Cruz for Principal at Lyndon B. Johnson High School is Gilbert Cardenas

Motion to approve made by Gilbert Aguilar, second by Dianelle Martinez with no further discussion

In favor: All 5

Opposed: None

Motion Passes

AGENDA ITEM 10: Adjournment

Motion to adjourn made by Aliza F. Oliveros and second by Rudy Gonzalez and Gilbert Aguilar

Discussion: None

In favor: All 5

Opposed: None

Motion Passes

There being no further business before the Board of Trustees, the Regular Board Meeting of June 17, 2026 was adjourned at 8:24 P.M.

____
Javier Montemayor, Jr., President

____
Michelle Molina, Secretary

Minutes presented for approval on 07/22/2026.

Minutes submitted by: Maribel Villarreal, Secretary to Superintendent

UNITED INDEPENDENT SCHOOL DISTRICT

UISD Boardroom, 201 Lindenwood Dr., Laredo, TX 78045

Special Called Meeting - MINUTES
June 29, 2026
5:30 PM

BOARD MEMBERS PRESENT:	Rodolfo "Rudy" Gonzalez, Michelle Molina, and Javier Montemayor. Dianelle Martinez arrived during Closed Session.
STAFF PRESENT:	Dr. Gerardo Cruz, David Canales, Chief Aaron Salazar, and Ruben Ayala

I. Roll Call, Establish Quorum, Call to Order

Javier Montemayor calls meeting to Order at **5:55 P.M.** A quorum is not met.

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 must be related to current agenda items, and the 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 adjourned into Closed Session at **5:56 P.M.**

A. TGC 551.071 Consultation with Board's Attorney: Closed Meeting
TGC 551.074 Personnel Matters; Closed Meeting
TGC 551.082 School Children/Disciplinary Matter or Complaints
TGC 551.0821 Personally Identifiable Information About Public School Student

1. Conduct Board Policy FNG (Local) Level Three appeal hearing for I.B., 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 GF (Local) Level Three appeal hearing for Leticia Juarez, and matters incidental thereto

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 for I.B., and matters incidental thereto

2. Deliberation, including consultation with legal counsel, regarding Board Policy GF (Local) Level Three appeal hearing for Leticia Juarez, 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 **7:15 P.M.** For the record, Ms. Dianelle Martinez arrived during Closed Session.

A. Possible action regarding Board Policy FNG (Local) Level Three appeal hearing for I.B., and matters incidental thereto

The recommendation is to affirm the Level Two decision and to deny all requested remedies.

On a motion so moved by Michelle Molina, seconded by Rudy Gonzalez, and approved by Javier Montemayor, with no action taken by Dianelle Martinez, motion carries.

Followed by a comment by Dianelle Martinez to the grievant, stating she extends her support moving forward and expresses sympathy for her and her daughter.

B. Possible action regarding Board Policy GF (Local) Level Three appeal hearing for Leticia Juarez, and matters incidental thereto

The recommendation is to affirm the Level Two decision, deny all requested remedies, and advise the Superintendent and administration when similarly created advisory groups are formed, and to have written guidelines as much as feasible.

On a motion moved to approve the recommendation, motion moved by Michelle Molina, seconded by Rudy Gonzalez, and approved by Javier Montemayor, with 1 abstention by Dainelle Martinez, the vote is 3:1, motion carries.

Dianelle Martinez states for the record that she abstains from voting due to having recommended Ms. Juarez.

VI. Adjournment

On a motion moved to adjourn, the motion was so moved by Michelle Molina, and seconded by Rudy Gonzalez; the motion carried.

There being no further business of the United ISD Board of Trustees, this Special Called Meeting of June 29, 2026, was adjourned at **7:18 P.M.**

____
Javier Montemayor
UISD Board President

____
Michelle Molina
UISD Board Secretary

These minutes were completed by Griselda Rodriguez and brought for approval on July 22, 2026.