MINUTES
Board of Directors Meeting
May 27, 2020

Agenda Item I  Call to Order
Summary:  Chairman of the Board will call meeting to order

6:33 pm the chair calls the meeting to order, proceed with pledges

Members present:

- Robert Scott
- Linda Villarreal
- Dolores Guerrero
- Doug Dawson
- Dianna Sheeren
- Adrian Perez

Quorum present

Mr. Waterhouse no longer on board- vacancy of Premont representative

Agenda Item II  Pledges to the U.S. and Texas Flags

Pledges recited
Flag images shown via Zoom screen share

Agenda Item III  Moment of Silence
Moment of silence, board chair acknowledges the 100,000 deaths from COVID, and the recent incident in Minneapolis involving the death of George Floyd

**Agenda Item IV**

**Public Comment**

Recording started 6:35pm

No public comment

**Agenda Item V**

**Discuss and Approve Premont Designee to the RSIZ Board**

**Summary:**

**Future Board Vacancies:** At the resignation, removal, or conclusion of the term of any Director appointed by a Selecting Entity, the Director’s Selecting Entity shall have the right to reappoint the Director (except in cases of removal) or select a new Director through an official letter sent to the RSIZ’s principal place of business. If a Director not chosen by a Selecting Entity resigns, is removed, or comes to the conclusion of her/his term, or a Board seat is added, the Board will solicit nominations from relevant entities such as the Education Service Center Region 2 and Texas A & M University-Kingsville prior to reappointment of the Director or selection of a new Director.

**Recommendation:**

The ED recommends that we table this for our next meeting.

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Agenda Item VI  
Deliberation and possible action on minutes from January 29, 2020 Meeting

Summary:  
Minutes for the RSIZ Board Meeting held on January 29, 2020 Meeting  
[01292020 Meeting Minutes]

Recommendation:  
The RSIZ Executive Director recommends approving the minutes for the RSIZ Board Meeting of January 29, 2020 Meeting

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Agenda Item VII  
Rural Schools Innovation Zone Updates by Executive Director Michael Gonzalez

Summary:  
The deck presentation will contain the updates since the January 29, 2020 Board Meeting

Executive Director Updates

Discussion:  
ED presents all superintendents responding in unique ways to COVID-19 crisis, helping each other out.
Campus principals are stepping up to take care of students.

District’s upset at no STAAR this year

Linda Villarreal- Any kids from the zone schools that we were not able to connect with?
Michael Gonzalez- It was a lot of kids until districts put out information about retention being a possibility, currently about 10% of students. Students are starting to come in, campuses are bringing kids back in for extra support
Linda Villarreal- Are we working closing with TAMUK, DelMar, Coastal Bend as far as connecting our IHE’s to make sure students finished semester and are ready to start this fall
MG- TAMUK, they finished the semester online, on the CTE with Coastal Bend and Del Mar it was a little more difficult due to the hands on skills. Worked with Ignite teachers to revamp the schedule to front load skills. Del Mar has been a little more difficult, still need to do practice tests for welding. At NGMA, worked on plan to bring kids back in a few weeks early to review for state tests.

Naming of STEM discovery zone pushed back, new campus added, new equipment

NGMA preparing to pass exams, schedule changes on Ignite

Graduations coming up this next week.

New academies to be added based on CareerCraft research, Grow Your Own housed at Premont opportunity to earn Early Childhood Education. Navel JROTC Academy, has been interviewed for the position
Adrian Perez: Is the Zone paying his salary, where will he be housed
MG: It will be at Falfurrias, the Zone will pay salary contingent on the the number of kids from each campus
AP: Will classes be at one campus or will he come to other campuses
MG: The classes housed at Fal, working on expanding opportunities to offer other academic classes (Spanish, AVID) to lessen the travel load. Working on master schedule to allow kids to be transported.
AP: Can you give me an example of a JROTC class, just trying to familiarize myself, was there interest?
MG: There was interest in military in the survey and law enforcement but the law enforcement did not give any CCMR points. For students it gives major money for post secondary opportunity, lots of promise and possibilities. The first two years are programs that help academics- reading, math (navigation), science, and physical fitness. Students wear uniforms during the week, students stand out, learn discipline and soft skills.

BCISD principal position search have been completed.

Districts completed TIA applications, districts are interested in providing support for National Board Certification. Opportunity right now for a discount with Bloomboard, want to support 30 teachers across Zone to reach National Board Certification. Districts are also putting forth other teachers for NBCT not in RSIZ and SIC.

Districts received CTE summer grants, engineering internships in Corpus Christi, Los Mistenos apprenticeship doing work for Jim Wells county, some travel funds exist to allow students to participate. BCISD doing P-TECH summer programming to support students preparing for their Associate’s Degree. Will gather publicity for the zone, Texas tribune wants
to do a follow-up article on RSIZ summer programming.

Robert Scott mentions being happy to talk to Tribune, they are very fair.

Agenda Item VIII  Presentation on Student Outcomes
1. Certifications
   1. NGMA
      1. RSIZ NGMA 19-20 Certificates
   2. Ignite
      1. 2019-2020 ITI Certifications
   3. STEM Discovery Zone
      1. STEM Biology

Summary: The ED will present the deck for the data.

Certification Data Deck

Discussion: Ignite- 348 total certifications
NGMA- 63 total certifications
STEM- 104 total hour (TAMUK Biology- 3 times as many hours as last year)

Agenda Item IX  Discussion and Approval of 2020-21 RSIZ School Calendars

Summary: All school districts have passed their school calendars with a start date of August 3rd and August 4th.
Freer ISD 2020-2021 Calendar.pdf
Premont 20-21 Calendar.jpg
BCISD 20-21 School Calendar - Official board approved 22020.pdf
Discussion:

Bylaws, the board needs to approve calendars for all four campuses. The campuses are looking for as early a start date as possible, in line with what with the Commissioner is currently asking for.

Linda Villarrel: Want to congratulate the superintendent and Mike, made these decisions before COVID, they are strong academic decisions, looks like the state is following the lead of Premont, Freer, and BCISD, its hard to get communities on board but you did it because it’s best for kids.

Michael Gonzales: Thank you Dr. V, the school boards did a lot to help put it over.

Recommendation: The ED recommends approving the 3 calendars as presented.

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Agenda Item X Discussion and Approval of Academy Offerings for SY20-21

1. Grow Your Own Educator Academy
2. Naval/JROTC Academy

Summary: Through the protocol process set forth by our Technical Assistance team, the feasibility study conducted by CareerCraft revealed that the RSIZ
was only missing one of the top four employability careers in our area. Education and Training Pathway was #1 and was not part of the RSIZ. Premont ISD in conjunction with the ED and CareerCraft have been able to establish the pathway within its master schedule and have created a plan for implementation and longevity that would lead to an Early Childhood License. The Naval/JROTC Academy was pursued by BCISD and fell short, but upon resubmission was given approval to start a Naval JROTC Program.

Discussion:

Robert Scott- What has been our outreach to military bases in the region, for partnership that we have developed.
Michael Gonzalez- Mr. Tijerina has just accepted the position and is ready to start reaching out to bases.
Linda Villarreal- This is BIG, to have two new academy offerings after 1 year, this is a sign that we are thriving. I cannot tell you all how proud I am as a board member.
Robert Scott- Reach out to the Military Child Coalition to make them aware.
MG- Yes, will do
RS- normally focused on children on military members but also focused on future military members, connected to commissioner of Higher Education.

Recommendation: The RSIZ Executive Director recommends approving the Grow Your Own Educator Academy and the Naval/JROTC Academy
Agenda Item XI. **Budget Presentation**

1. RSIZ Budget and Actuals
2. Campus Budgets and Actuals

Discussion:

Drawing down 15% as needed as opposed to invoicing up front.

RSIZ is good on funds.

TA providers working on developing clearer process and procedures for next board meeting.

Agenda Item XII **Committee Reports**

1. Finance Committee—Doug Dawson
   1. Campus Incentive Plans
      1. [19-20 RSIZ Retention Packages](#)
   2. Teacher Incentive Allotment
      1. [Teacher Incentive Allotment](#)

2. Policy Committee-- Seth Rau
   1. [Public Comment](#)

Discussion:

Finance Committee

Incentive Packages- Incentive package taken off the table since there was no testing, put together retention package per district based on funding available to them.

Linda Villarreal- how was it decided upon? Did each district/campus make the decision?
Michael Gonzalz - the same amount of funding put forth from each district, but BCISD has more teachers across the district.

LV- when are these stipends given?

MG- In July with note that if they do not return, will be taken out of August paycheck.

Conrad Cantu- campus leaders were instrumental in deciding these amounts

Maria Casas- In BCISD teachers will receive by June 10 after signing letter of commitment, with stipulation that the funds will be returned if they don’t return.

LV- Are campuses that are not part of the zone receiving the same funds?

MC- At elementary campus teachers are receiving funds through SIC, working with other funds for early elementary grades that are not in partnerships

CC- there are some different amounts across campuses, because Transformation grants are not extended, will need to look for other funds within the next year.

MC- we are looking to stretch funding significantly

LV- in a few years will be interesting to see if the retention package helps retain teachers.

Teacher Incentive Allotment- this will provide the opportunity to recruit and retain teachers to earn triple digit paychecks.

- 75% to designated teacher
- 15% to teacher talent pool
- 10% to RSIZ for administration
  - Anything left over from 10% goes back to teacher and talent pool

Incentivizing good teaching and learning in the future, we’re going to give them opportunities to earn more by doing what’s right by students and by curriculum and instruction.

Policy Committee
Two meetings of the policy committee, the first meeting in February talked about the public comment policy, HB 2840 passed last year requires public comment at all public meetings including RSIZ board meetings. Having public comment at beginning allows for comment on any meeting item. Including a sign up sheet for when we can meet in person again, with Zoom meetings public comments can be sent to RSIZ email to be played over Zoom.

Agenda Item XIII

Consent Agenda

1. Approve Finance Committee Recommendations to Approve:
   1. Campus Budget Amendments
   2. RSIZ Budget Amendments

2. Approve Campus Incentive Plans
   i. Freer High School
   ii. Premont Collegiate High School
   iii. Falfurrias Junior High
   iv. Falfurrias High School

b. Approve RSIZ Teacher Incentive Allotment Recommendation

c. Approve RSIZ Public Comment Policy

Summary:
All of the items on the consent agenda have been recommended and discussed in the committee meetings. All items have been approved by the committees to be submitted for approval by the RSIZ Board.

Recommendation: The RSIZ Executive Director recommends approving the Consent Agenda Items.

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Agenda Item XIV

EXECUTIVE SESSION - The Board will Convene in Closed Session as Authorized by the Texas Government Code, Chapter 551 for Purposes Permitted by Texas Government Code §551.074

1. Principal Contract, Compensation, and Incentive Structure for SY20-21
2. Falfurrias High School Principal Recommendation
3. Falfurrias Junior High School Principal Recommendation
4. Executive Director Premium Pay
5. Executive Director Retention Pay Package
6. Executive Director Annual Evaluation for 19-20 and 20-21 School Year

Executive Session begins at 7:33 pm
Regular meeting resumes at 8:14 pm

Agenda Item XV.

Discuss and Approve RSIZ Principal Contracts, Compensation, and Incentive Structure for SY20-21

Summary:
The following positions comprise the RSIZ campuses: PCHS Principal, Freer HS Principal, Falfurrias High School Principal, and Falfurrias JH Principal. Compensation needs to be based upon experience and within each district’s pay scale as approved by their local board prior to the RSIZ. The item that will separate us and make it more attractive
to be employed by the RSIZ is the incentive packages. The packages need to be the same across the RSIZ per campus. The package needs to be $5,500 for performance and $2,500 for retention. The principal will also be entitled to any perfect attendance incentives also based on the campus incentive plans.

Recommendation: The ED recommends that we have an incentive package for each campus principal based on $5,500 for campus performance and $2,500 for retention.

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Agenda Item XVI. Discuss and Approve RSIZ Principal Employment for Falfurrias High School for SY20-21

Summary: Connie Herrera has been instrumental in the continuation of progress at Falfurrias High School. Through all of the changes that have occurred at BCISD she has been a team player and allowed me to utilize her in all types of leader and instructional capacities at both campuses. She has been termed the interim HS Principal since the departure of Mr. Wright on March 20th. She has been there guiding the HS staff through all the COVID -19 situations. I feel strongly about her dedication and commitment to excellence and taking the HS campus to the next level.
Recommendation: The ED recommends hiring Connie Herrera as the Falfurrias HS principal for the 20-21 SY. (July 1)

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Agenda Item XVII. Discuss and Approve RSIZ Principal Employment for Falfurrias Junior High School for SY20-21

Summary: The hiring process as approved by the RSIZ Board was followed for the vacancy of the FJH Principal. The RSIZ contributing superintendent was Mr. VanMatre on the FJH Interview Committee. The committee recommended Mrs. Canchola as the candidate of choice for a 2nd interview to be conducted by the ED and Dr. Casas. Mrs. Canchola brings 10 years of administrative experience and vast experience in dealing with turnaround campuses. The committee felt that she had the capacity to lead the campus and be a role model for OUR students which would lead to academic success.

Recommendation: The ED recommends hiring Denise Canchola as the
Falfurrias JH principal for the 20-21 SY. (July 1)

Motion  Second  Vote  Outcome
Adrian Perez  Linda Villarreal  For: 6  Against:0  Abstain:0  Motion  Passes

Agenda Item XVIII.  Discuss and Approve RSIZ Executive Director Premium Pay

Summary: In one of our weekly check-in calls, I was asked if I was receiving any type of extra compensation for my work during the initial stages/days of the COVID-19 pandemic. One of the RSIZ districts allocated “premium pay” for its employees that were working during this time. The premium pay was 20% of one’s daily rate. That 20% was added to the monthly check received by the district. There were 7 days of the initial stages that I was at Premont or at Falfurrias aiding the campuses in getting materials distributed as well as helping them in planning stages. Based on my salary, my daily rate is $420.35. 20% of that daily rate would be $84.07 for the 7 days. The total amount would be $588.49. This amount would be paid out in the June 2020 paycheck.

Recommendation:

Motion  Second  Vote  Outcome
Diana Dolores  For:6  Motion
**Agenda Item XIX.**  
Discuss and Approve RSIZ Executive Director Retention Pay Package

**Summary:**  
The Finance Committee approved to bring this matter up for discussion at the May 27, 2020 Board Meeting.

**Recommendation:**  

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**Agenda Item XX.**  
Future Agenda Items and Scheduling of Location of Future Board Meetings  
1. July Board Meeting to be held on July 22nd  
2. August Board Meeting to be held on August 26th

**Summary:**  
Items to consider: 1) Schedule next Board Meeting—  
2) Budget Overview  3) Presentation of School Plans for 20-21 school year  4) Strategic Plan updates 5) Master Schedules  6) Academy registration projections
Discussion: Michael Gonzalez proposes meeting in July (Academy updates) and August (acceptance of new budget)  
Robert Scott: Hopes that we can meet in person, personal interaction helps our discussion. As we go through stimulus money very careful to work through with our accountants/auditors that everything is accounted for, biggest fear is a red flag,  
Linda Villarreal: When will we be doing an evaluation of our executive director?  
RS- July or August  
LV- have we done an evaluation of our ED and vocalizes our thoughts  
RS- put it as a discussion item on July meeting and an action item on the August meeting.

Agenda Item XXI Adjournment

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Meeting adjourned 8:26 pm