



LAREDO COLLEGE DISTRICT

Laredo, Texas

The regular meeting of the Laredo College Board of Trustees convened on Thursday, June 28, 2018, beginning at 6:12 p.m. in the Samuel A. Meyer Board Room located at the Elpha Lee West Building Room 105 at the Fort McIntosh Campus.

ROLL CALL

MEMBERS PRESENT

Mercurio Martinez Jr, President
Cynthia Mares, Secretary
Henry S. Carranza, Ph.D.
Rene De La Viña
Gilberto Martinez Jr., Ed.D. (arrived at 6:45 p.m.)
Jackie Leven-Ramos
Tita C. Vela
Cin Bickel, Ex-officio, represented by
Dr. Ramon De La Torre

MEMBERS ABSENT

Allen Tijerina, Vice President
Michelle De La Peña

OTHERS

Ricardo J. Solis
Rusty Meurer, College Attorney
Tayo Penosen
Nora R. Garza
Joya Vidaurri
Sandra Cortez
Ann Patton
David Arreazola
Robert Porter
Homero Paez
Cesar E. Vela Jr.
Rodney Rodriguez
Raquel Pena

CALL TO ORDER

Judge Martinez called the meeting to order. Ms. Mares called the roll. A quorum of the members was present.

**APPROVAL OF MINUTES
FOR REGULAR BOARD OF
TRUSTEES MEETING OF
MAY 24, 2018,**

Ms. Mares moved to approve the minutes as presented. The motion was seconded by Mr. De La Viña; motion carried.

**BUDGET WORKSHOP AND
BOARD RETREAT OF MAY
26, 2018, AND**

**SPECIAL BOARD OF
TRUSTEES MEETING OF
JUNE 5, 2018**

PUBLIC TESTIMONY

No one signed up for public testimony.

**RECOGNITIONS,
COMMUNICATIONS, AND
INTRODUCTIONS**

Dr. Ricardo J. Solis, President, introduced the following new hires: Sandy Lugo, Public Relations Specialist II; Cynthia Y. Rodriguez, Technical Services Librarian; Miriam Gallegos, Admissions & Registration Clerk; and Tekuani M. Perez, Cybersecurity Institute Network Administrator.

FACULTY SENATE REPORT

Dr. Ramon De La Torre, Science Faculty Senator representing Dr. Cin Bickel, reported on: 1) asked that faculty be included in discussions regarding TASB Recommendations Item #13 before presented to the Board and deferred to the August meeting; 2) support Budget Committee's recommendation to keep tax rate the same; 3) ask for approval of the Faculty Ranks and Titles; and 4) address the demand letter that was presented to the Board at the May Board meeting.

Dr. Tayo Penosen asked that faculty hired on tenure-track positions be kept.

**RECOGNITIONS,
COMMUNICATIONS, AND
INTRODUCTIONS**

Dr. Ricardo Solis introduced Dr. Nora R. Garza, Vice President for Resource Development, to make a grant announcement. Dr. Garza introduced Mr. Gabe Lozano and Ms. Sandra Cortez. Ms. Sandra Cortez, Senior Director for Community Education, announced a continuing education grant – Texas Workforce Commission Skills Development Fund grant for \$145,316. She acknowledged Mr. Gabe Lozano and Ms. Brenda Martinez for putting the grant together. She also announced an adult education and literacy grant awarded through Texas Workforce Commission for \$1,077,736. She acknowledged Mr. Eduardo Martinez, Mr. Rodolfo Guevara, Ms. Cindy Elizalde, Ms. Claudia Sanchez, and Mr. Gabe Lozano

**CLASSIFIED STAFF
COUNCIL REPORT**

Ms. Joya Viduarri, Classified Staff Council President, reported on their June meeting and sub-committee work.

CONSENT AGENDA

**APPROVE NAMING RIGHTS
CONTRACT WITH FALCON
BANK – MS. CYNTHIA MARES**

Ms. Mares moved to approve the items under the Consent Agenda and to include Item 17 - *Approval of Dell Lease for Equipment Purchases as Approved by the FY 2018 Budget*, Item 18 - *Approval of Lease for Information Technology Equipment and Associated Software as Approved by the FY 2018 Budget* and Item 19 - *Approval of Banner System Consulting for All Functional Areas of the College*. Mr. De La Viña seconded the motion; motion carried.

**APPROVAL TO PURCHASE
OF RADIOLOGY EQUIPMENT
– MR. CESAR VELA**

**APPROVAL TO PURCHASE
BUS FOR ATHLETIC
PROGRAMS – MR. CESAR
VELA**

**APPROVAL TO USE
STUDENT ACTIVITIES FUND
BALANCE FOR PURCHASE
OF UTILITY CART – MR.
CESAR VELA**

**APPROVAL TO USE
STUDENT ACTIVITIES FUND
BALANCE TO COVER LC
PALOMINO PRIDE TEAM
EXPENSES – MR. CESAR
VELA**

**DISCUSSION AND POSSIBLE
ACTION
CONSIDER APPROVAL OF
THE COLLEGE EMPLOYEE
PAY SYSTEMS DESIGN
PROPOSED BY TEXAS
ASSOCIATION OF SCHOOL
BOARDS HUMAN
RESOURCES SERVICE**

Ms. Mares gave background information on this item. Ms. Ann Patton, TASB representative, presented a PowerPoint presentation on TASB's compensation recommendations.

Ms. Mares moved "that the Board replace the current step schedule for administrators, professionals, and technical jobs with the pay ranges recommended by TASB; replace the current step schedule for classified, non-exempt staff with TASB proposed pay schedule; replace the step schedule for faculty with the TASB proposed schedule; provide a 2.5% general pay increase based on new range midpoint to the faculty and non-faculty staff paid within their recommended pay range; annually review the compensation plan and update it as needed to maintain the market competitiveness; review pay practices and job descriptions to ensure legal compliance; and, of course most important, review all Board policies to ensure that they align with the proposed pay plan. And I further direct Administration to bring further recommendations for proposed action at the next Board meeting that are going to be consistent with TASB's recommendations". Ms. Leven-Ramos seconded the motion. Dr. Martinez asked that tenure be kept but not offer so

many tenure-track positions. Ms. Mares noted that tenure was not in her motion. Judge Martinez noted that Ms. Patton has agreed to come in early August for a workshop to discuss areas of concern of faculty and administration. Mr. Meurer noted that if someone on the Board wanted to amend the motion that tenure not be affected, they can certainly do that. Dr. Martinez acknowledged that is what he'd like to do. Mr. De La Viña seconded the motion with Dr. Martinez's amendment. Ms. Mares, Ms. Vela, and Judge Martinez noted that the original motion does not mention tenure. Ms. Mares called for the question. Motion carried unanimously.

Dr. Martinez moved to bring up Item 20 - *Approval of Faculty Titles and Ranks*. Mr. De La Viña seconded the motion; motion carried.

APPROVAL OF FACULTY TITLES AND RANKS - MS. CYNTHIA MARES

Ms. Mares noted that the Program/Policy Committee has reviewed and based on TASB's recommendations, some of the language needs to be revised. Dr. David Arreazola, Interim Chief Academic Officer/Vice President of Academic Affairs, presented the proposal. Dr. Martinez noted that a rank may be missing or an instructor title should not have a time frame. Discussion followed. Ms. Mares moved "to approve the titles and ranks with further modifications down the road". Mr. De La Viña seconded the motion; motion carried. Ms. Leven-Ramos asked if the motion can be amended. Ms. Mares noted that she mentioned that the titles would be approved with the caveat that modifications be done. Mr. Meurer noted that the item can be brought back at any time.

STATUS REPORT ON FACILITIES MASTER PLAN PHASE III PROJECTS - MR. ROBERT PORTER

Mr. Robert Porter, Construction Project Manager, provided an update on construction projects - Yeary Library and Cigarroa Buildings. Mr. Homero Paez, Assistant Construction Manager, provided an update on the Health Science Center. Dr. Rodney Rodriguez, Executive Director of Strategic and External Initiatives, provided an update on the De La Garza Building.

MAY 2018 FINANCIAL REPORT - MR. CESAR VELA

Judge Martinez noted that the Financial Report was presented at the Finance & Audit Committee meeting and everything was in order. Ms. Mares so acknowledged the report. Mr. De La Viña seconded the motion; motion carried.

APPROVE THE PURCHASE OF DIPLOMA COVERS FOR LAREDO COMMUNITY COLLEGE GRADUATES - MR. ALLEN TIJERINA

Ms. Mares moved to defer due to Mr. Tijerina's absence. Mr. De La Viña seconded the motion. Dr. Carranza asked if the item will be tabled or deferred. The item will be deferred until Mr. Tijerina is present. Judge Martinez called for the vote. Motion carried.

REVIEW CAMPUS SIGNAGE: ROADS AND BUILDINGS - MS. CYNTHIA MARES

Ms. Mares noted that this item was discussed at the Building Committee Meeting and so moved to acknowledge the information. Mr. De La Viña seconded the motion; motion carried.

REVIEW LAREDO COMMUNITY COLLEGE BOARD OF TRUSTEES LOCAL POLICY DE(A)LOCAL); COMPENSATION AND BENEFITS - SALARIES AND WAGES - MS. JACKIE LEVEN-RAMOS

Ms. Leven-Ramos moved to defer the item and have the Program/Policy Committee review the policy. Dr. Carranza seconded the motion; motion carried.

APPROVAL OF MODIFICATION TO BOARD POLICY GDA(LOCAL); COMMUNITY USE OF COLLEGE DISTRICT FACILITIES - CONDUCT ON COLLEGE DISTRICT PREMISES - DR. RICARDO J. SOLIS

Dr. Ricardo Solis asked that the Board approve the modification to Board Policy GDA(LOCAL): Community Use of College District Facilities - Conduct on College District Premises as presented in the proposed edit. Discussion followed. Ms. Leven-Ramos moved to adopt the modification to the policy as presented. Dr. Carranza seconded the motion; motion carried. Ms. Mares and Ms. Vela voted against.

**COLLEGE NAME CHANGE
TRANSITIONAL PLAN AND
UPDATE ON INSTITUTIONAL
IDENTITY GUIDELINES – DR.
RODNEY H. RODRIGUEZ**

Mr. Meurer noted that the college name change legally goes into effect when it is filed with the Texas Higher Education Coordinating Board, which the resolution has been filed. Therefore, the college is now Laredo College. Dr. Rodney Rodriguez presented a tentative name change transition timeline. The estimated cost for Phase 1 (FY2017-2018) is \$8,610 and estimated cost for Phase 2 (FY2018-2019) is \$10,965. He also presented four options for a college logo, which will be voted on with the approval of the Board. Dr. Rodriguez presented the Institutional Identity Guidelines and a revision to the guidelines. Ms. Leven-Ramos requested college sports shirts available at WalMart. Ms. Raquel Pena, Associate Dean of Students, mentioned that they are working on it. Ms. Leven-Ramos moved to approve the name change transition plan. Mr. De La Viña seconded the motion; motion carried.

INFORMATION ITEMS

**STUDENT ACTIVITIES AND
FUTURE PROGRAMS – DR.
RICARDO J. SOLIS**

Dr. Ricardo Solis provided an update on the LISD and UISD summer academy.

**2018 COLLEGE ELECTIONS
UPDATE – DR. RODNEY H.
RODRIGUEZ**

Dr. Rodriguez as the elections officer provided information on the Laredo College Board of Trustees 2018 Election. The estimated cost for LC is \$80,564.78. A special called meeting needs to be scheduled to approve the election contract. The Board will be polled for a special meeting. Mr. De La Viña noted for the record that he will not run for re-election after 12 years of service.

**2019 TEXAS STATE
LEGISLATIVE SESSION
UPDATE – DR. RODNEY H.
RODRIGUEZ**

Dr. Rodriguez provided an update of the upcoming legislative session which is scheduled to begin January 8, 2019. Ms. Leven-Ramon suggested that the Board arrange a visit with state legislators of the Higher Education Committee.

**2018 IMPORT/EXPORT DE
LA GARZA EVENTS UPDATE
– DR. RODNEY H. RODRIGUEZ**

Dr. Rodriguez provided an information on the Economic Development Center activities.

EXECUTIVE SESSION

At 8:45 p.m., Judge Martinez announced that the Board would go into executive session for the following item:

- Discussion Pursuant to Texas Government Code Sections 551.071 and 551.074 Concerning the Preliminary Proposal of Employment, Reassignment and Duties of Employees Related to a Proposed Re-Organization of Administration, including Discussion of Related Legal Issues with College Attorney

Ms. Leven-Ramos moved to go into executive session. Ms. Mares seconded the motion; motion carried.

**DISCUSSION AND POSSIBLE
ACTION**

**PRELIMINARY PROPOSAL
OF EMPLOYMENT,
REASSIGNMENT AND
DUTIES OF EMPLOYEES
RELATED TO A PROPOSED
RE-ORGANIZATION OF
ADMINISTRATION**

The Board reconvened to open session at 9:40 p.m. Judge Martinez noted that no action was taken in executive session.

Judge Martinez asked what the wishes of the Board are. Ms. Leven-Ramos moved “that the Board of Trustees approve the reorganization proposed by the College President and find that the duties and responsibilities of the employees identified in executive session have increased”. Dr. Martinez seconded the motion; motion carried. Ms. Vela and Ms. Mares voted against.

Ms. Leven-Ramos moved that the salaries of the individuals identified in executive session “increase by the amounts identified by the College President in executive session. Dr. Carranza seconded the motion; motion carried. Ms. Vela and Ms. Mares voted against.

Dr. Martinez moved for an amendment of the title of Chief Academic Officer/Vice President of Academic Affairs to Provost & Vice President of

Academic Affairs. Dr. Carranza seconded the motion; motion carried unanimously.

**PRESIDENT'S REPORTS
CAMPUS POLICE,
PERSONNEL,
TRAVEL, AND
OTHER REPORTS**

The reports were provided for information purposes.

NEXT MEETING DATE:

Judge Martinez noted that the next meeting date will be determined.

ADJOURNMENT

At 9:40 p.m., Mr. De La Viña moved to adjourn the meeting. Dr. Carranza seconded the motion; motion carried.