



## LAREDO COLLEGE DISTRICT

Laredo, Texas

The budget workshop of the Laredo College Board of Trustees convened on Thursday, June 20, 2024, beginning at 6:00 p.m. in the Samuel A. Meyer Board Room located at the Elpha Lee West Building Room 105 at the Fort McIntosh Campus.

**1. CALL TO ORDER** Ms. Zepeda called the meeting to order.

**2. ROLL CALL** Ms. Leven-Ramos called roll.

### MEMBERS PRESENT

Lupita Zepeda, President

Jorge "JD" Delgado, Vice

President *(participated via Zoom at 6:25 p.m.)*

Jackie Leven-Ramos, Secretary

Erica Benavides Garcia *(arrived at 6:02 p.m.)*

Cindy Liendo *(arrived at 6:08 p.m.)*

Mercurio Martinez, Jr.

Ernestina "Tita" Cantu Vela

Karina "Kari" Elizondo *(participated via Zoom)*

### OTHERS

Minita Ramirez, Ph.D.

Rusty Meurer

Luz Cadena

Veronica Cardenas

Cesar E. Vela, Jr.

### MEMBERS ABSENT

Esteban Rangel

Ms. Zepeda announced that a quorum of the members was present, that this meeting was duly called, and that notice of this meeting was posted in accordance with the Texas Open Meetings Act.

**3. PUBLIC TESTIMONY** No one signed up for public testimony.

**4. TEXAS ASSOCIATION OF SCHOOL BOARDS (TASB) PAY MAINTENANCE RECOMMENDATIONS – MR. CESAR VELA/MS. VERONICA CARDENAS/MS. LUZ CADENA**

Ms. Luz Cadena, TASB Senior Compensation Consultant, presented Laredo College Pay Systems Maintenance (pay study process, objectives, market pay strategy, market peers, other Laredo metro area market sources, faculty – Master's Degree market comparison, other pay groups – market salaries, and recommendations).

Ms. Zepeda acknowledged the presence of Ms. Benavides Garcia, Ms. Liendo, and Mr. Delgado.

**5. IMPLEMENTATION OF NEW SALARY THRESHOLDS FOR EXEMPT EMPLOYEES UNDER THE FEDERAL LABOR STANDARDS ACT (FSLA) – MS. VERONICA CARDENAS**

Ms. Veronica Cardenas, Executive Director of Human Resources, informed the Board about the final rule that will increase thresholds for exempt employees. Effective July 1, 2024, the salary threshold will increase to the equivalent of an annual salary of \$43,888 and increase to \$58,656 on Jan. 1, 2025. For the 2025 threshold, there are lawsuits to prevent it from taking effect. She went over how this will affect LC employees.

**6. PRESENTATION OF PRELIMINARY DRAFT OF**

Mr. Cesar Vela, Vice President of Finance and Administration, presented a preliminary draft of the FY2025 budget (budget objectives,

**THE FY2025 BUDGET –**  
*MR. CESAR VELA*

budget highlights, projected revenue, funding sources, proposed expenditures, budget allocation, tax rate and valuation information, and timeline. He distributed information on LC general operating fund, and LC state funding breakdown FY 2025.

**7. NEXT MEETING DATES &  
UPCOMING EVENTS:**

Saturday, June 22, 2024, 9:00 a.m. – Board Retreat

Monday, June 24, 2024, 5:30 p.m. – Student Success Committee Meeting

Tuesday, June 25, 2024, 5:30 p.m. – Finance & Audit Committee and Building Committee Meeting

Wednesday, June 26, 2024, 5:30 p.m. – Program/Policy Committee Meeting

Thursday, June 27, 2024, 6:00 p.m. – Regular Monthly Board Meeting

**8. ADJOURNMENT**

At 7:26 p.m., Ms. Leven-Ramos moved to adjourn the meeting. Ms. Vela seconded the motion; motion carried.