

**Harlandale Independent School District Board of Trustees**  
**Special Call Board Meeting**  
**May 4, 2016**

The Board of Trustees of the Harlandale Independent School District met for a Special Call Board meeting on Wednesday, May 4, 2016 at Central Office PDC Room, 102 Genevieve, San Antonio, Texas 78214. Mr. Tomas Uresti, Vice President, called the meeting to order at 6:15 PM.

**Roll Call:** Mr. Tomas Uresti, Vice President; Ms. Christine Carrillo, Secretary; Messrs. Ricardo Moreno, Carlos Quezada, Ms. Erma Casares, Members. The Chair declared a quorum present. Mr. Juan Mancha, Member, was absent. Mr. David Abundis, President, entered the meeting during Citizens to be Heard.

**Staff Present:** Mr. Rey Madrigal, Superintendent; Richard Hernandez, Assist. Supt. for Business; Diana Tudyk, Executive Dir., Human Resources; Jerry Soto, Executive Director for Operations; and Blanche Diaz, Recorder. Also present was Mr. Robert “Woody” Wilson, Sanchez & Wilson, attorney.

**TASB Compensation Study-Information presentation as requested by the board and staff:**

Ms. Luz Cadena and Mr. Zachary Hobbs, TASB Senior Compensation Consultant and Compensation Consultant respectively, stated the purpose of the study was to objectively examine the competitive job market and determine whether pay practices are internally fair and externally competitive. Data sources for this project were obtained from: District employee records, peer districts, TASB annual surveys of salaries and wages in Texas schools, third-party salary surveys of the local metro area; and district administrator interviews for all employee groups. The report represents a summary of the findings and recommendations from this project with supporting data:

- provide a general pay increase to all employees paid within their pay range;
- adjust all employees up to the minimum pay rate for their position;
- add targeted adjustments to improve pay for identified employees at risk; and
- hold harmless employees who are paid above the recommended maximum rate.

**Closed Session:** Mr. Uresti *motioned to convene in Closed Session for attorney consultation on the Construction Manager at Risk for Vestal and Carroll Bell Elementary Schools (TGC 551.071)* and Mr. Quezada seconded. Members present voted in favor and the motion carried. The board convened in Closed Session at 7:30 PM.

**Open Session:** At 8:18 PM, the board reconvened in Open Session. After discussion, Mr. Uresti *motioned to rank Cadence McShane as #1 for the Construction Manager at Risk for Vestal and Carroll Bell Elementary Schools (Step Two) and rank Whiting Turner as #2, and give the Superintendent authority to negotiate and execute the contract* and Mr. Quezada seconded. Messrs. Abundis, Mancha, Moreno, Quezada, Uresti, Ms. Carrillo, Ms. Casarez voted in favor and the motion carried.

**Closed Session:** Mr. Uresti *motioned to convene in Closed Session* to discuss the following items and Mr. Abundis seconded:

- a. Regular Personnel Report
- b. Superintendent’s recommendations of professional contracts for the 2016-2017 school year:

1. Discuss Proposed Renewal of certain Probationary Contract Professionals. Discuss termination of certain Probationary Contract Professionals at the end of the school year in the best interest of the school district.
  2. Discuss Proposed Renewal of certain Term Contract Professionals. Discuss the recommendation to propose non-renewal of certain Term Contract Professionals at the end of the school year.
  3. Discuss Proposed Renewal of Non-Certified Term Contract Professionals. Discuss the recommendation to propose non-renewal of certain Non-Certified Term Contract Professionals at the end of the school year.
  4. Discuss 4th year Probationary Contract Placement or Placement on a Term Contract for certain Professionals currently in the third year of their probationary contract.
- C. Attorney consultation regarding Cause No. 2012-CI-14254, Harlandale Independent School District v. Trane America L.L.C., et. at., in the 73rd Judicial District Court of Bexar County, Texas (TGC Section 551.071).

All members voted in favor and the motion carried. The board convened in Closed Session at 8:45 PM.

**Open Session:** At 9:37 PM, the board reconvened in open session. Mr. Uresti *motioned to approve the regular personnel report as discussed in closed session* and Mr. Abundis seconded. All members present voted in favor and the motion carried.

Mr. Uresti *motioned to approve items 5B: 1 – 4 as discussed in closed session* and Ms. Carrillo seconded. All members present voted in favor and the motion carried.

There being no further business to discuss, Mr. Uresti motioned to adjourn and Ms. Carrillo seconded. All voted in favor and the meeting adjourned at 9:39 PM.

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Christine Carrillo, Secretary

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David Abundis, President