

**MINUTES OF THE
REGULAR BOARD MEETING
HELD ON September 22, 2025
TIME: 6:00 pm**

SESSION A: The meeting was called to order by Juan J. Ramos Jr. Board President.
A quorum was established as follows:

MEMBERS PRESENT:

Juan J. Ramos Jr.
Berenice Martinez
Maria Acosta
Agapito Perez Jr.
Paola Candanoza
Janie Sarmiento

MEMBERS ABSENT:

Yadira Flores

Sergio Coronado, Superintendent
Alyssa Aleman, School Attorney

A- Call meeting to order 6:09 PM

- A1 Pledge of Allegiance/Texas Flag
- A2 Prayer **Janie Sarmiento**
- A3 Public Audience
- A4 Board Minutes:
 - **August 11, 2025 – Special Board Meeting**
 - **August 27, 2025 – Regular Board Meeting**

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

B- Superintendent's Report

Discussion and possible action on the following:

B1 District Reports

Mr. Coronado presents to the board

B2 Teacher Incentive Allotment (TIA) Information

Mr. Coronado and Mrs. Garcia presents to the board, Progreso ISD joined the Teacher Incentive Allotment (TIA) as part of Cohort Din 2020-2021. After completing the state's validation process, the district issued its first teacher payments in the 2022-23 designation year, marking a key step in recognizing excellence and strengthening teacher recruitment and retention.

B3 2025-2026 Employee Handbook

Ms. Lupita Valdez presents to the board the updated employee handbook, the majority of the revisions reflect policy updates that have been approved by the board throughout the school year.

Motion made by Berenice Martinez to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

B4 Consideration and possible action to adopt the resolution authorizing Progreso ISD to join the South Texas School Board Association

Mr. Cortez presents to the board, The South Texas School Board Association (STSBA) is a regional network that provides trustees and administrators with professional development, legislative updates, and collaboration opportunities. Its mission is to strengthen governance, share best practices, and support districts in advancing student success and teacher development. The South Texas School Board Association (STSBA) establishes annual dues based on district size. For mid-sized and small districts with an enrollment of 500-1,999 students, the annual membership fee is \$1,500. Districts must budget accordingly to ensure continued participation and access to STSBA resources and services.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Maria Acosta and Paola Candanoza

VOTING AGAINST: Janie Sarmiento

MOTION PASSES

C- Curriculum & Instruction:

C1 District Improvement Plan, Campus Improvement Plans & House Bill 3 Goals

Ms. D. Aguilar presents to the board,

Sustain Growth and Academic Achievement

- ***Domain I:*** 74% of students will score at the Approaches level, 40% at Meets, and 10% at Masters.
- ***Domain II:*** Increase student growth to 75% year-over-year.
- ***Domain III:*** Achieve at least a 93% graduation rate, 80% College/Career/Military Readiness (CCMR), and improve special population performance by 10%.
- ***Overall Rating Goal:*** Earn at least a C rating or higher.

Attract, Develop, and Retain Educators

- *Retain 90% of teachers annually through professional development, mentorship, and support.*
- *Increase the number of highly qualified educators by 5% each year.*

Technology

- *Ensure 100% of classrooms have updated technology.*
- *90% of teachers will report improved access and technology integration by year-end.*

Parental and Community Engagement

- *Increase parent, family, and community involvement by 15% through workshops, events, and communication efforts.*
- *Improve satisfaction levels as measured by annual surveys.*

Facilities and Safety

- *Reduce safety incidents by 10% each year.*
- *Increase satisfaction with facilities by 15%.*
- *Improve student behavior and engagement by 10% through safe, supportive, and innovative learning environments.*

Mrs. Molina presents to the board,

Sustain Growth and Academic Achievement

- ***Domain I:*** 80% of students will reach Approaches, 50% Meets, and 20% Masters level.
- ***Domain II:*** Increase student growth performance to 90% year-over-year.
- ***Domain III:*** 90% of students will show progress in closing academic gaps, with a 10% improvement in performance for special populations and English Learners.
- ***Overall Rating Goal:*** Earn at least a B rating or higher.

Attract, Develop, and Retain Educators

- Retain 90% of teachers each year through mentorship, professional development, and support.
- Increase the number of highly qualified teachers by 5% annually.

Technology

- Ensure 100% of classrooms have updated technology.
- 90% of teachers will report improved access and effective integration of technology in instruction.

Parental and Community Engagement

- Increase family and community involvement by 15% through workshops, events, and communication.
- Improve satisfaction levels according to annual parent surveys.

Facilities and Safety

- Reduce safety incidents by 10% per year.
- Increase satisfaction with school facilities by 15%.
- Enhance student behavior and engagement by 10% through safe and innovative learning spaces.

Mr. Alvarado presents to the board, **Sustain Growth and Academic Achievement**

- **Domain I:** 84% of students will score at Approaches, 55% at Meets, and 22% at Masters level.
- **Domain II:** Increase student growth to 80% year-over-year.
- **Domain III:** Close achievement and growth gaps by monitoring STAAR Reading & Math performance, STAAR Growth, and TELPAS progress at the elementary level.
- **Overall Rating Goal:** Earn at least a **B** rating or higher.

Attract, Develop, and Retain Educators

- Retain 90% of teachers annually through professional development, mentorship, and support.
- Increase the number of highly qualified teachers by 5% each year.

Technology

- Ensure 100% of classrooms have updated technology.
- 90% of teachers will report better access and integration of technology in instruction.

Parental and Community Engagement

- Increase parent, family, and community involvement by 15% through workshops, events, and communication efforts.
- Improve satisfaction levels as measured by annual surveys.

Facilities and Safety

- Reduce safety incidents by 10% each year.
- Increase student and staff satisfaction with facilities by 15%.
- Improve student behavior and engagement by 10% through safe and innovative learning environments.

Mr. Zuniga presents to the board,

Sustain Growth and Academic Achievement

- 70% of 2nd graders will master end-of-year benchmark assessments.
- 75% of 1st graders will demonstrate mastery in word reading based on mClass results.
- 78% of Kindergarten and Pre-K students will master phonemic awareness, letter naming, and letter knowledge.

Attract, Develop, and Retain Educators

- Retain 90% of teachers annually through mentorship, targeted professional development, and support.
- Increase the number of highly qualified educators by 5% each year.

Technology

- Ensure 100% of classrooms have updated technology.
- 90% of teachers will report improved access to and integration of technology in instruction.

Parental and Community Engagement

- Increase parent, family, and community engagement by 15% through workshops, events, and communication.
- Partner with **Special Olympics** to promote inclusion, teamwork, confidence, and social-emotional growth for all students.

Facilities and Safety

- Reduce safety incidents by 10% annually.
- Increase satisfaction with facilities by 15% based on surveys.
- Improve student behavior and engagement by 10% through safe, innovative, and supportive learning environments.

Motion made by Janie Sarmiento to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D- Support Services/Facilities

D1 Consideration and possible action to adopt the resolution authorizing Progreso ISD to join the Moak Casey Interlocal Purchasing Cooperative

Vice president Progreso ISD seeks to enter into an Interlocal Purchasing Cooperative Contract with Moak Casey Interlocal Purchasing Cooperative. This agreement allows the district to participate in cooperative purchasing for energy, integrated efficiency solutions, and property and casualty insurance at pre-negotiated prices. Membership provides the district with access to competitive rates, vendor compliance with state and federal procurement requirements, and administrative efficiency in the purchasing process.

Motion made by Juan J Ramos to approve as presented.

Second by Agapito Perez Jr.

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D2 Consideration and possible action authorizing the Superintendent to Enter into a Contract Agreement with Valiant Energy Sources, LLC for Consulting Services on performance improvements, Affinity Program (Friends and Family Residential Program) and Price Negotiations for forward lock of the ISD'S Retail Electric Provider Agreement following the expiration of the Current Contract

The contract agreement with Valiant Energy Services will provide consulting support for performance improvements and program development. The scope of services includes the Affinity Program (Friends and Family Residential Program), which offers benefits to district stakeholders, as well as price negotiations for a forward lock on the district's retail electric provider agreement following the expiration of the current contract. The proposed consulting agreement with Valiant Energy Sources, LLC requires Board authorization before execution. While the consultant may assist with electricity procurement, aggregation opportunities, and negotiations with Retail Electricity Providers (REPs), the district retains final authority to select the energy provider. No agreement with electricity providers may be entered without written Board approval. The consultant may also support the district with metered account management and dispute resolution related to electricity or natural gas services.

Motion made by Juan J Ramos to approve as presented.

Second by Agapito Perez Jr.

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D3 HS Turf Payment Application

Mr. Jorge Lazaro presents to the board, in accordance with the engineering service agreement for the Progreso High School Synthetic Turf Field Project, the total construction cost is \$1,386,010.00, with a basic engineering fee of \$110,880.80. The fee distribution includes 70% for design (\$77,616.56), 10% for award (\$11,088.08), 15% for construction (\$16,632.12), and 5% for final services (\$5,544.04)—all marked 100% complete. The total amount earned to date is \$110,880.80, with previous billings of \$83,850.92 and a current billing of \$27,029.88.

Motion made by Agapito Perez Jr to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D4 HS Track Payment Application

Mr. Jorge Lazaro presents to the board, in accordance with the engineering service agreement for the Progreso High School Track Project, the total construction cost is \$636,671.00, with a basic engineering fee of \$50,933.68. The fee breakdown includes 70% for design (\$35,653.58), 10% for award (\$5,093.37), 15% for construction (\$7,640.05), and 5% for final services (\$2,546.68)—all at 100% completion. The total amount earned is \$48,962.06, with previous billings of \$35,633.08 and a current billing of \$13,328.98.

Motion made by Agapito Perez Jr to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D5 HS Track Certificate of Completion

Mr. Jorge Lazaro presents to the board, this certification, prepared by George E. Lazaro, P.E. of Fulcrum Consulting Services, establishes the completion date of August 28, 2025, for the Progreso ISD High School Track Project in Progreso, Texas. The project, constructed by Hellas Construction, Inc., was completed in full compliance with the plans and specifications prepared by the Engineer. The completed work meets all design concepts and criteria, and as-built drawings have been submitted documenting any construction changes. The contractor will provide a one-year warranty for all components and work performed, effective from the date of completion.

Motion made by Agapito Perez Jr to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D6 HS Turf Certificate of Completion

Mr. Jorge Lazaro presents to the board, this certification, prepared by George E. Lazaro, P.E. of Fulcrum Consulting Services, establishes the completion date of August 28, 2025, for the Progreso High School Synthetic Turf Field Project in Progreso, Texas. The project, constructed by Hellas Construction, Inc., was completed in full compliance with the engineer's plans and specifications, meeting all design concepts and criteria. As-built drawings documenting any construction changes have been received, and the contractor will provide a one-year warranty for all components and work performed from the date of completion.

Motion made by Agapito Perez Jr to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

F- Finance:

Discussion and possible action on the following:

F1 Cash Disbursements

Mr. Juan Hernandez informs the board August month is \$1.3 million.

F2 Investment Report

Mr. Juan Hernandez informs board of the current earnings for the month is 39,158 with total Investment of 10,7456,043, total balance \$10,705,885

Motion made by Juan J Ramos to approve as presented.

Second by Agapito Perez Jr

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F3 Tax Collection

Mr. Juan Hernandez informs board of trustees of the collected to date 3.4 Million, 89.69% collected compared to last year of 88.25%.

Motion made by Juan J Ramos to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F4 Budget Amendment

No item

F5 Budget Update

Mr. Juan Hernandez informs board of the total revenue 18.9 million total expenditures 20.8 million.

- H- Executive Session:** Closed Meeting under Texas Gov't Code 551.071; 551.072; 551,074; 551.-076; 551,082. **8.32: pm**
- (a) Resignations and Superintendent's recommendations for resignations, terminations, proposed terminations, re-assignments and proposed non-renewals of district employees
 - (b) Superintendent's recommendations and possible interviews for hiring of administrative & professional personnel - instructional and non-instructional
 - (c) Superintendent's recommendations for hiring of non-professional personnel - clerical/technical and auxiliary
 - (d) Discussion to Amend Compensation Plan

I- Reconvene in Open Meeting to take action on the following items:
Discuss and take possible action on the following items: **10:00 pm**

- (a) Discussion and possible action on Superintendent's recommendations concerning resignations, terminations, proposed terminations, re-assignments and proposed non-renewals or suspensions of District employees.
- (b) Discussion and possible action on hiring of administrative & professional, instructional and non-instructional personnel
- (c) Discussion and possible action on hiring of non-professional Clerical/Technical and Auxiliary personnel
- (d) Discussion and Action to Amend Compensation

Motion made by Agapito Perez Jr to approve new hires.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Janie Sarmiento and Paola Candanoza

MOTION PASSES

J- Adjournment 10:01pm

Adjournment

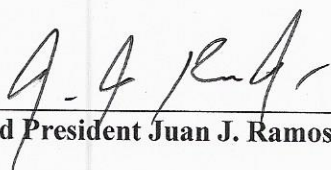
Motion made by Juan J Ramos to adjourn meeting.

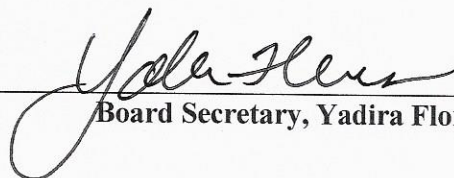
Second by Agapito Perez Jr

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Janie Sarmiento and Paola Candanoza

MOTION PASSES

Meeting was adjourned by Board President: Juab J. Ramos Jr. at 10:01 P.M. 09-22-2025.


Board President Juan J. Ramos Jr.,


Board Secretary, Yadira Flores