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**MINUTES**  
**REGULAR BOARD OF TRUSTEES MEETING**  
Socorro Independent School District  
12440 Rojas Drive, El Paso, TX 79928  
June 21, 2022 – 6:00 p.m.

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**MEMBERS PRESENT**

Eduardo Mena, Board President; Pablo Barrera, Board Vice President; David O. Morales, Board Secretary; Ricardo O. Castellano; Paul Guerra; Cynthia A. Najera; Michael A. Najera; and Nate Carman, Ed.D., Superintendent of Schools

**MEMBERS ABSENT**

None

**CALL TO ORDER**

The meeting was called to order at 6:00 p.m. by Board President Eduardo Mena. All members were present and a quorum was established.

**PLEDGE OF ALLEGIANCE**

**SUPERINTENDENT'S COMMENTS**

Dr. Carman reported on personnel and provided an update on his 90-day district address.

**BOARD HONORS**

- An SISD student was recognized for winning the 2022 Congressional Art Contest.
- SISD students were recognized for being selected for the UIL State Honor Crew in Theater Arts.
- Eastlake High School students were recognized for being selected to perform at International Music Conference.
- SISD students were recognized for being outstanding performers in the UIL Texas All State Solo and Ensemble Contest.
- SISD Varsity Baseball Teams were recognized for winning 2021-2022 UIL Baseball Championships.
- The Americas Varsity Girls' Softball Team was recognized for winning 2021-2022 UIL Softball Championships.

**OPEN FORUM**

The following individuals signed up to address the Board of Trustees and Superintendent:

1. Angie Soto regarding salary increase
2. Sylvia Duarte regarding seniority, experience, and wages
3. Rene Rodriguez regarding police MOU
4. Liz Ramos regarding approval of reclassification for SPED clerks
5. Dan Morales regarding changes in the district
6. Correy Harrison regarding ERT MOU
7. Ryan Urrutia regarding ERT MOU
8. Samuel Carrejo regarding transparency and ERT MOU
9. Gabriela Rojo signed up for Open Forum; when called, she was not present

**PUBLIC HEARING ON 2022-2023 EVERY STUDENT SUCCEEDS ACT (ESSA)**

On an annual basis, the District is required to consult with parents, community, business members, and educational stakeholders on the ESSA federal grant entitlements and planned expenditures for the upcoming year. This public hearing is to be completed prior to the District committing any funds and

prior to submitting the 2022-2023 ESSA Consolidated Federal Grant Application to the Texas Education Agency. The deadline to submit the application to TEA is June 30, 2022.

This presentation was also held as a hearing for public discussion. The public was invited to provide comment. No one came forward. No action was taken on this agenda item.

### **PROPOSED 2022-2023 SCHOOL DISTRICT BUDGET AND DISCUSSION OF PROPOSED TAX RATE**

The Board of Trustees is required to have conducted a public hearing for the purpose of discussing the proposed budget and the tax rate to support it before the adoption of the said item. The public is invited to provide comment on the proposed budget and tax rate. Note that the tax rate will not be adopted by the Board until August, when the certified property values are received from the Central Appraisal District.

This presentation was also held as a hearing for public discussion. The public was invited to provide comment. No one came forward. No action was taken on this agenda item.

### **FACILITIES REPORT**

Administration provided a presentation of the 2017 Bond Program and other construction projects. No action was taken on this agenda item.

### **CONSENT AGENDA**

A motion was made by Michael Najera, seconded by David Morales, to approve all items under the Consent Agenda with the exception of 8C-Budget Amendments; 8D5a-k-Requests for Bid Extensions; 8E6b-Purchasing Cooperative with Region 19 #22-7434 Maintenance, Repair and Operation (MRO) Equipment, Supplies, Materials and Services for Irrigation Supplies; and 8E7-Service Agreement with Digital Ticketing and Event Management Software. The motion carried unanimously.

- Regular Board Meeting Minutes for May 17, 2022, Special Board Meeting Minutes for June 7, 2022, and Board Workshop Minutes for June 14, 2022
- Employment of Personnel  
New employment contracts require Board of Trustees approval.
- Awarding of Bids
  - Athletic Training Supplies - RFP No. E2258  
Solicitation to purchase athletic training supplies as needed district wide. (Maximum \$125,000-General Fund Budget and Special Revenue)
  - Catering Services - RFP No. E2259  
Solicitation to provide catering services as needed district wide. (Maximum \$500,000)
  - Digital Displays/Projectors, Accessories and Services - RFP No. E2261  
Solicitation to purchase digital displays, projectors, accessories, supplies, and services as needed district wide. (Maximum \$2,500,000-General Fund Budget and Special Revenue)
  - Pharmaceutical - RFP No. E2262  
To provide the Socorro Independent School District with pharmaceutical/medication as needed for the SISD Employee Health Clinic. (Maximum \$150,000)
  - Requests for Extension and Increase
    - Elevator Maintenance and Services - RFP No. E1954  
Extension of this bid for an additional year, through June 30, 2023, which is the third and last possible extension. Increase the total annual amount by \$50,000 for a new total annual amount of \$200,000 for this current term and any remaining extended terms.

- Staffing Services - RFP No. E1924  
Extension of this bid for an additional year, through June 30, 2023, which is the third and last possible extension. Increase the total amount by \$1,600,000 for a new total annual amount of \$6,600,000 for this current term and any remaining extended terms.
- Request for Increase - Musical Instruments RFP No. E2208  
Administration recommends consideration and approval to increase the total annual awarded amount by \$320,000 for a new total annual amount of \$3,570,000 for this current term and any remaining extended terms. (Maximum \$3,750,000-General Fund and Special Revenue)
- Consider approval of Contracts
  - Addendum #1 - Texas Workforce Commission Adult Education and Literacy Grant, Ysleta ISD Fiscal Agent  
The purpose is to increase the amount of the ongoing SISD Adult Education and Literacy contract by \$37,203 in federal funds from the original total of \$812,470 for a new total of \$849,673.
  - Agreements
    - Education Service Center Region 19 TEKS Resource System  
For the continuation of commitment for the TEKS Resource System, a curriculum support system for K-12. This system is designed to provide a common language, process and structure for curriculum development. (Maximum \$297,020)
    - Education Service Center Region 19
      - OnDataSuite  
OnDataSuite is a software that provides LEA administrators and staff the ability to collect, analyze, and share TSDS/PEIMS academic performance data. (Maximum \$28,366.80)
      - Texas Student Data Systems (TSDS) PEIMS Support Cooperative  
Statewide system that modernizes and improves the quality of data collection, management and reporting in Texas education. (Maximum Membership Fee is \$1,250 for four (4) LEA attendees)
    - Texas Tech University for Principal Residency Grant Program  
The purpose is to continue with the Scope of Work between TTU and SISD. TTU has agreed to use its personnel, facilities, and reasonable efforts in the performance of the work. (Maximum \$210,000-Federal Funds)
  - Interlocal Agreements for Cooperative Purchasing - Three School Districts Print Shop Services  
The purpose of these Agreements is to facilitate the provision of certain printing and print shop services by SISD and the School District, listed below, in an effort to relieve the burdens of the governmental purchasing function for the purchase of these services, and to realize potential economies of scale available through cooperative use of SISD's print shop services, including administrative cost savings to the Parties. School Districts may purchase from SISD certain print shop services and various goods and services commonly utilized by each entity related to the printing of various materials.
    - San Elizario Independent School District
    - Clint Independent School District
    - Fabens Independent School District
  - Maintenance Agreement - Tyler Technologies  
This ongoing maintenance agreement will be for the 2022-2023 fiscal year. (Maximum \$609,612.81)

- Memorandum of Understanding - ESC Region 19 (Authorized Provider) Reading Academies Local Implementation  
The purpose is to continue the participation with ESC 19-Authorized Provider in conducting Reading Academies as required by HB 3 (2019) (Reading Academies). (Maximum \$70,000-General and State Funds)
- Purchasing Cooperatives
  - Region 19 #22-7434 Maintenance, Repair and Operation (MRO) Equipment, Supplies Materials and Services (Electrical Supplies)  
To purchase electrical supplies as needed district wide. (Maximum \$360,000)
  - STEAM and Fine Arts Academy Remodeling Services  
To purchase and install flooring as needed for the STEAM and Fine Arts Academy. (Maximum \$500,000)
  - ESC Region 19 Allied States Cooperative #19-7352, Produce Delivery and Related Services  
For the acquisition of produce for school cafeterias for the 2022-2023 school year. (Maximum \$1,500,000-CNS Federal Funds)
  - Region 19 Allied States Cooperative, USI Southwest Inc. (Ace American Insurance Company) Cyber Liability Insurance  
The purpose is to procure Cyber Liability Insurance. (Maximum \$65,697)
  - Region 19 Allied States Cooperative - USI Southwest Inc. (Indian Harbor) Educator's Legal Liability Insurance  
The purpose is to procure Educator's Legal Liability Insurance. (Maximum \$134,461.39)
  - Texas DIR Contract  
To purchase technology equipment and accessories related to desktop computers, laptops, tablets, servers, network appliances, and services. (Maximum \$10,000,000 per year-General and Federal Fund Budget)
- Resolution for EHAA (E) Policy and Program suggestion for Human Sexuality from SHAC: Goodheart-Wilcox Health Curriculum  
Section 28.004(e-1) (1) of the Texas Education Code requires the Board of Trustees from each Texas Public School District to adopt a resolution convening the local school health advisory council (SHAC) for the purpose of making recommendations regarding curriculum materials for the School District's human sexuality instruction. Two public meetings must be held on the curriculum and materials before adopting recommendations to present to the Board. The recommended curriculum and materials must comply with the instructional content requirements in law, are suitable for the subject and grade level for which the materials are intended and are reviewed by academic experts in the subject and grade level for which the materials are intended. The recommendations must be presented to the Board by July 1, 2022. It is recommended that EHAA Resolution and Goodheart Wilcox Health Curriculum be presented to the Board on June 21, 2022 for approval.
- TEA Low Attendance Waiver  
The Texas Education Agency allows school districts that have experienced a significant drop in attendance to apply for a waiver application for low attendance days. Due to safety related concerns, on Tuesday, April 19, 2022, Pebble Hills High School qualifies for this waiver

**BUDGET AMENDMENTS FOR JUNE 21, 2022 AND FISCAL YEAR 2022-2023**

This item was pulled from the Consent Agenda by Pablo Barrera for discussion. Administration explained that the budget amendments for June 21, 2022 pertain to the current fiscal year. A motion was made by Pablo Barrera, seconded by Michael Najera, to approve the item as presented. The motion carried unanimously.

### **REQUESTS FOR BID EXTENSIONS**

This item was pulled from the Consent Agenda by Ricardo Castellano for discussion. Administration explained that a report listing bid extensions of the contracts over \$100,000 approved administratively for FY2021-2022 would be provided for the Board's review. A motion was made by Michael Najera, seconded by Ricardo Castellano, to approve the item as presented. The motion carried unanimously.

This is the list of bid extensions approved by the Board of Trustees:

- Automotive Services - RFP No. E1939 - Extension of this bid for an additional year, through May 15, 2023, which is the third and last possible extension. (Maximum \$310,000-General and National School Lunch Program Funds)
- Concrete Redi Mix - RFP No. E2055  
Extension of this bid for an additional year, through July 8, 2023, which is the second and last possible extension. (Maximum \$200,000)
- Dairy Products - RFP No. E2045  
Extension of this bid for an additional year, through June 30, 2023, which is the second and last possible extension. (Maximum \$1,700,000-National School Lunch Program Funds)
- District Insurance (Property, General, Automobile, Law Enforcement, Cyber and Crime) - RFP No. E1942  
Extension of this bid for an additional year, through June 30, 2023, which is the fourth and last possible extension. (Maximum \$2,116,518.30-General Fund Budget and Special Revenue)
- Electrical Installations and Services - RFP No. E2040  
Extension of this bid through June 23, 2023, which is the second and last possible extension. (Maximum \$525,000)
- Food Service Equipment Repair Parts, Supplies and Services - RFP No. E2202  
Extension of this bid for an additional year, through June 30, 2023, which is the first extension with one possible extension left. (Maximum \$150,000-National School Lunch Program Funds)
- Garbage Disposal Services - RFP No. E2046  
Extension of this bid for an additional year, through June 30, 2023, which is the second and last possible extension. (Maximum \$350,000-General and National School Lunch Program Funds)
- Health Clinic & Pharmacy Equipment and Supplies - RFP No. E2211  
Extension of this bid through August 17, 2023, which is the first extension with two possible extensions left. (Maximum \$350,000-General Fund Budget and Special Revenue)
- Medical Supplies and Services - RFP No. E2125  
Extension of this bid through May 23, 2023, which is the first extension with one possible extension left. (Maximum \$450,000-General Fund Budget and Special Revenue)
- Retail Goods - RFP No. E1936  
Extension of this bid for an additional year, through May 21, 2023, which is the second and last possible extension. (Maximum \$850,000-General Fund Budget and Special Revenue)
- Stop Loss Reinsurance (Health Plan) - RFP No. E2137  
Extension of this bid for an additional six months, through December 31, 2022. Administration is issuing a new solicitation for the Socorro ISD Employee Health Plan which will include the Stop Loss Reinsurance. (Maximum \$1,666,105.00 for 6-month forecast-General Fund Budget and Special Revenue)

### **PURCHASING COOPERATIVE – REGION 19 #22-7434 MAINTENANCE, REPAIR AND OPERATION (MRO) EQUIPMENT, SUPPLIES, MATERIALS AND SERVICES (IRRIGATION SUPPLIES)**

This item was pulled from the Consent Agenda by Ricardo Castellano for discussion. Discussion followed regarding the vendors available for this cooperative. A motion was made by Ricardo Castellano, seconded by David Morales, to approve the item as presented. The motion carried unanimously.

**SERVICE AGREEMENT – DIGITAL TICKETING AND EVENT MANAGEMENT SOFTWARE**

This item was pulled from the Consent Agenda by Ricardo Castellano for discussion. Discussion followed regarding the platform for online ticket sales and other options. A motion was made by Cynthia Najera, seconded by David Morales, to approve the item as presented. The motion carried with a 6-1 vote. Aye: Cynthia Najera, David Morales, Paul Guerra, Eduardo Mena, Pablo Barrera, and Michael Najera. Nay: Ricardo Castellano.

**ADDITIONAL PROFESSIONAL CONTRACT RECOMMENDATIONS FOR 2022-2023 SCHOOL YEAR**

A motion was made by Michael Najera, seconded by Paul Guerra, to approve the item as presented. The motion carried unanimously.

**2022-2023 EMPLOYEE COMPENSATION PLAN**

The following individuals signed up to speak to this agenda item:

- Tommy Hill
- Ruben Avalos

Administration presented the proposed employee compensation plan for 2022-2023. A 5% increase off the calculated mid-point inclusive of the step for employees paid on the teacher and counselor salary schedules; a 5% increase off the mid-point for all other pay families; and a \$1,000 ESSER one-time lump sum retention payment.

A motion was made by Michael Najera, seconded by Paul Guerra, to approve a 7% midpoint increase off respective pay scale; a minimum starting pay rate of \$12 per hour; and a \$2,500 one-time ESSER retention payment to all eligible employees. The motion failed with a 3-4 vote. Aye: Michael Najera, Paul Guerra and Cynthia Najera. Nay: Ricardo Castellano, David Morales, Eduardo Mena, and Pablo Barrera.

A motion was made by David Morales to approve a tier pay increase scale as follows: 6% for teacher or counselor salary scale, paraprofessionals, auxiliary, technology, and clinic employees; 5% for administrative employees; 4% for cabinet members; a \$13 minimum starting pay rate; and a \$2,000 one-time retention payment. Discussion followed regarding the minimum starting pay and retention payment. There being no seconded to the motion, Mr. Morales amended his motion to increase the minimum starting wage to \$15 per hour and the retention payment to \$2,500 as discussed. The motion was seconded by Pablo Barrera, to approve the item as presented. The motion carried unanimously.

**2022-2023 SCHOOL DISTRICT BUDGET**

Following a presentation by Tony Reza, Chief Financial Officer, regarding the proposed 2022-2023 school district budget, a motion was made by Michael Najera, seconded by Pablo Barrera, to approve the budget by Fund and Function of \$580,113,479 for the 2022-2023 school year as presented. The motion carried unanimously.

**RESOLUTION TO APPROVE LIST OF CURRENT BROKERS, INVESTMENT POOLS AND INVESTMENT TRAINING SOURCES**

A motion was made by Michael Najera, seconded by Pablo Barrera, to approve the item as presented. The motion carried unanimously.

**TRANSFER \$4,000,000 OF GENERAL FUND UNASSIGNED FUND BALANCE TO THE HEALTH CARE FUND**

A motion was made by Pablo Barrera, seconded by David Morales, to approve the item as presented. The motion carried unanimously.

**DESIGNATE AN EMPLOYEE OR OFFICER OF THE DISTRICT TO CALCULATE REQUIRED DISTRICT TAX RATES AND ISSUE REQUIRED NOTICES RELATED TO TAX RATES AND THE SCHOOL DISTRICT BUDGET**

A motion was made by Paul Guerra, seconded by Pablo Barrera, to designate the CFO as the designee. The motion carried unanimously.

**REVISIONS TO LOCAL POLICY**

A motion was made by Paul Guerra, seconded by Michael Najera, to approve the revisions to the following local policy: CFB (Accounting/Inventory) and DEE (Compensation and Benefits) as presented. The motion carried unanimously.

**1GOVERNMENT PROCUREMENT ALLIANCE (1DPA) CONTRACT #19-04PV-42 FOR PROFESSIONAL DEVELOPMENT, FLIPPEN GROUP (CAPTURING KIDS’ HEARTS, \$368,225-ESSER FUNDS)**

A motion was made by David Morales, seconded by Pablo Barrera, to approve the item as presented. The motion carried unanimously.

**2022-2023 BOARD MEETING CALENDAR AND AGENDA CYCLE**

As in the past, the Board meeting calendar has been developed using the third (3rd) Tuesday of the month for the Regular Board meetings with the following exceptions: July 2022 we are proposing the fourth (4th) Tuesday of the month due to the summer break; and December 2022 we are proposing the second (2nd) Tuesday of the month due to the Winter Break.

A motion was made by Pablo Barrera, seconded by David Morales, to approve the item as presented. The motion carried unanimously.

**DELEGATE AND ALTERNATE FOR THE TASA/TASB CONVENTION DELEGATE ASSEMBLY**

A motion was made by David Morales, seconded by Pablo Barrera, to appoint Pablo Barrera as the Delegate and Cynthia Najera as the Alternate. The motion carried unanimously.

**EXECUTIVE SESSION**

The meeting was closed at 9:42 p.m. for consultation with legal counsel regarding intervention in Public Utility Commission of Texas (PUC) Proceeding PUC Docket No. 52195, SOAH Docket No. 473-21-2606, Application of El Paso Electric Company to Change Rates; to consider Level III Appeal of B. Leatherman; to consider request to rescind resignation of I.L., from Desert Wind School; to consider voluntary demotion of O. H., from Montwood High School; and to consider administrative recommendations for Chief Financial Officer, Assistant Superintendent of Administrative Services, Principal positions at Benito Martinez Elementary School, Elfida P. Chavez Elementary School, and Sierra Vista Elementary School, and ESSER Dean of Instruction for El Dorado High School under *Texas Government Code* Sections 551.071, 551.072 and 551.074.

The meeting reconvened at 10:38 p.m.

**INTERVENTION IN PUBLIC UTILITY COMMISSION OF TEXAS (PUC) PROCEEDING PUC DOCKET NO. 52195, SOAH DOCKET NO. 473-21-2606, APPLICATION OF EL PASO ELECTRIC COMPANY TO CHANGE RATES**

No action was taken on this agenda item.

**LEVEL III APPEAL OF B. LEATHERMAN**

No action was taken on this agenda item.

**RESCINDING RESIGNATION FOR I. L., FROM DESERT WIND SCHOOL**

A motion was made by Pablo Barrera, seconded by Paul Guerra, to approve the item as presented in Executive Session. The motion carried unanimously.

**VOLUNTARY DEMOTION OF O. H., FROM MONTWOOD HIGH SCHOOL**

A motion was made by Michael Najera, seconded by David Morales, to approve the item as presented in Executive Session. The motion carried unanimously.

**ADMINISTRATIVE RECOMMENDATIONS**

Dr. Carman recommended Victoria Perez to assume all roles and responsibilities as Chief Financial Officer. A motion was made by Pablo Barrera, seconded by Ricardo Castellano, to approve the item as presented. The motion carried with a 5-2 vote. Aye: Pablo Barrera, Ricardo Castellano, David Morales, Eduardo Mena, and Cynthia Najera. Nay: Michael Najera and Paul Guerra.

Dr. Carman recommended Dr. Andrea Cruz to assume all roles and responsibilities as Assistant Superintendent of Administrative Services. A motion was made by Ricardo Castellano, seconded by Pablo Barrera, to approve the item as presented. The motion carried with a 5-2 vote. Aye: Pablo Barrera, Ricardo Castellano, David Morales, Eduardo Mena, and Cynthia Najera. Nay: Michael Najera and Paul Guerra.

Dr. Carman recommended Dr. Kertrenia Wright to assume all roles and responsibilities as Principal of Benito Martinez Elementary School. A motion was made by Pablo Barrera, seconded by David Morales, to approve the item as presented. The motion carried unanimously.

Dr. Carman recommended Sara Schwantner to assume all roles and responsibilities as Principal of Elvida P. Chavez Elementary School. A motion was made by David Morales, seconded by Pablo Barrera, to approve the item as presented. The motion carried unanimously.

Dr. Carman recommended Ashley Adcox to assume all roles and responsibilities as Principal of Sierra Vista Elementary School. A motion was made by Pablo Barrera, seconded by David Morales, to approve the item as presented. The motion carried unanimously.

Dr. Carman reported that the recommendation for ESSER Dean of Instruction position at El Dorado High School was being pulled. No action was taken on this agenda item.

**ADJOURN**

The meeting adjourned at 10:43 p.m.

**THESE MINUTES WERE APPROVED BY THE BOARD OF TRUSTEES ON AUGUST 16, 2022.**