



**MINUTES**  
**REGULAR BOARD OF TRUSTEES MEETING**  
Socorro Independent School District  
12440 Rojas Drive, El Paso, TX 79928  
December 13, 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; Paul Guerra who participated by video conference; Cynthia A. Najera; Michael A. Najera; and Nate Carman, Ed.D., Superintendent of Schools

**MEMBERS ABSENT**

Ricardo O. Castellano

**CALL TO ORDER AND ESTABLISH QUORUM**

The meeting was called to order at 6:00 p.m. by Board President Eduardo Mena. A quorum was established.

**PLEDGE OF ALLEGIANCE**

**SUPERINTENDENT'S COMMENTS**

Dr. Carman announced new personnel and reported on district initiatives/events.

**BOARD HONORS**

- SISD students were recognized for winning the 2022 El Paso El Paso Community College K-12 Salute to the Art Contest.
- SISD students were recognized for winning the 2022 Winder Holiday Art Contest.
- Salvador Sanchez H. Middle School and Pebble Hills High School drum lines were recognized for winning the regional 2022 YIS/Eastwood Throwdown Percussion Contest.
- Pebble Hills High School varsity football team was recognized for winning 2022-23 UIL Championships.

**SPECIAL PRESENTATIONS**

- SISD Fine Arts Facilitator for Visual and Performing Arts were recognized for earning Texas Thespians Administrator of the Year.
- Strategic Plan Community Advisory Committee was recognized for assisting with the SISD strategic plan development process.

**OPEN FORUM**

The following individual(s) addressed the Board of Trustees and Superintendent:

- Tommy Hill regarding years of service for some employees.
- Gabriel Chavez regarding a parent concern.
- Angie Soto regarding salary scale differences after compensation increases and years of experience.
- Jaime Diaz regarding employees with 15 years of service who were left out of the salary compensation; Mr. Diaz asked to reconsider those employees with the 15 years of service and above.
- Connie Diaz regarding salary scale adjustments which excludes employees with 15 years of services and under.
- Liz Ramos regarding respect of loyalty to the district and compensation for hourly rates.
- Sammy Carrejo regarding people not receiving what they reserved and 33 hour recorded audio.

## **QUARTERLY INVESTMENT REPORT**

A presentation of the quarterly investment report was provided for the Board of Trustees in accordance with Board Policy CDA (Local) and the Public Fund Investment Act (PFIA). 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 F1-New Job Position and Description for Director of Information Security and G-Attendance Incentive Plan. The motion carried unanimously.

- Board Meeting Minutes
  - November 14, 2022 Board Workshop
  - November 15, 2022 Regular Board of Trustees Meeting
- Request for Use of School Facilities
  - Knight Time Cheer for the use of Montwood High School
- Budget Amendments
- Awarding of Bids
  - Energy Management Controls, OEM Parts and Equipment, Part II – RFP No. 2337  
Solicitation to provide Maintenance and Operation Department with the ability to purchase energy management controls, OEM parts, and equipment as needed. (Maximum \$200,000-General Fund Budget)
  - Fine Arts Private Lesson and Master Class Instruction Part 3 – RFP No. E2329  
Solicitation to provide Fine Arts private lesson and master class instruction as needed district wide. (Maximum \$250,000 per year-General Fund Budget, Federal Fund, and ESSER Fund)
  - Food Service Tray Sealing Equipment and Supplies – RFP No. E2330  
Solicitation to purchase food service tray sealing equipment and supplies as needed district wide. (Maximum \$300,000-National School Lunch Program Funds)
  - Fuel – RFP No. E2320  
Solicitation to provide the Transportation Department with the ability to purchase fuel as needed district wide. (Maximum \$2,500,000-General Fund Budget)
  - Locksmith Supplies – RFP No. E2340  
Solicitation to provide Maintenance and Operation Department with the ability to purchase locksmith supplies as needed district wide. (Maximum \$110,000-General Fund Budget)
  - Requests for Extension
    - District Network Electronics – RFP No. E2223  
Extension of this bid for an additional year, through June 30, 2024, which is the first possible extension. (Maximum \$4,000,000 per year-General Funds)
    - Fine Arts Private Lesson and Master Class Instruction – RFP No. E2232  
Extension of this bid for an addition year, through January 18, 2024, which is the first possible extension. (Maximum \$550,000 per year-General Funds and ESSER Funds)
    - Marching Band Uniforms and Accessories – RFP No. E2233  
Extension of this bid for an additional year, through December 2, 2023, which is the first and last possible extension. (Maximum \$150,000 per year-General Fund Budget)
    - Personal Protective Equipment and Accessories – RFP No. E2219  
Extension of this bid for an additional year, through December 2, 2023, which is the first and last possible extension. (Maximum \$1,056,000-ESSER Funds and General Fund Budget)
- Contracts
  - First Amendment Educational Affiliation – The University of Texas at El Paso Clinical Teaching Residency Program  
To implement the program in the District and provide for the incorporation of the Texas COVID Learning Acceleration Supports TCLAS Grant funding into the program. Adjustments include the

increase in the number of Mentor Teachers from 20 Residents per cohort to 30 Residents per cohort; and increase the size of the classroom to host up to 30 UTEP students. (Maximum \$20,000-General Fund Budget and TCLAS)

- Memorandums of Understanding
  - ESC Region 19 Reading Academies Local Implementation  
The purpose is to continue the participation with ESC 19-Authorized Provider to conduct the Reading Academies as required by House Bill 3 (2019) (Reading Academies). The provisions are regulated by the Texas Education Agency (TEA) to accomplish the outcome of every Kindergarten through Third Grade teacher and principal receiving Reading Academy training. The District requests 2 Blended Cohorts led by 2 Blended Cohort Leaders for a total of \$20,000. (Maximum \$20,000-General and State Funds)
  - Texas State Technical College Dual Enrollment  
The purpose is to provide a comprehensive, structured approach towards a post-secondary credential (Occupational Skills Award, Level One Certificate, Level Two Certificate, or Associate of Applied Science Degree) at Texas State Technical College. This model allows students the opportunity to complete Career and Technical Education (CTE) courses with multiple entrance and exit points, prepares them to test for industry-based certifications and prepare students for educational and career success. (Maximum \$12,000/\$33 per credit hour – CTE Funds)
- Purchasing Cooperatives
  - CSP 2021-031-00 Athletics Administrative Fees, DB Enterprises  
Utilization of an interlocal agreement with Clint ISD for administrative services to include working with the state of Texas Association of Sports Officials (TASO) and each specific local association for each sport to develop estimated costs, monitor officials and make payments to individual officials not to exceed \$315,000.00 for term: 2022-2023. (Maximum \$315,000-General Fund Budget)
  - TIPS Contract #2101012, Tyler Technologies for Tyler SaaS Service for the Transportation Department  
The purpose of this purchase is to implement Tyler Drive. This is the platform that will enable students to scan on and off the bus and provide live updates to parents via a downloadable application on their wireless device. This program is an upgrade to the Tyler software already in use. (Maximum \$379,336-General Fund Budget)
  - TIPS Contract #210502 Timeclock Plus  
For the annual maintenance and licensing for the term: 2022-2023. (Maximum \$188,449.51-General Fund Budget)

#### **NEW JOB POSITION AND DESCRIPTION FOR DIRECTOR OF INFORMATION SECURITY**

This item was pulled from the Consent Agenda by Ricardo Castellano for discussion. The primary purpose of this position is for developing and maintaining the District's information security program in identifying, evaluating, and reporting on information security risks in a manner that meets compliance and regulatory requirements, and align with and support the improvement of the security posture of the District. Discussion followed the purpose of the position, certifications and pay level. A motion was made by Ricardo Castellano, seconded by Pablo Barrera, to approve the item as presented. The motion carried unanimously.

#### **ATTENDANCE INCENTIVE PLAN**

This item was pulled from the Consent Agenda by Ricardo Castellano for discussion. The purpose is to promote and increase student attendance. Discussion followed regarding the plan, its purpose, and incentives. A motion was made by Pablo Barrera, seconded by Ricardo Castellano, to table the item for further review. The motion carried unanimously.

**2023-2027 DISTRICT STRATEGIC PLAN (SCORECARD) – BELIEFS, MISSION, VISION, AND STRATEGIC OBJECTIVES**

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

**PROPOSED REDISTRICTING MAP REVISING SINGLE-MEMBER TRUSTEE DISTRICT BOUNDARIES AFTER THE 2020 CENSUS**

A motion was made by Michael Najera, seconded by Cynthia Najera, to approve Redistricting Plan 1A as presented. The motion carried with a 6-1 vote. Aye: Michael Najera, Cynthia Najera, Paul Guerra, David Morales, Eduardo Mena, and Ricardo Castellano. Nay: Pablo Barrera.

**RESOLUTION AUTHORIZING THE SOCORRO INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES TO SERVE THE REMAINDER OF THEIR TERMS FOLLOWING REDISTRICTING**

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

**FINAL CONTRACT SUM FOR THE AMERICAS HS IMPROVEMENTS - \$ 20,829,875.99**

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

**FINAL CONTRACT SUM FOR THE SISD BUS CANOPY STRUCTURE - \$ 381,708.54**

A motion was made by Cynthia Najera, seconded by Ricardo Castellano, to approve the item as presented. The motion carried unanimously.

**AUXILIARY GYMNASIUM IMPROVEMENTS RE-BID CSP NO. 2336 (BENITO MARTINEZ, ELFIDA CHAVEZ, LUJAN CHAVEZ, SGT. ITUARTE, AND SIERRA VISTA ELEMENTARY SCHOOLS)**

A motion was made by Pablo Barrera, seconded by David Morales, to approve the Administration's recommendation for Pride General Contractors, LLC in the amount of \$ 595,000.00 per year for five (5) campuses: Benito Martinez, Elfida Chavez, Lujan Chavez, Sgt. Ituarte, and Sierra Vista Elementary Schools) as presented. The motion carried unanimously.

**FACILITY ASSESSMENT, LAND ANALYSIS AND DEMOGRAPHIC STUDY RFQ NO. E2343**

A motion was made by Michael Najera, seconded by Cynthia Najera, to approve the Administration's recommendation to Cooperative Strategy LLC as presented. The motion carried unanimously.

Trustee David Morales left the meeting at 8:20pm.

**RECORDS MANAGEMENT/RETENTION DEPARTMENT AND DESIGNATING A BOARD COMMITTEE TO DEVELOP A RECORDS MANAGEMENT ACTION PLAN**

Sammy Trejo addressed the Board of Trustees and Superintendent regarding transparency on District records.

A motion was made by Ricardo Castellano, seconded by Pablo Barrera, that Socorro ISD starts developing a records management section in a separate department, a job description set forward for a Records Management Officer for approval, and adopt from CPC Legal under Destruction of Records, Record Keeping that the Records Management Officer shall keep an accurate list of records destroyed, their volume and information of records management activities under Texas Government Code 203.046.

Mr. Castellano amended his motion. A motion was made by Ricardo Castellano, seconded by Michael Najera, for the Superintendent to develop its own Records Management Section and bring forward for Board's consideration. The motion carried unanimously.

**RELEASE OF ESCROW FUNDS PURSUANT TO THE REAL ESTATE AND DEVELOPMENT CONTRACTS WITH NORTHTOWNE VILLAGE JV OF \$1M (2<sup>ND</sup> PART)**

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

**EXECUTIVE SESSION**

The meeting was closed at 8:54 p.m. for discussion with legal counsel related to the status and possible settlement of A. Gomez v. SISD, No. 2021DCV2866; and L. Luna v. SISD, No. 2021DCV2865; discussion on appointment, employment, evaluation, reassignment, duties, discipline, dismissal of or complaint against an employee; to consider administrative recommendation for Chief of Police under Texas Government Code Sections 551.071, 551.072 and 551.074.

The meeting reconvened at 9:47pm.

**PROPOSED SETTLEMENT IN A. GOMEZ V. SISD; CAUSE NO. 2021DCV2866**

A motion was made by Michael Najera, seconded by Cynthia Najera, to authorize Legal and Administration to proceed with the Resolution as discussed in Executive Session. The motion carried unanimously.

**PROPOSED SETTLEMENT IN L. LUNA V. SISD; CAUSE NO. 2021DCV2865**

A motion was made by Michael Najera, seconded by Cynthia Najera, to authorize Legal and Administration to proceed with the Resolution as discussed in Executive Session. The motion carried unanimously.

**ADMINISTRATIVE RECOMMENDATIONS**

Dr. Carman recommended George Johnson to assume the role and responsibilities as Chief of Police of Police Services. A motion was made by Michael Najera, seconded by Cynthia Najera, to approve the item as presented. The motion carried with a 4-2 vote. Aye: Michael Najera, Cynthia Najera, Paul Guerra, and Eduardo Mena. Nay: Pablo Barrera, and Ricardo Castellano.

**ADJOURN**

The meeting adjourned at 9:49 pm.

**THESE MINUTES WERE APPROVED BY THE BOARD OF TRUSTEES ON JANUARY 17, 2023.**