



**MINUTES**  
**REGULAR BOARD OF TRUSTEES MEETING**  
Socorro Independent School District  
12440 Rojas Drive, El Paso, TX 79928  
April 20, 2021 – 6:00 p.m.

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**MEMBERS PRESENT**

Cynthia A. Najera, Board President; David O. Morales, Board Vice President; Paul Guerra, Board Secretary; Gary Gandara who arrived at 6:04 p.m.; Paul Garcia; Eduardo Mena; Angelica Rodriguez; and Jose Espinoza, 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 Cynthia Najera. A quorum was established.

**PLEDGE OF ALLEGIANCE**

**SUPERINTENDENT'S COMMENTS**

Dr. Espinoza reported on personnel and district initiatives/events, honored students, staff, and teachers for their achievements.

**OPEN FORUM**

The following individuals addressed the Board of Trustees and Superintendent:

1. Michael Hradek regarding incorrect payroll calculations.
2. Angelica Soto regarding salary presentation.

**PROCLAMATION FOR NATIONAL SCHOOL NURSE DAY, MAY 12<sup>TH</sup>, 2021**

A motion was made by Paul Guerra, seconded by Gary Gandara, to approve the Proclamation as presented. The motion carried unanimously.

**REPORT AND ANNOUNCEMENT OF BOARD MEMBER CONTINUING EDUCATION CREDIT HOURS**

As required by the *Texas Administrative Code* Chapter 61.1(j), Board President Cynthia Najera announces the completed, deficient and exceeded Continuing Education Credits for each of our Trustees. The following information is required to be reflected in the minutes of tonight's meeting and will be available for local media.

- Cynthia Najera has completed the required continuing education; scheduled for Evaluating Student Academic Performance and Setting Goals in May 2021
- David Morales has completed the required continuing education
- Paul Guerra has completed the required continuing education; scheduled for Evaluating Student Academic Performance and Setting Goals in May 2021
- Gary Gandara has completed the required continuing education; scheduled for Evaluating Student Academic Performance and Setting Goals in May 2021
- Paul Garcia has completed the required continuing education
- Eduardo Mena has completed the required continuing education
- Angelica Rodriguez has completed the required continuing education; scheduled to complete Evaluating Student Academic Performance and Setting Goals in May 2021

## **FACILITIES REPORT**

Tom Eyeington, Chief Operations Officer, provided a presentation of the 2017 Bond Program and other district-wide construction projects. No action was taken on this agenda item.

## **CONSENT AGENDA**

A motion was made by Gary Gandara, seconded by Angelica Rodriguez, to approve all items under the Consent Agenda with the exception of E3c-Purchasing Cooperative for Portable Building(s). The motion carried unanimously.

- Board Meeting Minutes of the March 23, 2021 Regular Board Meeting; March 30, 2021 Special Board Meeting; April 6, 2021 Board Training; and April 13, 2021 Board Workshop
- Employment of Personnel
- Budget Amendments
- Awarding of Bids
  - Medical Supplies and Services – RFP No. E2125  
Solicitation to purchase medical supplies and services as needed district wide. (Maximum \$450,000-General Fund Budget and Special Revenue)
- Contracts
  - Agreement – Texas Tech University for Principal Residency Grant Program  
To continue with the Scope of Work between TTU and SISD under the 2021-2022 Prime Award – Principal Residency Grant. The Prime Award involves an approved collaborative effort between Socorro ISD and TTU. (Maximum \$140,000-Federal Funds)
  - Memorandum of Understanding (MOU – New Tech Network, Inc., and Data Sharing Agreement  
NTN College Access Network serves as the hub for a postsecondary enrollment Network for School Improvement (NSI) with the aim of improving well-matched postsecondary enrollment of Black, Latino, and low-income students at participating schools. NTN’s goal is to increase FAFSA completion, submission of postsecondary applications, and completion of college entrance exams. NTN will support schools to collect data related to these three areas. NTN’s four-tiered approach is designed to ensure that students, staff, and districts have the following wrap-around services to succeed: Continuous Improvement Work, Cross-School Collaboration and Learning, Capacity Building and Data Tracking and Sharing.
  - Purchasing Cooperative/s
    - a. Furniture for Montwood Feeder Pattern Refresh Project – to utilize the purchasing cooperative contracts in the amount of up to \$500,000 to continue the purchase of furniture and equipment (Maximum \$500,000-General Funds)
    - b. Furniture for Socorro High School Phase II – to utilize the purchasing cooperative contracts in the amount of \$2,000,000 to purchase furniture, supplies, materials, and equipment for the initial completed areas for Socorro High School as needed for Phase II. (Maximum \$2,000,000-General and/or Bond Funds)
- Proclamation 2021, Pre-Kinder Instructional Materials  
The State Board of Education (SBOE) issues a proclamation to call for new instructional materials each year. Proclamation 2021 impacts the Pre-Kinder instructional materials. Beginning November 2020, Pre-Kinder instructional materials have been under review. District committees with participation from every campus have vetted and reviewed the various adoption materials. Virtual meetings and vendor reviews open to the public occurred this school year. A final list of three vendors was voted on by campus representatives, and an overwhelming number of teachers voted for Frog Street PreK as the choice for Pre-Kinder.

**PURCHASING COOPERATIVE – PORTABLE BUILDING(S)**

This item was pulled from the Consent Agenda by Paul Guerra for discussion. Administration reported that modular buildings would be purchased as needed district wide. A motion was made by Paul Guerra, seconded by Angelica Rodriguez, to approve the item as presented. The motion carried unanimously.

**PROFESSIONAL CONTRACT RECOMMENDATIONS FOR 2021-2022 SCHOOL YEAR**

A motion was made by Paul Guerra, seconded by Paul Garcia, to approve the contract recommendations for Teachers, Librarians, Nurses, Counselors, Speech Therapists, and Speech and Language Pathologists as presented. The motion carried unanimously.

**2021-2022 EMPLOYEE COMPENSATION PLAN**

The following individuals signed up to address this agenda item:

1. Tommy Hill provided a recommendation of a 4.5% pay increase; a \$1,200 pandemic immediate bonus; and to raise the minimum wage.
2. Veronica Hernandez provided the Socorro AFT salary recommendation of a 4% pay increase; a \$1,000 retention bonus; a minimum of \$15 per hour starting salary; and projected budget deficiency.

A motion was made by Paul Guerra, seconded by Gary Gandara, to approve a 4% increase off the mid-point inclusive of the step for Teachers, Librarians, Nurses and Counselors; a 4% increase off the mid-point (of the respective pay grade) for Paraprofessional (including TIAs and PK Support), Auxiliary (including temporary crossing guards and temporary cafeteria monitors), Technology, Employee Health Clinic, Instructional Support, Police Services, and Administrative employees; and a \$1,000 one-time lump sum payment to all qualifying employees as presented. The motion carried unanimously. Trustee David Morales was not present to vote.

**BOARD RESOLUTION AUTHORIZING A ONE-TIME LUMP SUM PAYMENT AS COVID RELIEF TO ELIGIBLE DISTRICT EMPLOYEES**

The Board of Trustees of the Socorro Independent School District authorizes a one-time lump sum payment of wages, to the following classifications of employees affected by the COVID-19 pandemic closures and reduced work schedules: Employees currently employed as of April 20, 2021 and working in the following classifications shall receive a lump sum payment in the amount of \$1,000 (employees in the administrative, teacher, counselor, librarian, nurse, health clinic, technology, paraprofessional, and auxiliary pay families; and temporary crossing guards, temporary cafeteria monitors, temporary instructional aides (TIA), permanent substitute teachers, and PK support); this Resolution shall not extend beyond the single payments described herein and shall not affect the wage rates and classification of any employee for future pay schedules. A motion was made by Paul Guerra, seconded by Gary Gandara, to approve the item as presented. The motion carried unanimously.

**EASTLAKE HIGH SCHOOL SPORTS LIGHTING – CSP NO. E2132**

A motion was made by Gary Gandara, seconded by David Morales, to approve the solicitation to provide all labor and materials for the project at a maximum cost of \$688,200-Bond Funds as presented. The motion carried unanimously.

**PEBBLE HILLS HIGH SCHOOL FIELD MODIFICATIONS AND SPORTS LIGHTING – CSP NO. 2133**

A motion was made by Eduardo Mena, seconded by Angelica Rodriguez, to approve the solicitation to provide labor and materials for the construction of the project at a maximum cost of \$913,035.10-Bond Funds as presented. The motion carried unanimously.

**MONTWOOD HIGH SCHOOL IMPROVEMENTS SPORTS LIGHTING PACKAGE 1**

A motion was made by Eduardo Mena, seconded by Gary Gandara, to accept the work on this project; approve the final contract sum of \$951,342.75; and approve the final payment of \$45,625.38 as presented. The motion carried unanimously.

**INTERLOCAL AGREEMENT BETWEEN THE COUNTY OF EL PASO AND SOCORRO ISD RELATED TO THE EXTENSION OF BOB HOPE DRIVE, PROVISION OF STORM WATER FACILITIES AND NECESSARY EXCHANGE REAL PROPERTY PURSUANT TO THE SPECIAL WARRANTY DEED FROM SOCORRO ISD TO THE COUNTY OF EL PASO**

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

**RESOLUTION FOR ESSER FUNDS**

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

**EXECUTIVE SESSION**

The meeting was closed at 7:37 p.m. for consultation with legal counsel; to discuss and consider the Level III Grievance filed by A.D.; to discuss personnel and real estate matters; and to consider Superintendent's Annual Evaluation under *Texas Government Code* Sections 551.071, 551.072 and 551.074.

The meeting reconvened at 9:28 p.m.

**LEVEL III GRIEVANCE APPEAL FILED BY A.D.**

No action was taken on this agenda item.

**SUPERINTENDENT'S ANNUAL EVALUATION**

A motion was made by Angelica Rodriguez, seconded by Paul Guerra, to approve the item as discussed in Executive Session. The motion carried unanimously.

The meeting adjourned at 9:30 p.m.

**THESE MINUTES WERE APPROVED BY THE BOARD OF TRUSTEES ON MAY 18, 2021.**