



SPECIAL MEETING OF BOARD OF TRUSTEES, EL PASO INDEPENDENT SCHOOL DISTRICT

APRIL 2, 2024

9:00 AM

EPISD ADMINISTRATION BUILDING

1014 N. STANTON

EL PASO, TEXAS

Videoconference Notice:

A quorum of the Board of Trustees will be physically present at the EPISD Administration Building, 1014 North Stanton Street, El Paso, Texas 79902, and it is the intent to have a quorum of the Board present at that location. Pursuant to Texas Government Code 551.127 if a quorum of the Board is physically present at the designated location, other Trustees may attend and participate in this meeting via videoconference.

Announcement of Meeting/Agenda

As Directed Under the Provisions of the

Texas Open Meetings Act,

Texas Government Code, Chapter 551

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., or Texas Government Code 418.183 (f), will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Subject of Meeting

1. Call to Order

Board Workshop to Include the Discussion of the Following Topics

- A. Fiscal Year 2024 Financial Forecast
- B. 88th Legislative Session Update
- C. Fiscal Year 2025 Budget Development Update
- D. 2024-2025 Budget Development Calendar

2. Adjournment

Superintendent

The District condemns and prohibits discrimination, including harassment, against any employee on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, perceived or actual sexual orientation, gender identity or gender expression, or any other basis prohibited by law. Inquiries concerning the application of Title VI, VII, and IX, and Section 504 may be referred to the District Compliance Officer, Patricia Cortez, at (915) 230-2033; 504 inquiries regarding students may be referred to Kelly Ball at (915) 230-2856.



Board of Trustees

Executive Summary of Board Agenda Item

TITLE:

Fiscal Year 2024 Financial Forecast

JUSTIFICATION STATEMENT:

(Information provided will assist in the budget development process)

PURPOSE OF AGENDA ITEM: Information

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Other

STAFF RESPONSIBLE: Martha Aguirre/Maria Alonso

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL OR NEED ADDRESSED:

Strategic Lever IV: Culture of Accountability - El Paso ISD cultivates a culture of transparency, care, and service.

SUMMARY:

Administration will provide an update on the 2023-2024 Financial Forecast.

ADMINISTRATIVE RECOMMENDATION/MOTION:

N/A

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

- IMMEDIATE:
- FUTURE/ONGOING:

IMPACT ON OTHER FUNCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

Comments Received, If Any:

ATTACHMENTS:

Description

- Fiscal Year 2024 Financial Forecast

FINANCIAL FORECAST





El Paso ISD General Fund Revenues and Expenses Forecast 6/30/2024

Revenues	FY 2024 Adopted Budget	FY 2024 Amended Budget	Forecast GF Revenue	Variance Budget vs Actual	Percent Variance
5700 Local	\$ 198,893,344	\$ 154,787,157	\$ 155,799,332	1,012,175	100.65%
5800 State	324,752,242	369,088,429	354,932,185	(14,156,244)	96.16%
5900 Federal	19,284,976	17,953,000	17,255,757	(697,243)	96.12%
Total General Fund Revenue	542,930,562	541,828,586	527,987,274	(13,841,312)	97.45%
Expenses by Function	FY 2024 Adopted Budget	FY 2024 Amended Budget	Forecast GF Expenses*	Variance Budget vs Actual	Percent Variance
11 Instruction	294,052,991	302,491,403	295,439,719	7,051,684	97.67%
12 Instructional Resources and Media	6,568,790	6,798,750	6,881,157	(82,407)	101.21%
13 Curriculum and Inst. Staff Dev.	21,768,011	22,946,251	20,250,724	2,695,527	88.25%
21 Instructional Leadership	7,569,823	7,568,828	6,384,033	1,184,795	84.35%
23 School Leadership	37,723,866	37,777,201	37,571,236	205,965	99.45%
31 Guidance, Counseling, Evaluation	23,409,019	23,251,607	24,248,295	(996,688)	104.29%
32 Social Work Services	5,105,571	5,109,571	5,586,402	(476,831)	109.33%
33 Health Services	6,767,619	6,769,688	6,840,647	(70,959)	101.05%
34 Student (Pupil) Transportation	14,414,300	15,359,886	13,503,690	1,856,196	87.92%
36 Co-curricular/ Extracurricular	14,249,883	14,806,808	14,006,863	799,945	94.60%
41 General Administration	15,591,074	15,497,263	14,986,919	510,344	96.71%
51 Plant Maint. and Operations	60,246,390	61,037,130	59,465,994	1,571,136	97.43%
52 Security and Monitoring	8,326,690	8,326,690	8,854,089	(527,399)	106.33%
53 Data Processing Services	12,665,769	11,354,091	10,361,827	992,264	91.26%
61 Community Services	50,440	149,251	149,037	214	99.86%
71 Debt Service	5,430,356	5,842,470	5,838,432	4,038	99.93%
81 Facilities Acquisition, Construction	4,200,000	23,709,836	10,514,096	13,195,740	44.34%
99 Other Intergovernmental	3,478,703	3,478,703	3,478,703	0	100.00%
Total General Fund Expenses	541,619,295	572,275,427	544,361,863	27,913,564	95.12%
Revenue over (under) Expenses	1,311,267	(30,446,841)	(16,374,589)	14,072,252	
Other Sources and (Uses)					
7900 Other Sources	0	21,743,951	26,586,531	4,842,580	
8900 Other Uses	(1,311,267)	(18,286,267)	(18,286,267)	0	
Net other sources and (uses)	(1,311,267)	3,457,684	8,300,264	4,842,580	
Projected Surplus (Deficit)	0	(26,989,157)	(8,074,325)	18,914,832	
Fund Balance-July 1 (Beginning)			166,662,882		
Fund Balance-June 30 (Ending)			\$ 158,588,557		

* Note: Report based on actual data as of 02/29/2024 and projected amounts for Mar through June. Amounts may be subject to change.

FUND BALANCE

Unrestricted/Unreserved

Unrestricted Fund Balance - 3600			
Fund Balance Request Date	Description	Amount	Fund Balance in Days
1-Jul-2023	Beginning Fund Balance Amount	\$ 127,953,604	88.47
1-Jul-2023	Budget Amendment - Various Expenses-Technology, Transportation, Inst.Materials, Capital Improv.	(10,165,836)	(6.86)
25-Jan-2024	Budget Amendment - Sale of District Properties	4,586,837	3.09
1-May-2024	Sale of District Properties - Pending Posting	4,813,163	3.25
Balance		\$ 127,187,768	87.95

GF Expenses	\$ 541,173,715
Annual Days	365
Expenses Per Day	\$ 1,482,668
Projected Unassigned Fund Balance as of 06.30.2024	
Unassigned Fund Balance	\$ 131,176,234
Days	88.47

- It is essential to maintain adequate levels of fund balance to mitigate current and future risks (e.g., revenue shortfalls and unanticipated expenditures) and to ensure stable tax rates.
- Government Finance Officers Association (GFOA) and Texas Education Agency (TEA) recommend, at a minimum, that general-purpose governments, regardless of size, maintain unrestricted budgetary fund balance in their general fund of no less than two months of regular general fund operating revenues or regular general fund operating expenditures.



Attendance Reporting Process

Review and Restructure

LISA ESTRADA-BATSON, ASSISTANT SUPERINTENDENT FOR STUDENT SERVICES
IRIS R JIMÉNEZ, DIRECTOR OF STUDENT RETENTION AND TRUANCY PREVENTION



Causes for Truancies

**Truancy is only a symptom of a child in need
... identify the cause...**

Home

Lack of resources, parenting skills, domestic violence, homelessness etc...

School

Transportation needs, conflict, bullying, learning difficulties, lack of supplies etc...

Personal Life of Child

Medical, mental health, anxiety, death in family, abuse, no uniforms etc...



School Deployment Teams

Team 1	Team 2	Team 3	Team 4	Team 5
Bowie HS (6)	Jefferson HS (7)	Franklin HS (9)	Coronado HS (8)	Andress HS (8)
El Paso HS (7)	Burges HS (7)	Austin HS (7)	Chapin HS (6)	Irvin HS (8)
Spec. Schools (3)				
3 Alphas	2 Alphas 1 Investigator	2 Alphas 1 Investigator	2 Alphas 1 Investigator	2 Alphas



Current Plan

- ALPHA Teams deployed to assist with Unverified absence recovery
- Training for all new attendance clerks
- Attendance committee meetings
- Attendance Notification of Absence Letters
- Attendance 45-Day Plans

2024-2025 Plan

• **Multiple Training Opportunities**

- Beginning of Year (BOY), Middle of Year (MOY), End of Year (EOY) Trainings
- Monthly meetings and refresher trainings for clerks and administrator(s) that oversee(s) attendance
- Onboarding training for all new clerks Administration and Attendance Clerk training on Alpha roles and responsibilities

• **Parent Communication and Reporting**

- Access for parents to easily submit notes and other forms of documentation for attendance purposes
- Marketing tools for parents to easily submit documents (magnets, district QR Code stickers, mini poster QR codes throughout the campuses and sent home)

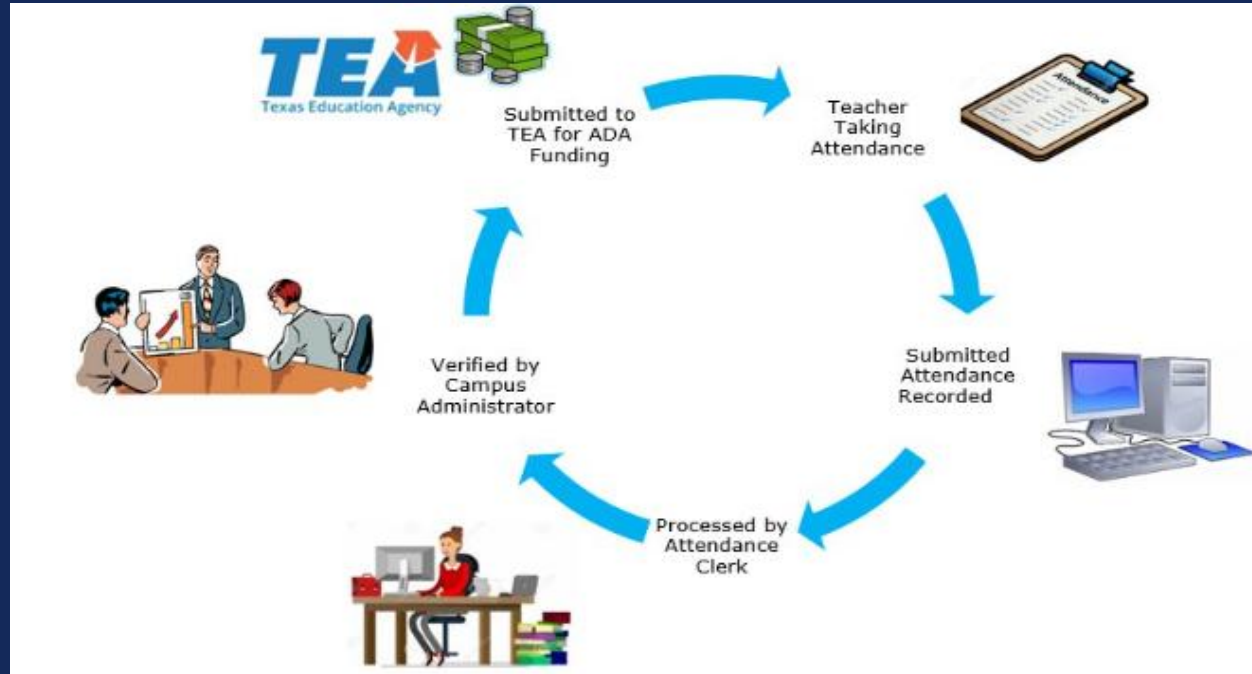
• **Systems/Process**

- Monthly attendance committee meeting with standardized agenda/sign-in/minutes
- Utilization of one-pager Attendance Reconciliation Form on a daily, weekly and monthly basis (also prior to six-week audit) to verify all attendance codes have been reconciled and all phone calls have been made
- Attendance Notification System to support ADA, Truancy Rate, and Chronic Absences



The BIG Picture

Attendance Flowchart





Board of Trustees
Executive Summary of Board Agenda Item

TITLE:

88th Legislative Session Update

JUSTIFICATION STATEMENT:

(Information provided will assist in the budget development process)

PURPOSE OF AGENDA ITEM: Information

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Other

STAFF RESPONSIBLE: Martha Aguirre/Walt Byers

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL OR NEED ADDRESSED:

Strategic Lever IV: Culture of Accountability - El Paso ISD cultivates a culture of transparency, care, and service.

SUMMARY:

Administration will provide a Legislative update.

ADMINISTRATIVE RECOMMENDATION/MOTION:

N/A

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

- IMMEDIATE:
- FUTURE/ONGOING:

IMPACT ON OTHER FUNCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

Comments Received, If Any:

ATTACHMENTS:

- | | |
|---|--------------------|
| | Description |
| □ | Legislative Update |



88TH LEGISLATIVE SESSION



What could've been...

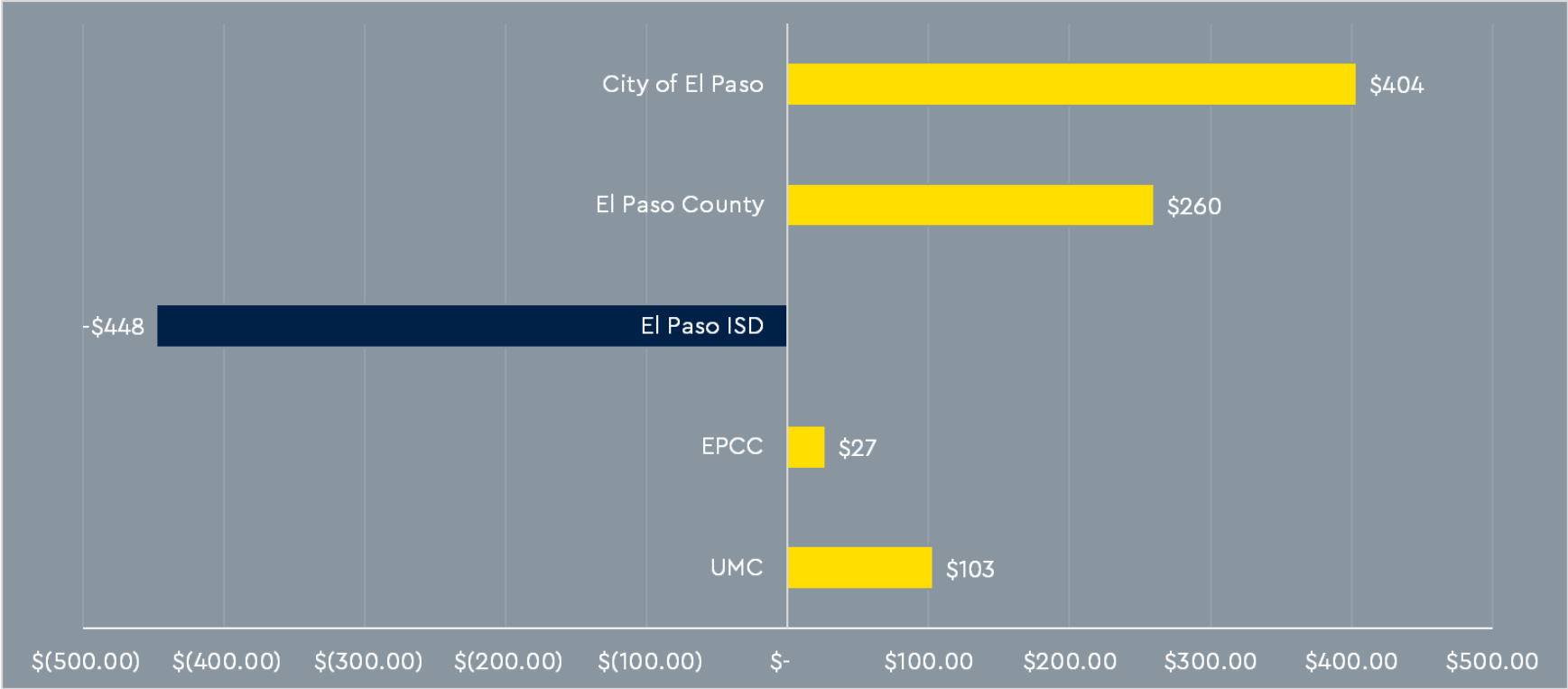
88th Legislative Session (Special Session #4 called in November 2023)

- SB1: Establishment of an Educational Savings Account Program
- SB2: Increased the FSP by \$5.2 billion over the biennium
- SB2: Increased the basic allotment from \$6,160 to \$6,235 in FY-24
- SB2: Pass through pay increases of \$3,000 to \$10,000
- HB1: Increased the FSP by \$6.4 billion over the biennium
- HB1: Increased the basic allotment from \$6,160 to \$6,700 in FY-25
- HB1: Staff Retention Allotment of \$1.6 billion

All were voted down in the Texas House of Representatives



5-Year Impact Tax Compression/Homestead Exemption



5-Year increase of \$346 in total tax bill of an average value residence within EPISD Boundaries



Board of Trustees
Executive Summary of Board Agenda Item

TITLE:

Fiscal Year 2025 Budget Development Update

JUSTIFICATION STATEMENT:

(Information provided will assist in the budget development process)

PURPOSE OF AGENDA ITEM: Information

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Other

STAFF RESPONSIBLE: Gloria De Leon/Martha Aguirre

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL OR NEED ADDRESSED:

Strategic Lever IV: Culture of Accountability - El Paso ISD cultivates a culture of transparency, care, and service.

SUMMARY:

Administration will provide an update on the 2024-2025 Budget Development process.

ADMINISTRATIVE RECOMMENDATION/MOTION:

N/A

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

- IMMEDIATE:
- FUTURE/ONGOING:

IMPACT ON OTHER FUNCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

Comments Received, If Any:

ATTACHMENTS:

Description

- 2024-2025 Budget Development Update



\$CHOOL
BUDGET

2024-2025

BUDGET DEVELOPMENT



Budget Development Update

- Department budget proposals have been presented
- Budget staff is reviewing data to validate
 - account accuracy,
 - new initiatives,
 - capital replacement plans
 - contract listing
 - districtwide allocations
 - state program allotments
- Collaborating with Human Resources Department to reconcile staffing



Fiscal Year 2025
General Operating Fund
Preliminary Budget Snapshot

Revenue			
Description	FY 2024 Adopted	FY 2025 Proposed	Variance
Local	198,893,344	157,299,544	(41,593,800)
State	324,752,242	357,042,149	32,289,907
Federal	19,284,976	14,096,000	(5,188,976)
Total	542,930,562	528,437,693	(14,492,869)
Expenses			
Description	FY 2024 Adopted	FY 2025 Proposed	Variance
Campuses:			
Operating/Personnel	374,649,406	380,863,871	6,214,465
Total Campuses	374,649,406	380,863,871	6,214,465
Departments:			
Operating/Personnel	168,281,156	161,805,289	(6,475,867)
Total Departments	168,281,156	161,805,289	(6,475,867)
Total	\$ 542,930,562	\$ 542,669,160	\$ (261,402)
Revenue Over/Under Expenses		\$ (14,231,467)	

Assumptions

- Personnel Staffing Under Review
- Capital Outlay Allocations; Not Included
- Personnel Compensation; Not Included



Fiscal Year 2025
Food Nutrition Fund
Preliminary Budget Snapshot

Revenue					
Description		FY 2024 Adopted		FY 2025 Proposed	Variance
Local		1,600,000		1,650,000	50,000
State		160,000		170,000	10,000
Federal		32,940,590		35,589,991	2,649,401
	Total	\$ 34,700,590	\$	37,409,991	\$ 2,709,401
Expenses					
Description		FY 2024 Adopted		FY 2025 Proposed	Variance
Personnel/Operating		34,700,590		37,409,991	2,709,401
	Total	\$ 34,700,590	\$	37,409,991	\$ 2,709,401
Revenue Over/Under Expenses		\$	0	\$	0
				\$	(0)

Assumptions

- Personnel Staffing Under Review
- Personnel Compensation; Not Included



Fiscal Year 2025
Debt Service Fund
Preliminary Budget Snapshot

599 - Debt Service Fund

Revenue				
Description	FY 2024 Adopted	FY 2025 Proposed	Variance	
Local	57,143,893	54,358,518	(2,785,375)	
Total	\$ 57,143,893	\$ 54,358,518	\$	(2,785,375)

Expenses				
Description	FY 2024 Adopted	FY 2025 Proposed	Variance	
Debt Service	57,143,893	54,358,518	(2,785,375)	
Total	\$ 57,143,893	\$ 54,358,518	\$	(2,785,375)

Revenue Over/Under Expenses	\$	-	\$	0
			\$	0

575 - QSC Sinking Fund

Revenue				
Description	FY 2024 Adopted	FY 2025 Proposed	Variance	
Other Sources - Fund Balance	1,184,059	1,184,059	-	
	\$ 1,184,059	\$ 1,184,059	\$	-

577 - QSC Sinking Fund

Revenue				
Description	FY 2024 Adopted	FY 2025 Proposed	Variance	
Other Sources - Fund Balance	702,208	702,208	-	
Total Revenue	\$ 702,208	\$ 702,208	\$	-

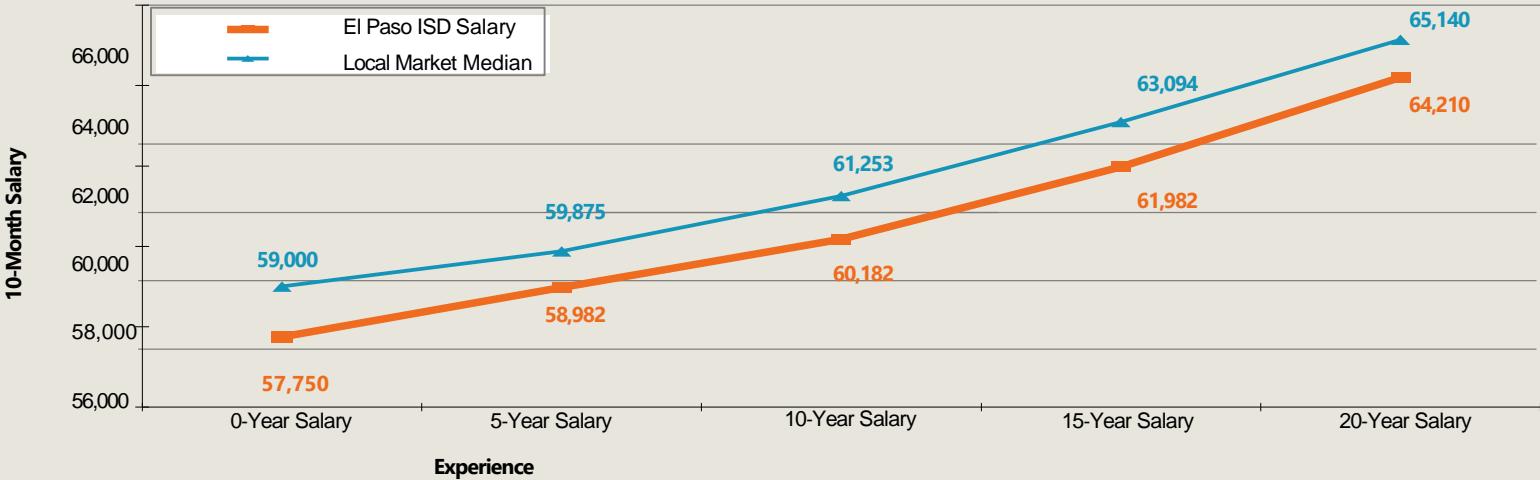
Note:

Preliminary amounts State revenue may change



Teacher Salary Plan

2023-2024 Market Comparison



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Compensation Comparative

2023-2024

	EPISD	YISD	SISD
Teacher Salary (0 Years Experience)	\$57,750	\$60,500	\$60,500
Teacher Salary (5 Years Experience)	\$58,982	\$60,750	\$61,250
Teacher Salary (10 Years Experience)	\$60,182	\$61,605	\$63,588
Health Savings Employer Contribution (CDHP Only)	\$1,000	\$ -	\$600

- Stipends not included



Compensation Process and Cost Impact

Update

Fund Source	1% MP	2% MP
General Operating	\$4.6M	\$9.1M
Food & Nutrition	\$60K	\$133K
Other Funds	\$277K	\$554K
Total	\$4.9M	\$11.3M
Teacher Starting Salary CY \$57,500	\$58,150	\$59,500

Pay Systems Review

- ❖ Pay Tables
- ❖ Pay Groups
- ❖ Market Analysis
- ❖ Extra Performance Pay





Board of Trustees
Executive Summary of Board Agenda Item

TITLE:

2024-2025 Budget Development Calendar

JUSTIFICATION STATEMENT:

(Information provided will assist in the budget development process)

PURPOSE OF AGENDA ITEM: Information

TO BE HELD IN: Open Session

TEXAS GOVERNMENT CODES:

AUTHORITY FOR ACTION: Other

STAFF RESPONSIBLE: Martha Aguirre/Gloria De Leon

DISTRICT IMPROVEMENT PLAN OBJECTIVE, GOAL OR NEED ADDRESSED:

Strategic Lever IV: Culture of Accountability - El Paso ISD cultivates a culture of transparency, care, and service.

SUMMARY:

Administration will provide information on the 2024-2025 Budget Development Calendar.

ADMINISTRATIVE RECOMMENDATION/MOTION:

N/A

FUNDING SOURCE: ACCOUNT NO.:

FISCAL IMPACT AND COST:

- IMMEDIATE:
- FUTURE/ONGOING:

IMPACT ON OTHER FUNCTIONS/OPERATIONS:

CONSEQUENCES OF NON-APPROVAL:

IMPLEMENTATION TIMELINE:

Comments Received, If Any:

ATTACHMENTS:

Description

- 2024-2025 Budget Development Calendar

2024-2025

CALENDAR – BUDGET DEVELOPMENT



Budget Development Timelines

Campus Staffing Reviews

Enrollment Projections; Six-Week Enrollment – Sep 2023
PEIMS Snapshot Date – Oct 2023
Initiate Training for Campus Staffing Review – Feb/Mar 2023

Budget Development

Presentation of Budget Development Calendar – Sep 2023
Adoption of 2024-2025 Academic Calendar – Dec 2023
Department & Campus Training – Jan 2024
Department Budget Hearings – Feb 2024
Department & Campus Data Entry Deadlines – Jan/Feb 2024

Revenue Projections

Preliminary Projections – Dec 2023
Tax Rate & Property Values Report – Mar 2024

Budget Workshops/Budget Adoption

Budget Workshop – 03.05.2024
Budget Recommendations Submitted by EP Consultation Group – 03.29.2024
Budget Workshop; Superintendent's Proposed Budget will be presented – 04.02.2024
Trustee initiated revisions to proposed budget – Due to Superintendent's Office – 04.19.2024
Budget Workshop; Proposed Budget & Compensation will be presented – 05.07.2024
Budget Workshop; Final Review of Proposed Budget & Compensation – 06.04.2024
Adoption of 2024-2025 Budget & Compensation Package – 06.18.2024

