

**MINUTES OF BOARD OF TRUSTEES MEETING
EL PASO INDEPENDENT SCHOOL DISTRICT
FEBRUARY 20, 2024
5:00 P.M.**

Present: Mr. Israel Irrobali, President
Ms. Valerie Beals, Vice President
Ms. Isabel Hernandez, Secretary
Mr. Daniel Call, Member
Mr. Alex Cuellar, Member
Ms. Leah Hanany, Member
Ms. Diana Sayavedra, Superintendent

Others: Ms. Cezy Collins, General Counsel
Mr. Joshua Govea, Assistant General Counsel

1. Call to Order

The meeting was called to order at 5:43 p.m. by Board President Irrobali.

2. Pledges of Allegiance

Board President Irrobali led the Pledges of Allegiance.

3. Moment of Silence

A moment of silence was observed.

4. Recognitions

A. February 2024 Student Recognitions

The Board recognized Andre Gomez, student from Chapin High School; Andrew Freeman, Anna Hunter, and Diego Esquivel, students from Franklin High School; as well as Jarren Saenz, student from Coronado High School, for earning the title of All-State Musicians. The Board also recognized Evelyn Karl, Natalia Barajas, and Noah Lofton, students from Franklin High School, as well as Sophia Spier, and Lauren Allen, students from Coronado High School, for earning the title of All-State Choir.

B. February 2024 Staff Recognitions

The Board recognized Ms. Lisa Schoenbrun, Teacher at Franklin High School, for her collaboration with the Chik-fil-A Leader Academy and for being named one of the top 10 facilitators in the nation by Chik-fil-A. Additionally, the Board recognized the Finance Department for earning the Texas Association of School Business Officials' (TASBO) Award of Excellence in Financial Management.

5. Public Forum

The protocol to be observed during Public Forum was shared with the public in attendance. The following individuals requested to address the Board:

Ms. Maria Jimenez, Community Member, addressed the Board sharing her concerns regarding the Montessori program at Paul Moreno Elementary School.

Ms. Melissa Martinez Sotomayor was not present when called upon.

Ms. Yvette Gutierrez, Teacher at Moreno Elementary, addressed the Board requesting reconsideration of implementation of Montessori programming at Paul Moreno Elementary School.

Ms. Yvette Marquez was not present when called upon.

Ms. Gloria Luevano, Teacher at Moreno Elementary, addressed the Board requesting reconsideration of programmatic changes at Moreno Elementary.

Ms. Luisa Alcala, Community Member and Former EPISD student, addressed the Board sharing her concern with transferring students from Moreno Elementary to Crockett Elementary.

Ms. Margaret Gallardo, Special Education and Inclusion Teacher at Moreno Elementary and Vice-President of El Paso Teachers Association, addressed the Board regarding program changes at Paul Moreno Elementary School.

Ms. Veronica Cleary, Community Member, addressed the Board sharing concerns regarding a PTA dance at Polk Elementary.

Ms. Norma De La Rosa, President of El Paso Teachers Association, addressed the Board regarding employee safety.

Ms. Brittany Medellin, Member of Familias Unidas por la Educación, addressed the Board regarding the approval of the company conducting the equity assessment.

Ms. Katherine Villegas, with Familias Unidas por la Educación, addressed the Board regarding the importance of a thorough equity assessment.

Ms. Minerva Morales, Long-term EPISD Substitute, addressed the Board regarding transitioning Moreno Elementary to Montessori.

Mr. Ross Moore, President of El Paso American Federation of Teachers, addressed the Board sharing his concerns with teacher hiring data.

Ms. Donna Munoz was not present when called upon.

Ms. Isabel Rivas was not present when called upon.

Ms. Haydee Rojo was not present when called upon.

Ms. Karla Diaz, Community Member, addressed the Board in support of Moreno Elementary and traditional learning programs.

Ms. Nubia Mendoza, Community Member, addressed the Board sharing concerns with changes to Moreno Elementary and the transferring of students to Crockett Elementary.

Ms. Gena Arellano, Community Member, addressed the Board regarding the certification of Montessori teachers and changes to Moreno Elementary.

6. Consent Agenda

Board President Irrobal made the following announcements: 1) Item 6.L.1. - correct funding source will be local funding; 2) Item 6.L.2. - the Administration presented a corrected contract amendment, which included a revision at the end of Item A to reflect a date of March 2, 2028; and 3) Item 6.L.4. - the corrected amount of the contract is \$238,067.00.

It was moved by Trustee Call, seconded by Trustee Hernandez, and carried unanimously, that the Consent Agenda items be approved as listed, including all recommended vendors, for all amounts indicated, with the exception of Items 6.L.3 and 6.N.1.

- A. Approval of Minutes
 - 1. February 5, 2024, Special Board of Trustees Meeting
- B. Approval of Budget Amendment
 - 1. Approval of Budget Amendment to Allocate Funds for Technology Equipment, Archiving/Imaging Services and Administrative Supplies (General Operating Fund - \$10,500.00)
- C. Approval of Grant Award Agreements between Texas Department of Transportation and El Paso Independent School District (Texas Department of Transportation Funds - \$8,250.00) – the Board accepted the grant amount of \$8,250.00 from the State of Texas, through the Texas Department of Transportation, with the understanding that the grant award agreements include a hold harmless clause that is limited to the extent permitted by law, as presented.
- D. Approval of Pathways in Technology Early College High School Affiliation Agreement between El Paso Independent School District and El Paso County Hospital District dba University Medical Center of El Paso
- E. Approval of Internship Affiliation Agreement between Arizona State University and El Paso Independent School District
- F. Approval of Internship Affiliation Agreement between Texas A&M Commerce and El Paso Independent School District
- G. Approval of 2024 Polling Place Agreement between El Paso County and El Paso Independent School District – the Board approved the 2024 Polling Place Agreement between El Paso County and El Paso Independent School District, as presented; further, the Board authorized the Board President to execute the agreement, and any amendments, and directed Administration to complete the exhibits, as necessary.
- H. Ratification of Facilities Use Agreements between the University of Texas at El Paso and El Paso Independent School District for Use of Don Haskins Special Events Center (ESSER Funds - Not to Exceed \$58,000.00)
- I. Workers' Compensation Actuarial Report for Period Ending June 30, 2023
- J. EPISD Police Services Annual Racial Profiling Report for 2023 – the Annual Texas Racial Profiling Report for year 2023, was received by the Board of Trustee in accordance with the law.
- K. Second Quarter Financial and Investment Reports for Fiscal Year 2023-2024
- L. Purchases Requiring Board Approval
 - 1. Approval of Expenditures for Mobile Hotspots for Students from T-Mobile USA, Inc., Utilizing Sourcewell Contract #080119-SPT (Budgeted Grant Funds - \$215,520.00) – the Board approved expenditures for mobile hotspots for students from T-Mobile USA, Inc., utilizing Sourcewell Contract #080119-SPT, in the amount of \$215,520.00, for a twelve (12) month period, as presented.

2. Approval of First Option to Extend and Amendment to Contract with Education Advanced, Inc., Under RFP #23-062 for (ESSER) Secondary Master Schedule Software (Budgeted ESSER III Funds - \$97,395.75) – the Board approved the first option to extend RFP #23-062 for (ESSER) Secondary Master Schedule Software, to Education Advanced, Inc., and the amendment to the contract that will extend the current term from March 3, 2024, to June 30, 2024, at a cost of \$97,395.75, to align with the District's fiscal year, as presented. Thereafter, options to extend, if any, will align with the District's fiscal year.
 4. Approval of Expenditures to Renew OneLogin Software Licenses from Decision Tree Technologies, Inc., Utilizing Education Service Center (ESC) Region 19 Allied States Cooperative (ASC) Contract #19-7327 (Budgeted Local Funds - \$218,947.00) – the Board approved the expenditures for the renewal of OneLogin Software Licenses from Decision Tree Technologies, Inc., utilizing ESC Region 19 ASC Contract #19-7327, in an amount not to exceed \$238,067.00, as presented
- M. Approval of Construction Contracts
1. Award of Cielo Vista Playground Canopy, Project No. 24.632A, Utilizing BuyBoard Parks and Recreation Equipment, Products, and Installation Contract #679-22, to The Playwell Group, Inc. (Bond Funds - \$135,397.65)
 2. Award of Lundy Elementary Playground Canopy, Project No. 24.632B, Utilizing Playground/Park Systems, Installation & Related ESC Region 19 Allied States Cooperative RFP #22-7425, to Exerplay, Inc. (Bond Funds - \$128,941.80)
- N. Approval of Reduction In or Partial Release of Retainage for Payment and/or Final Payment for Construction Contracts
2. Approval of Final Acceptance of Work and Final Payment for Title 9 Building Renovation at Coronado High School, Project No. 23.521, Utilizing Region 19 Allied States Cooperative RFP #21-7411, Job Order Contracting & Facilities Construction Services, to Keystone GC, LLC (199X Operating Funds - \$16,446.84)
 3. Approval of Final Acceptance of Work and Final Payment for Captain Gabriel L. Navarrete Middle School, Project No. 17.619, CSP No. 19-053, to Dantex General Contractors, Inc. (2016 Bond Funds - \$1,938,709.65)
 4. Approval of Final Acceptance of Work and Final Payment for Jefferson HS Main Gym Re-Roofing, Project No. 23.528C, Utilizing Region 19 Allied States Cooperative RFP #21-7411, Job Order Contracting & Facilities Construction Services, to C. Ortiz, Corp., a Texas Corporation, dba The Roof & Metal Co. (199X Operating Funds - \$39,120.87)
 5. Approval of Final Acceptance of Work and Final Payment for Irvin High School Exterior Stairs, Project No. 17.628A, Utilizing Region 19 Allied States Cooperative, RFP #23-7457, Maintenance, Repair and Operation (MRO) Equipment, Supplies, Materials and Services (Supplemental), to Pride General Contractors, LLC (2016 Bond Funds - \$9,458.12)

ITEMS REMOVED FROM CONSENT AGENDA FOR SEPARATE VOTE

6.L.3. Approval of Expenditures for Tableau Server-Core Enterprise Term Licenses from Carahsoft Technology Corporation, Utilizing The Interlocal Purchasing System TIPS Contract #220105 (Budgeted Local Funds - \$356,532.74)

In response to Trustee Hanany's inquiry, Ms. Kristine Ferret, Executive Director of Strategic Planning and Design, clarified that Tableau is used by various users, with a bigger core than 2 years ago, at the same cost as the prior year. Ms. Martha Aguirre, Chief Financial Officer, shared that she will be providing a report on the 2% data processing usage and expenses at a later date.

It was moved by Trustee Hanany, seconded by Trustee Hernandez, and carried unanimously, that the Board approve the expenditures for Tableau Server-Core Enterprise Term Licenses, from Carahsoft Technology Corporation, utilizing The Interlocal Purchasing System TIPS Contract #220105, in the amount of \$356,532.74, from March 28, 2024, through March 27, 2025, with the option to renew for one (1) additional year, as presented.

6.N.1. Approval of Reduction In or Partial Release of Retainage for Payment for Coronado High School Additions & Renovations Package II, CSP No. 19-021, Project No. 17.627, to HB Construction (2016 Bond Funds - \$1,571,550.11)

Board President Irroballi informed the public in attendance that, if approved, this item would allow the partial release of the retainage used for the Coronado project, with the hope that payment would be issued toward the contractors and sub-contractors on the project who have foregone payment for over a year and a half. Further, he mentioned that this item would allow the District to continue to partner with the business community.

It was moved by Trustee Irroballi, seconded by Trustee Cuellar, and carried unanimously, that the Board approve the Reduction In or Partial Release of Retainage for Payment for Coronado High School Additions & Renovations Package II, CSP No. 19-021, Project No. 17.627, to HB Construction, in the amount of \$1,571,550.11, as presented.

7. Public Meeting

A. Public Meeting/Hearing to Discuss Annual Summary Report and 2022-2023 Texas Academic Performance Report

Superintendent Sayavedra reported on the purpose of this report, which would provide student outcome data. Additionally, she advised that for the 2022-2023 school year, the State has not published official A-F ratings. She shared that data presented would indicate the District's status based on the STAAR assessment.

Ms. Kristine Ferret, Executive Director of Strategic Planning and Design, presented the Annual Summary Report and Texas Academic Performance Report (TAPR) for the 2022-2023 School Year. She shared the eight data categories, including a Strategic Blueprint update and Response Plan, along with the District's Results Driven Accountability (RDA) performance level indicators for special programs indicating focus areas. Ms. Ferret shared that STAAR data shows that El Paso ISD has made slight improvements in Math, Science, and Social Studies when compared to 2022 data. Lastly, Ms. Ferret reported on the progress toward meeting House Bill 3 (HB3) Goals. She shared STAAR data shows that El Paso ISD has a performance equal to the State in Early Childhood Literacy and has made significant progress in the area of College Readiness.

Mr. Al Garcia, Chief Academic Officer, provided an overview of the District's instructional response to the TAPR, which included support for teachers and students in core content learning. He also shared that specialized support will be provided to 25 campuses, via half-day trend walks, by multi-disciplinary teams. Mr. Garcia also shared that every campus will be provided with 1.5 days of customized professional learning. Lastly, he shared information on the multi-tiered system of support implemented at campuses to provide assistance to struggling students. Dr. Carla Gonzales, Chief Schools Officer, provided information on Tiered campus support for the 22 schools that need additional resources. Additionally, she provided an overview of school improvement responses that are being implemented during the current school year.

Ms. Sayavedra provided additional clarification regarding the trend walks as these are part of the strategic blueprint and Superintendent's evaluation. She shared that by piloting several campuses, this will allow the District to have a monitoring system in place, in terms of the delivery of the curriculum, the fidelity to Dual Language and SEL programming, as well as behavior during the course of the year. Ms. Sayavedra also shared that in preparing for the 2024-2025 school year, the District will extend trend walks, districtwide, utilizing the KickUp platform to track growth and student outcomes.

Board President Irrobalí opened the floor for speakers. The following individual addressed the Board:

Mr. Ross Moore, President of El Paso American Federation of Teachers, addressed the Board regarding expanding the Crisis Prevention and Intervention (CPI) training to all employees.

8. Action Items

Board President Irrobalí announced that the Board would hear Item 8.E. prior to continuing to the remainder of the agenda.

E. Discuss and Take Appropriate Action on Senate Bill 763 Requiring the Board to Take a Record Vote on Employment of Chaplains or Accepting Chaplains as Volunteers

The following individuals requested to address the Board:

Mr. David Marcus, Co-founder of Join Us for Justice, addressed the Board in opposition of hiring chaplains, in any role, specifically, in that of school counselors.

Mr. Benjamin Zeidman, Rabi of Temple Mt. Sinai, addressed the Board in opposition of having religious figures in public schools.

Ms. Kristin Rumpf, Community Member, addressed the Board in opposition of allowing chaplains to provide services in EPISD schools.

Mr. Cesar Rivera, Member of Americans United for Separation of Church and State, addressed the Board in opposition of allowing chaplains to provide services in EPISD schools.

Although Ms. Norma De La Rosa had requested to address the Board, she declined her opportunity to speak when called upon.

Ms. Jenny Solo was not present when called upon.

Ms. Sayavedra discussed that the item brought to the Board for consideration is reference to District Policy GKG (Local), which allows anyone to volunteer in public schools, provided they pass an individual criminal background check, and retaining the language in Policy GKG (Local), as presented. She also reported that the Resolution presented to Board Members does not authorize EPISD to hire chaplains as counselors or mental/behavior health specialists, based on their sole credentials as chaplains.

In response to Trustee Call's inquiry on the definition of a chaplain, Ms. Cezy Collins, Legal Counsel, reported that a definition is not provided in the Senate Bill. She shared language as to the capacities that a chaplain may assist with in a school district setting. Ms. Collins clarified that the sample Resolution provided to the Board was one adopted by Austin ISD.

It was moved by Trustee Hanany, seconded by Trustee Hernandez, and carried unanimously, that the Board not authorize El Paso ISD to hire Chaplains for counselors or mental health and behavior health roles, based on their credentials as Chaplains, as presented. A roll-call vote was taken with Trustees Hanany, Call, Beals, Irrobalí, Hernandez, and Cuellar, voting in favor of the motion.

A. Discuss and Take Appropriate Action on Approval to Award Equity Assessment and Action Plan, RFP #24-015 (Administration Recommendation: Mid-Atlantic Equity Consortium, Inc.) (Budgeted Federal Funds - \$215,570.00)

Superintendent Sayavedra reported on the rigorous procurement process to recommend this item to the Board. Trustees Irrobalí and Hanany thanked the Superintendent and staff for ensuring a thorough process was implemented for this recommendation.

It was moved by Trustee Hanany, and seconded by Trustee Irrobali, that the Board approve the award of Equity Assessment and Action Plan, RFP #24-015, to Mid-Atlantic Equity Consortium Inc., in an amount not to exceed \$215,570.00, as presented. The motion carried with Trustees Hanany, Beals, Irrobali, Hernandez, and Cuellar voting in favor, and Trustee Call not present for the vote.

B. Discuss and Take Appropriate Action on Adoption of 2023-2024 El Paso ISD Superintendent's Appraisal Instrument and Evaluation Timeline

Superintendent Sayavedra communicated that this item was previously presented to the Board during the February 5, 2024, Special Board of Trustees Meeting, indicating adjustments, edits, and changes made to the Superintendent's Evaluation Instrument. She also shared that while the metrics remained the same, they were updated to reflect baseline data and specific increases intended to reach during the school year, based on the timeline presented.

In response to Trustee Hanany's inquiry on the performance target for Activity 1.2 (Increase PK-12th grade students participating in UIL, extra-curricular, co-curricular activated at all levels by 3-5%), Ms. Macias clarified that the number reflected on the instrument, represented the number of participants in the various activities available for students. It was then requested by Trustee Hanany to report on the expansion of activities and the number of students who participate in one or more activity.

It was moved by Trustee Hanany, seconded by Trustee Hernandez, and carried unanimously, that the Board adopt the 2023-2024 Superintendent's Appraisal Instrument and Evaluation Timeline, as presented, with the exception of Activity 1.2., which will be presented for clarification at a future Board meeting.

C. Discuss and Take Appropriate Action on Proposed Revisions to Board Policies DC (Local): Employment Practices, and Board Policy DK (Local): Assignment and Schedules

The following individual requested to address the Board:

Ms. Norma De La Rosa, President of El Paso Teachers Association, addressed the Board sharing her opposition with the proposed revisions to these Board policies.

Trustee Call expressed his reasoning for proposing that these policies be reverted to their 2021 versions. Board President Irrobali also shared his rationale for proposing revisions to the policies, expressing the District's transformation and missed opportunities of oversight in the past. He also shared that with the Superintendent's Evaluation, a tool which was agreed upon by the Trustees based on metrics and data, the Board will be able to hold the Superintendent accountable. Trustees Hanany and Cuellar expressed their concerns with the proposed revisions, requesting to table the item to a Policy Committee, to allow a more informed decision-making opportunity.

It was moved by Trustee Hanany, and seconded by Trustee Cuellar, to postpone this item until a Policy Committee can be held. The motion failed with Trustees Hanany and Cuellar voting in favor and Trustees Call, Beals, Irrobali, and Hernandez voting against. It was then moved by Trustee Call, and seconded by Trustee Hernandez, that the Board revert Local Board Policies DC and DK to their 2021 versions. The motion carried with Trustees Call, Beals, Irrobali, and Hernandez voting in favor of the motion and Trustees Cuellar and Hanany voting against.

D. Discuss and Take Appropriate Action on Resolution on Destination District Redesign

Superintendent Sayavedra introduced this item by sharing a statement on the transformative path the District is embarking on through this resolution. She shared the District's commitment to ensuring high-quality seats for every child, along with an exceptional and challenging educational experience. She also commented on the District's dedication to innovation and transformation, and in helping the region achieve its aspirations. Further, Superintendent Sayavedra reported on community collaboration, through community meetings, which will be hosted to share the criteria and analysis for high-quality seats. She reported that this resolution communicates the District's commitment to increasing the percentage of high-quality seats over time, as well as the commitment to excellence as an organization.

Board President Irrobali expressed his thoughts with ensuring that all District students can experience a 21st century learning facility. He shared that through the approval of this resolution, the District would have the flexibility to match the ever-changing market of education and achieve the greater goal. Trustee Irrobali mentioned that the District would be transparent and would engage the community throughout this process.

It was moved by Trustee Cuellar, seconded by Trustee Call, and carried unanimously, that the Board approve the Destination District Redesign Resolution, as presented.

F. Discuss and Take Appropriate Action on Appointment of Trustees to El Paso Central Appraisal District (EPCAD) Board of Directors for 2024 Term

Trustee Irrobali shared that he is currently serving as a member of the EPCAD Board of Directors. Due to the change, from appointment to election, beginning in 2025, he suggested that he be reappointed to the EPCAD Board for the remainder of the 2024 term, leaving the second seat vacant, until the process of an elected official is held.

It was moved by Trustee Irrobali, seconded by Trustee Hernandez, and carried unanimously, that the Board appoint Trustee Irrobali to the El Paso Central Appraisal District Board of Directors and leave the second seat vacant until an election is held.

G. Discuss and Take Appropriate Action on Appointment Process for District 3 Trustee Vacancy

Trustee Call provided an update on the work by the AdHoc Committee in developing an outline for the appointment process. Ms. Cezy Collins, Legal Counsel, provided an overview of the proposed process, which would entail developing a timeline with regard to when the seat should be filled (within 180 days of the resignation). It was shared that a public announcement would be made on February 20, 2024 on the acceptance of applications, with February 23, 2024, marking the beginning date to accept applications for appointment. Additionally, Ms. Collins reported that in order to address a concern discussed by the AdHoc Committee, regarding the possible misrepresentation of candidates, the District would be implementing measures, such as having the applications notarized, and sworn to under penalty of perjury, while also ensuring that all the requirements of an elected candidate would apply. The following timelines were also shared with the Board: March 25, 2024, deadline to submit applications; March 26, 2024, Trustees review all the applications submitted; April 1-3, 2024, Candidate Forum at Austin High School moderated by Austin High School Student Council, inviting Community entities (i.e. Ft. Bliss, Chamber of Commerce, etc.); and Special Board Meeting, week of May 6-10, 2024. Discussion ensued on the interview process, as well as the timeline to fill this vacancy.

It was moved by Trustee Hanany, seconded by Trustee Cuellar, and carried unanimously, that the Board approve the proposed appointment process to fill the vacancy in single member District 3, as presented; and accept to move the Special Meeting of the Board of Trustees to interview and vote on the appointees to the month of April; and add an additional meeting of the AdHoc Committee that will include Trustee Hernandez.

9. Report

A. Annual Student Enrollment Analysis

Ms. Marivel Macias, Chief of Organizational Transformation and Equity, provided a Resident Student Forecast enrollment analysis and shared the process utilized to create the report. Additionally, Ms. Macias shared historical data on projections and actual enrollments for the past 10 years, as well as historical data on birth rates, along with a breakdown of transfers by campus. The District's enrollment trends and projections by zone, were also presented. The Transformation Innovation Equity (TIE) Plan, which included the Montessori expansion zones and Extended Day Learning Centers, was presented. Ms. Macias also reported on the Learning Acceleration Support Opportunities (LASO) Grant through the Texas Education Agency. Lastly, Ms. Macias shared information on the School Finder tool, which allows the community to obtain information on the diverse program opportunities the District offers.

10. Items on Next Month's Agenda

A. Overview of Future Board Meeting Agenda Items

The following individual requested to address the Board:

Mr. Ross Moore was not present when called upon.

Superintendent Sayavedra provided a brief overview of tentative upcoming Board Meeting agenda items.

9. Adjournment

The meeting was adjourned at 8:55 p.m.

Date Approved: March 19, 2024