Minutes of Special Meeting

The Board of Trustees
Fabens ISD

A Special Meeting of the Board of Trustees of Fabens ISD was held Wednesday, May 3, 2023 beginning at 6:30 PM in the Central Office, Board Room, 821 NE G Avenue, Fabens, TX 79838.

Members Present:	Adan Escobar – joined virtually at 6:38 PM Luis 'Charlie' Estrada Orlando Flores Sylvia Gonzales Benjamin Morales Angel Ornelas Jr. Julieta Sepulveda Ramirez	
Members Absent:	None	
Administrators Present:	Dr. Veronica Vijil Mr. Martin Torres Mr. David Ayala Ms. Marcela Licerio	Ms. Michele Gonzalez Ms. Roseanne Armendariz Dr. Ana Galaviz Ms. Corina Ruiz
	Maria T. Rodriguez	

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1. Call to Order, Roll Call and Pledge of Allegiance – 6:32 PM

The meeting was called to order by Board President, Ms. Sylvia Gonzales at 6:32 PM. All members were in attendance. The Pledge of Allegiance, Mission and Vision statements were recited by all present.

2. Communication and Visitors – 6:34 PM

Under this portion of the meeting, no one signed up to address the Board.

3. Board of Trustees Business – 6:35 – 8:40 PM

3.A. Review and Approval of New Purchases Exceeding $30,000.00

3.A.1. Security Cameras for Fabens Elementary and O'Donnell Intermediate and Classroom Safety Master Key / Hardware Upgrade for Fabens Elementary School, O'Donnell Intermediate School and Fabens Middle School

Dr. Ana Galaviz, Director of Federal Programs, presented the item and reviewed the information sent to the Board in their packet. After reviewing the information and answering a few questions, Mr. Benjamin Morales motioned and Mr. Luis "Charlie" Estrada seconded to approve the security cameras for Fabens Elementary and O'Donnell Intermediate and classroom safety master key / hardware upgrade for Fabens Elementary, O'Donnell Intermediate and Fabens Middle Schools as presented.

Motion Carried: 6 - 0

3.B. Update and Possible Action on Grade Configuration 6:38 – 7:35 PM

The item was opened by Dr. Veronica Vijil. She explained to the Board that a group had been created to gather information on the steps / work that would need to happen in order to have the Fabens Elementary 3rd graders moved to the O'Donnell Intermediate. Each group (Facilities, Finance, Communication and Staffing) presented the work they had done and answered questions from the Board. Questions on the use of ESSER monies for the move and use for addressing the current state of facilities was discussed. Board members voiced that after touring the campuses they felt more planning was needed in order to facilitate the move. After a lengthy discussion, Mr. Angel Ornelas motioned and Mr. Luis "Charlie" seconded to table the item.

Motion Carried: 4 – 3

Voting Against: A. Escobar, O. Flores and B. Morales

A short break was called for from 7:35 - 7:48 PM

3.C. Update on Administrative Pay Equity – 7:49 – 7:59 PM

Dr. Vijil reviewed the list of job titles that had been reviewed and explained the process that could be used to pay staff based on years of experience they are bringing to the District. She restated that this would be a pay equity based on verification of years of experience and not pay raises. She explained that we currently have a Minimum/Medium/Maximum pay scale in place. With the process they have created, steps up to 30 years experience could be placed on the range.

3.D. Review and Possible Action on Drafts Submitted By Texas Association of School Boards (TASB) Policy Services for:

3.D.1. DC (Local) Employment Practices – 7:59 – 8:14 PM

Ms. Debbie Betancourt, Human Resources Director, presented the item. Ms. Betancort reviewed the drafts provided by our policy consultant with the requested changes, Mr. Flores did question the liability members could risk in them having hiring authority. After reviewing the drafts, Mr. Luis "Charlie" Estrada motioned and Ms. Julieta Sepulveda Ramirez seconded to approve Draft #2 as presented.

Motion Carried: 4 – 3

Voting Against: A. Escobar, O. Flores and B. Morales

3.E. Discussion on Possible Revisions to Fabens ISD Local Policies:

3.E.1. DEAA - Compensation Plan - Incentives and Stipends

3.E.2. DEA - Compensation and Benefits - Compensation Plan – 8:14 – 8:28 PM

Board President, Ms. Sylvia Gonzales, opened the item. She stated that Mr. Angel Ornelas had requested the policies to be reviewed. Mr. Ornelas requested that drafts be created with the following statements added to both policies:

The Board delegates to the Superintendent to recommend, with the Board having final authority.

3.F. Discussion and Selection of Board Training Date for Moak Casey and Board Training Date with District Legal Counsel – 8:28 – 8:40 PM

The board reviewed personal calendars for the selection of the next Moak Casey training date: After a short discussion amongst them, Mr. Ben Morales motioned and Mr. Luis “Charlie” Estrada seconded for the next Moak Casey training date of: May 20, 2023 – 9:00 AM

Motion Carried: 7 – 0

Mr. Ben Morales motioned and Mr. Luis “Charlie” Estrada seconded to table the training with district legal counsel until a future date when we had dates of availabillty from our legal counsel.

Motion Carried: 6 – 0

Lost connection with Mr. Adan Escobar

4. Adjourn – 8:40 PM

There being no further business, Mr. Luis “Charlie” Estrada motioned and Mr. Benjamin Morales seconded to adjourn at 8:40 PM.

Motion Carried 6 - 0

Minutes Approved 5/17/2023
Signatures on File