

# Board Book



**Fabens ISD**

**Regular Meeting**

**September 15, 2021 @ 6:30 PM**

**Working together, Fabens ISD creates a positive and lasting impact through multiple learning opportunities.**

**Notice of Regular Meeting  
Board of Trustees  
Wednesday, September 15, 2021**

A Regular Meeting of the Board of Trustees will be held on Wednesday, September 15, 2021, beginning at 6:30 PM, in the 821 NE G Avenue - Central Office Board Room - Fabens, TX, 821 NE G AVENUE, P O BOX 697, FABENS, TX 79838.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. For more information about public comment, see Policy BED. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

<b>1. Call to Order, Roll Call and Pledge of Allegiance</b>	<b>3</b>
<b>2. Communication and Visitors</b>	<b>4</b>
<b>3. Superintendent Report</b>	<b>5</b>
A. College Board National Hispanic Recognition Program Scholars - Gimena Ortiz and Stephanie Meza	
<b>4. District Employees and Officers</b>	<b>6</b>
A. 2021 - 2022 New Hires	
<b>5. Consent Agenda</b>	<b>7</b>
A. Minutes of the Budget and Tax Rate Public Meeting, August 25, 2021	<b>8</b>
B. Minutes of the Regular Board Meeting, August 25, 2021	<b>35</b>
C. Fabens ISD Monthly Financial Reports	<b>40</b>
D. Fabens ISD District Improvement Plan to include: District and Campus Goals and Performance Objectives	<b>53</b>
E. Texas Education Agency Maximum Class Size Waiver	<b>125</b>
<b>6. Lone Star Governance - Student Outcome Goals</b>	
A. Fabens ISD Student Data Update	<b>126</b>
1. Fabens ISD 2020 - 2021 Student Data	
2. Fabens ISD 2021 - 2022 Beginning of the Year (BOY) Results	
3. Updated Accelerated Learning Plan	
B. Revision and Approval of Fabens ISD Goal Progress Measures for Goals 1 and 2	<b>127</b>
C. Fabens ISD Board of Trustees Quarterly Self-Assessment	<b>132</b>
<b>7. Board of Trustees Business</b>	
A. Second Reading, Discussion and Approval of Texas Association of School Boards (TASB) Board Policy Update 117 Affecting Local Policies:	<b>144</b>
1. CH Purchasing and Acquisition	
2. CV - Facilities Construction	
3. DEC - Compensation and Benefits - Leaves and Absences	

B. Discussion and Approval of Fabens ISD Purchases in Excess of \$50,000	153
1. HVAC Units - FHS	
2. Safety/Security Door Hardware and Keying Upgrades - FES/ODI/FMS/FHS	
<b>8. Adjourn</b>	<b>160</b>

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). 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. [See TASB Policy BEC(LEGAL)]

Posted: Friday, September 10, 2021 - 4:00 PM

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For the Board of Trustees

**FABENS I.S.D.  
BOARD OF TRUSTEES**

Date: 09/15/2021 Presented By: Board President  
Call to Order, Roll Call, Pledge of  
Subject: Allegiance and Fabens ISD Vision  
Statement Related Page(s) N/A

**Action**

**BACKGROUND INFORMATION:  
CALL to ORDER, ROLL CALL,  
PLEDGE OF ALLEGIANCE and  
FABENS ISD VISION STATEMENT**

The September 15, 2021 Regular Board Meeting is called to order at \_\_\_\_\_.  
Let the minutes show that:

1) all members are in attendance

OR

2) \_\_\_\_\_ is (are) not in  
attendance.

Reason: ( ) Illness ( ) Family Emergency  
( ) Out of Town ( ) Other \_\_\_\_\_

\_\_\_\_\_(name) will lead us in the reciting of the Pledge of  
Allegiance

.....

**VISION STATEMENT:**

Working together, Fabens ISD creates a positive and lasting impact through  
multiple learning opportunities.

**FABENS ISD  
BOARD OF TRUSTEES**

**COMMUNICATION AND VISITORS  
Board Agenda Item**

<b>TITLE</b>	<b>Communication &amp; Visitors</b>	<b>Date Requested</b>	09/15/2021
<b>Requested By:</b>	N/A	<b>Approximate Time</b>	Up to 15 minutes
<b>Division Approval:</b>	N/A	<b>Action Needed by:</b>	N/A
<b>Action Requested:</b>	N/A	<b>Information Only:</b>	Yes
<b>People Participating In Presentation:</b>	Community	<b>Who Has Been Involved:</b>	N/A
<b>How Will It Benefit the District's Mission/Goals?</b>		<b>How Will Request Be Financed?</b>	
		<b>Cost to District:</b>	

The Board President will allow anyone who has signed the sheet to address the Board at this time. According to board policy BED (Local):

"The Board encourages comments from citizens of the district or employees. The Board asks that comments pertain to public education issues and be no longer than 15 minutes.

"Remember that the Board may not discuss any issues that are not posted on our agenda

"The board will not hear complaints or concerns regarding individual employees or students at this time. The district has a policy outlining procedures for bringing complaints or concerns about specific individuals to the attention of the district and ensuring that they are addressed in a timely manner.

"Copies of our district policies on public participation in meetings and filing complaints are available at the Office of the Superintendent."

Finally, please be aware that rules of decorum will be enforced during the public comment period. Personal attacks, name-calling, and rude or slanderous remarks will not be tolerated. Each participant is legally responsible for the content and consequences of his/her own statements.

FABENS ISD

**SUPERINTENDENT REPORT  
Board Agenda Item**

<b>TITLE</b>	<b>Superintendent Report</b>	<b>Date Requested</b>	9/15/2021
<b>Requested By:</b>	Dr. Vijil	<b>Approximate Time</b>	15 minutes
<b>Division Approval:</b>		<b>Action Needed:</b>	No
<b>Action Requested:</b>	None	<b>Information Only:</b>	Yes
<b>People Participating In Presentation:</b>	Dr. Vijil	<b>Who Has Been Involved:</b>	N/A
<b>How Will It Benefit the District's Mission/Goals?</b>		<b>How Will Request Be Financed?</b>	
		<b>Cost to District:</b>	

**TOPICS:**

1. College Board National Hispanic Recognition Program Scholars  
Gimena Ortiz  
Stephanie Meza



FABENS ISD

**DISTRICT EMPLOYEES AND OFFICERS  
Board Agenda Item**

<b>TITLE</b>	<b>Introduction of 2021 – 2022 New Hires</b>	<b>Date Requested</b>	09/15/2021
<b>Requested By:</b>	Ms. Audry Ortegon-Galvan	<b>Approximate Time</b>	15 minutes
<b>Division Approval:</b>	N/A	<b>Action Needed:</b>	No
<b>Action Requested:</b>	None	<b>Information Only:</b>	Yes
<b>People Participating In Presentation:</b>	Ms. Audry Ortegon – Galvan and new hires	<b>Who Has Been Involved:</b>	
<b>How Will It Benefit the District's Mission/Goals?</b>		<b>How Will Request Be Financed?</b>	
		<b>Cost to District:</b>	

FABENS ISD

**CONSENT AGENDA**  
**Board Agenda Item**

<b>TITLE</b>	<b>Consent Agenda</b>	<b>Date Requested</b>	9/15/2021
<b>Requested By:</b>	Dr. Vijil	<b>Approximate Time</b>	5 minutes
<b>Division Approval:</b>		<b>Action Needed :</b>	Yes
<b>Action Requested:</b>	The administration recommends approval of the consent agenda items as presented	<b>Information Only:</b>	No
<b>People Participating In Presentation:</b>	Dr. Vijil	<b>Who Has Been Involved:</b>	
<b>How Will It Benefit the District's Mission/Goals?</b>		<b>How Will Request Be Financed?</b>	
		<b>Cost to District:</b>	

<b>A.</b>	<b>Minutes of the Budget and Tax Rate Public Meeting, August 25, 2021</b> Attached for your review
<b>B.</b>	<b>Minutes of the Regular Meeting, August 25, 2021</b> Attached for your review
<b>C.</b>	<b>Fabens ISD Monthly Financial Reports</b> Attached for your review
<b>D.</b>	<b>Fabens ISD District Improvement Plan</b> Attached for your review
<b>E.</b>	<b>Texas Education Agency Maximum Class Size Waiver</b> Attached for your review



# **Minutes of the Budget and Tax Rate Public Meeting**

## **The Board of Trustees**

### **Fabens ISD**

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A Budget and Tax Rate Public Meeting of the Board of Trustees of Fabens ISD was held Wednesday, August 25, 2021 beginning at 6:00 PM in the Central Office, Board Room, 821 NE G Avenue, Fabens, TX 79838.

**Members Present:** Orlando Flores (Central Office)  
Rosamaria Gallo-Avitia (Central Office)  
Sylvia Gonzales (Central Office)  
Viola Hernandez (Virtual)  
Ben Morales (Central Office)  
Greg Spence (Central Office)

**Members Absent:** Adan Escobar

**Administrators Present:** Dr. Veronica Vijil  
Ms. Michele Gonzalez  
Mr. Martin Torres  
Ms. Audry Ortegon-Galvan  
Mr. Michael Perez

Maria T. Rodriguez

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#### **1. Call to Order, Roll Call, Pledge of Allegiance and Fabens ISD Vision Statement – 6:01 PM**

The meeting was called to order at 6:01 PM by Board President, Mr. Benjamin Morales. All members were in attendance except Mr. Adan Escobar. The Pledge of Allegiance was recited by all.

#### **2. Communication and Visitors – 6:02 PM**

Under this item, there were no comments submitted.

#### **3. Public Meeting to Discuss 2021 - 2022 Proposed Budget and Tax Rate – 6:02 – 6:30 PM**

Mr. Martin Torres, Director of Business and Finance, presented a Power Point presentation with the proposed 2021-2022 budget and tax rate. No comments were received from the public.

**Presentation attached to minutes**

#### **4. Adjourn**

There being no further action a motion to adjourn was made by Ms. Sylvia Gonzales and seconded by Mr. Orlando Flores.

Motion Carried 6 - 0



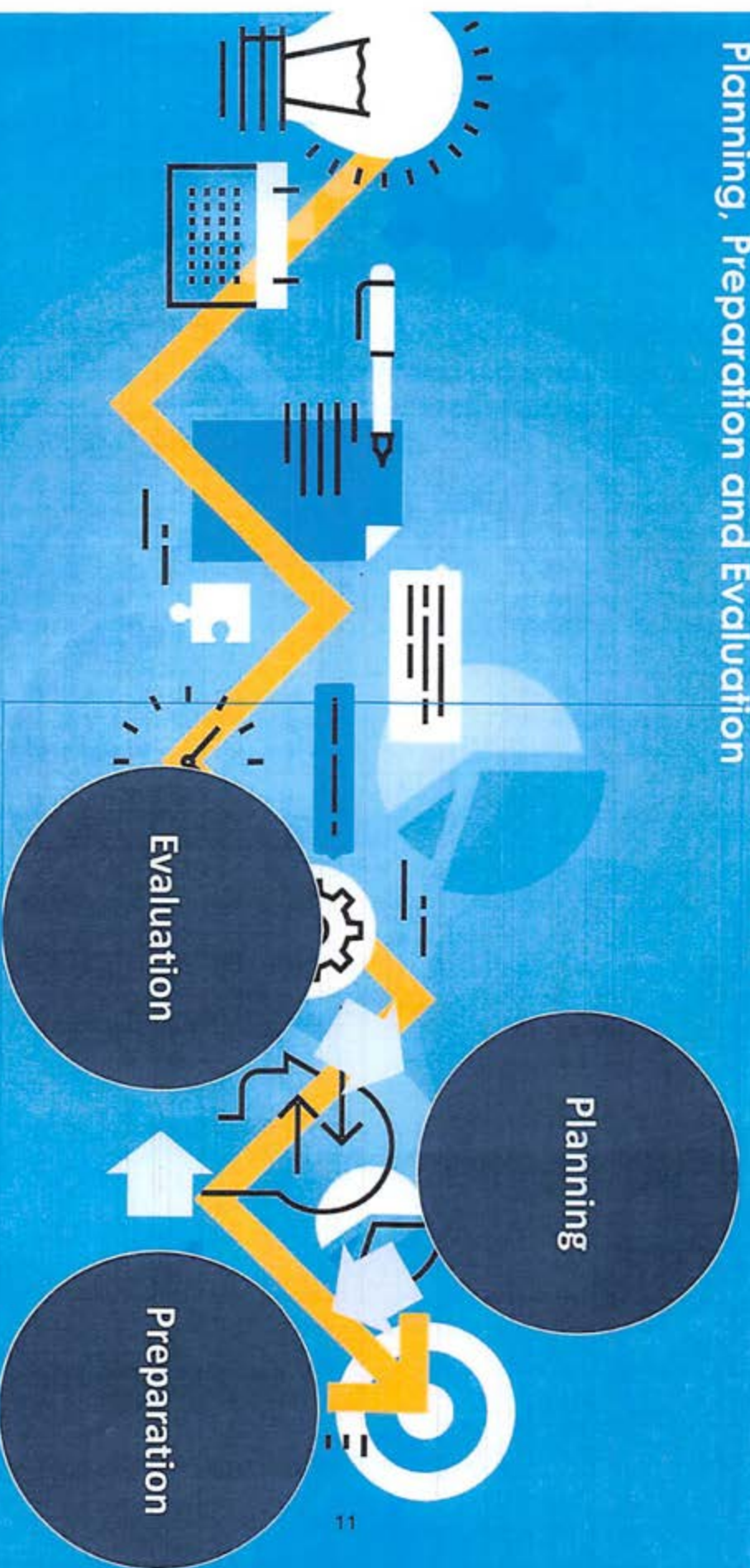
# Public hearing for Tax Rate and Budget Adoption 2021 - 2022

August 25, 2021

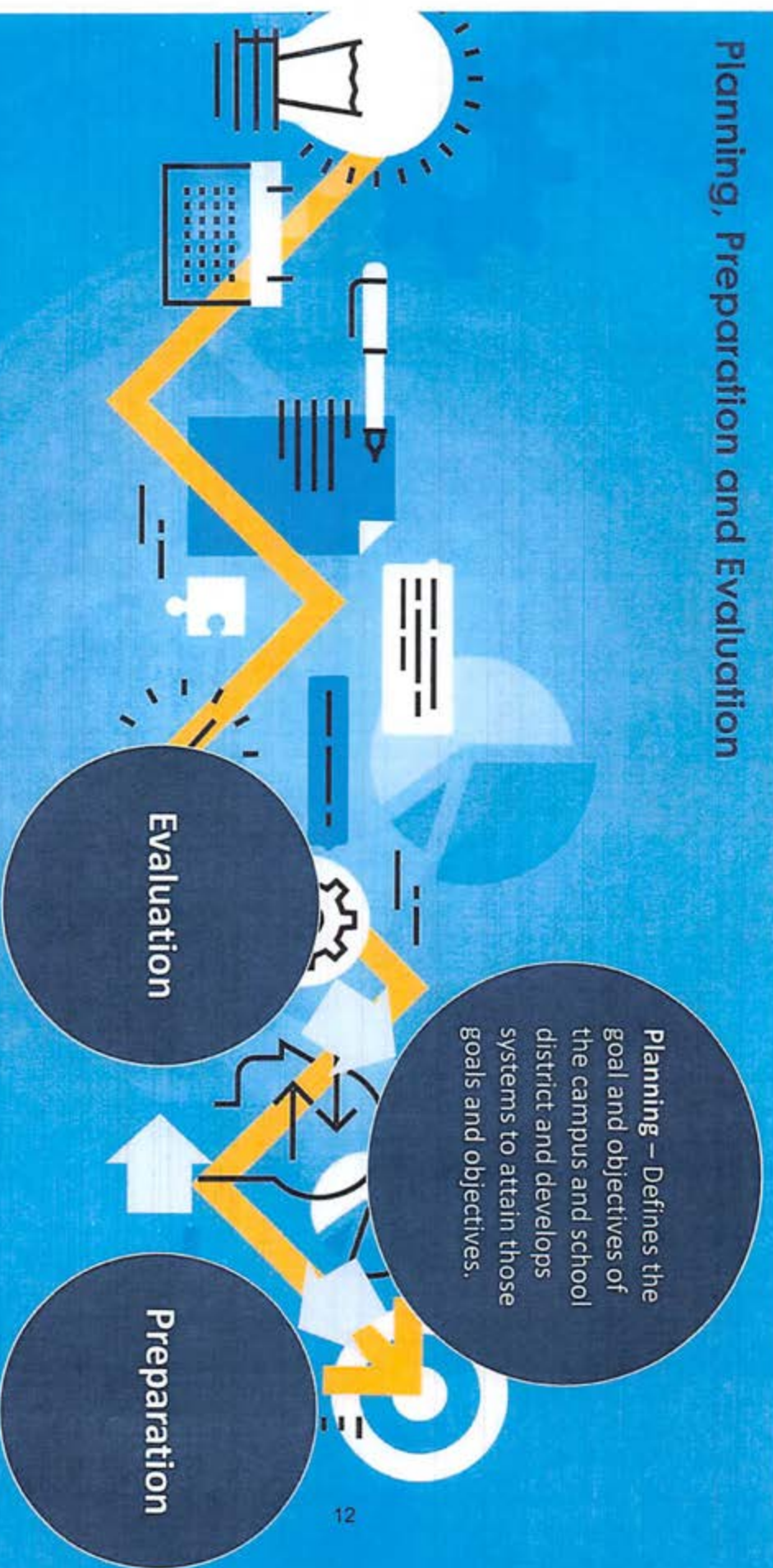
Budgeting is the continuous  
action of **planning, preparation**  
and **evaluation** to achieve the  
prioritized goals and objectives  
of the district and campuses.



## Planning, Preparation and Evaluation

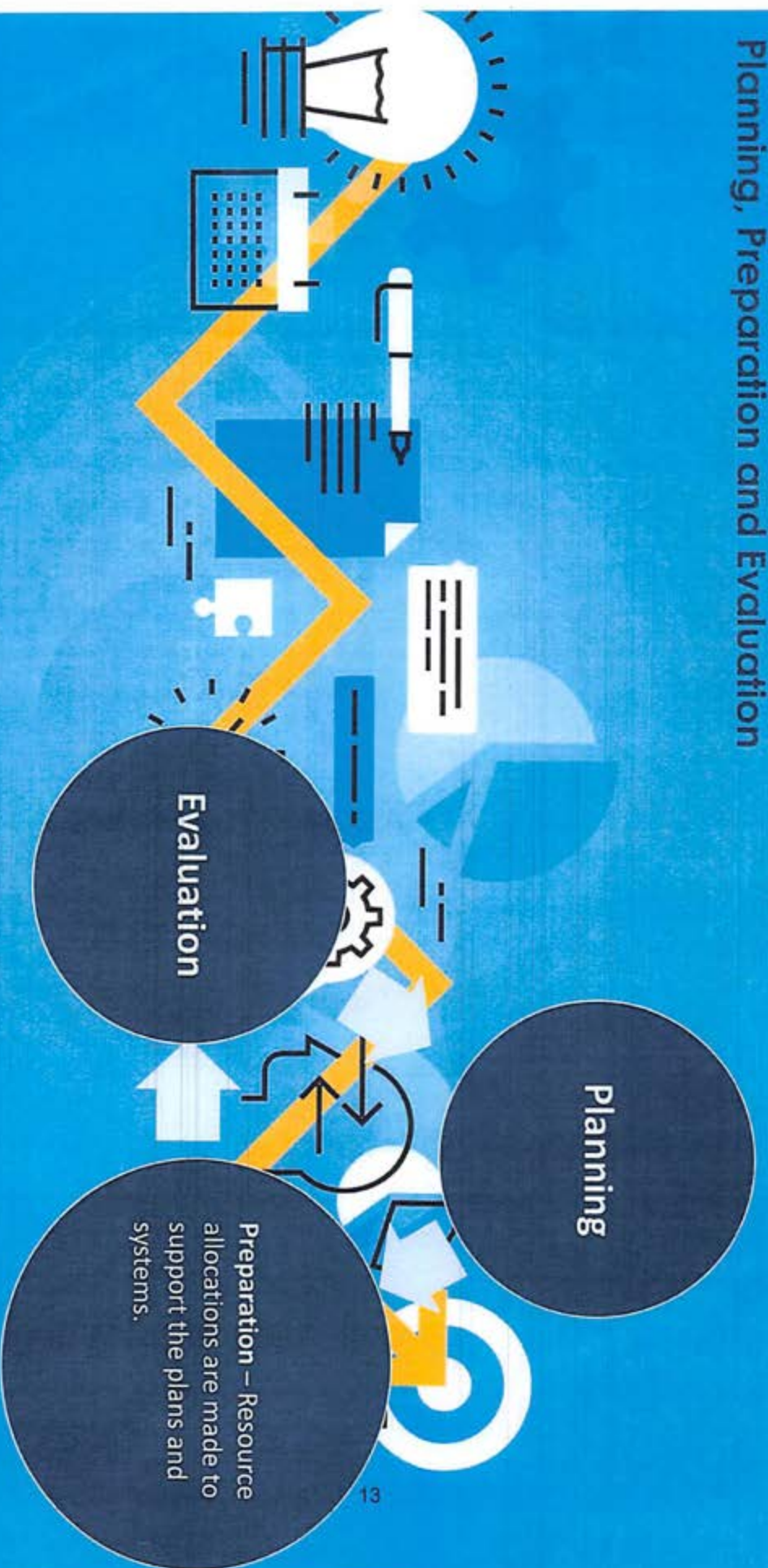


## Planning, Preparation and Evaluation



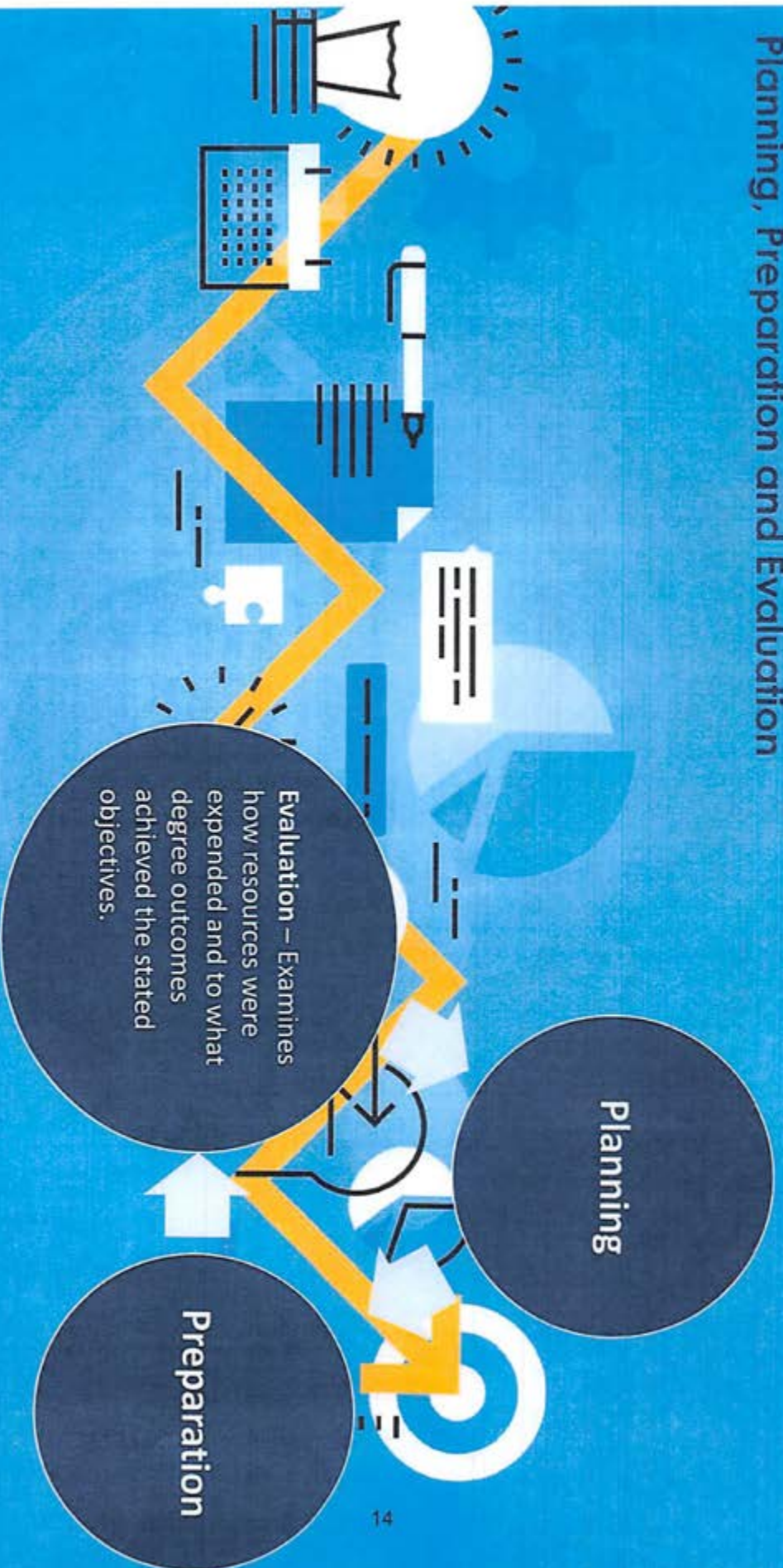


## Planning, Preparation and Evaluation





## Planning, Preparation and Evaluation



# Budget Timeline





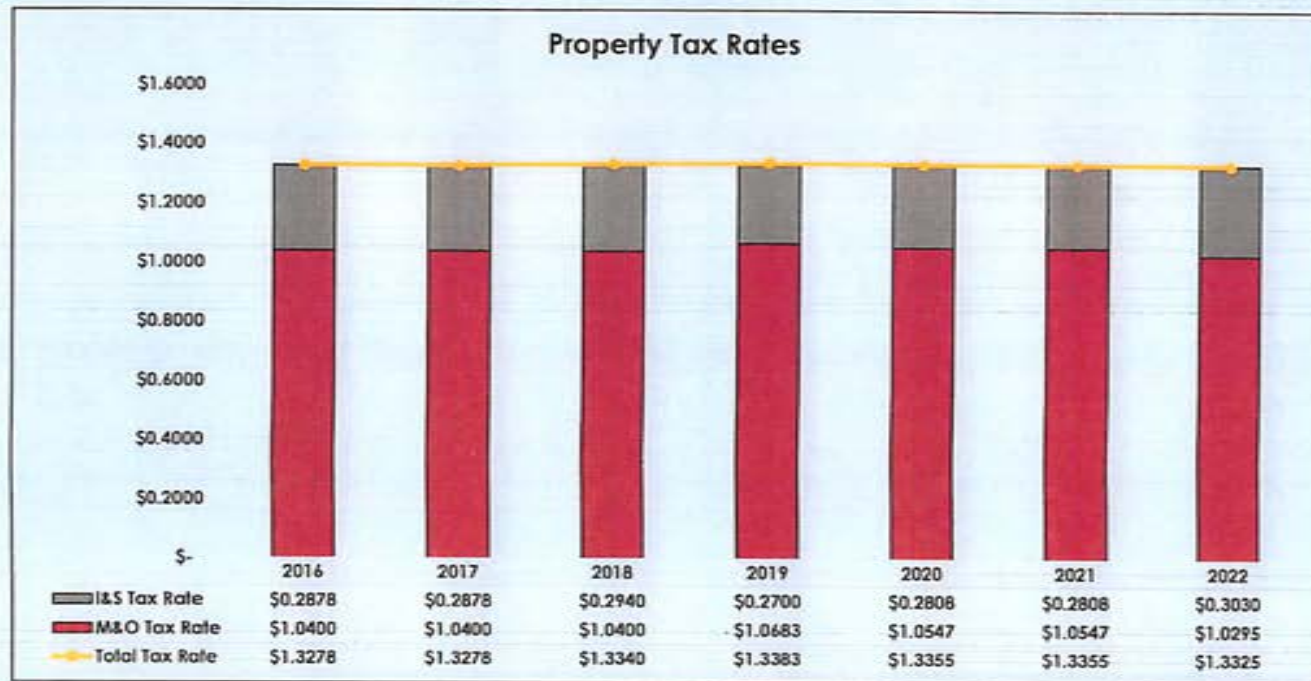
# 2021 -2022 Budget Challenges

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- Declining Enrollment
- Balanced Budget
- 2% or 3% pay increase
- Tax Compression

What is a compressed tax rate?

If a district happens to exceed its entitlement with the local money levied by its dollar **tax rate**, the state can “recapture” those extra funds. ... It uses calculations based on a district’s “**compressed tax rate**,” which the Legislature created in 2006 when it reduced maintenance and operation property **taxes** by a third.



**Interest and Sinking (I&S) Tax Rate** is the tax rate levied by districts to pay for any bond debt that may have been issued to fund the construction of schools and facilities. The **I&S tax rate** is capped at \$0.50 per \$100 of property value.

**Maintenance and Operations (M&O) Tax Rate** is the tax rate levied by districts to fund the operations and maintenance of schools, including maintenance tax notes, and contracts to finance movable equipment.

The Florence Independent School District will hold a public meeting at 8:00 p.m., Wednesday, August 20, 2003 in the Central Office Board Room, 621 NE 2nd Avenue, Ft. Lauderdale, Florida 33304. The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.

50.3030003100 (Prerequisite: rate to pay funded indebtedness)

**Comparison of Proposed Budget with Last Year's Budget**  
The applicable percentages indicated or disclosed (or differentials) in the amounts budgeted in the preceding fiscal year and the amounts budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories:

Maintenance and Operations	2.00%	Inclusive
Debt Service	0.25%	Exclusive
Total Expenditures	2.00%	Inclusive

**Total Appraised Value and Total Taxable Value  
(as calculated under Section 20.04, tax code)**

	Processing This Year	Current Tax Year
NO. of old property	3	5
NO. of new property	5	5
	317,037.003	370,009.340
	1,170.114	2,376.147

[illegible]

of report by Bard on 26 October, New Centre  
submitted by Bard on 1 October, 'Use English'

**Noted inclusions**  
 not of manufacturing value including business equipment \$24,122,000

### Comparison of Proposed Rates with Last Year's Rates

[illegible][illegible]

5 1 063200	5 0 380680	5 1 432070	5 12m	510 087
5 1 07060	5 0 303000	5 1 337600	5 1 -488	510 088

**It takes approximately 10 days to receive funds from a payment by the vehicle of fine or civil**

Proposed Levy with Last Year's Levy on Average Residence	Last Year	This Year
100.00	100.00	100.00
101.00	101.00	101.00
102.00	102.00	102.00
103.00	103.00	103.00
104.00	104.00	104.00
105.00	105.00	105.00
106.00	106.00	106.00
107.00	107.00	107.00
108.00	108.00	108.00
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186.00	186.00	186.00
187.00	187.00	187.00
188.00	188.00	188.00
189.00	189.00	189.00
190.00	190.00	190.00
191.00	191.00	191.00
192.00	192.00	192.00
193.00	193.00	193.00

[illegible]

Image	1st Moment	2nd Moment	3rd Moment
0	0.00	0.00	0.00
1	0.00	0.00	0.00
2	0.00	0.00	0.00
3	0.00	0.00	0.00
4	0.00	0.00	0.00
5	0.00	0.00	0.00
6	0.00	0.00	0.00
7	0.00	0.00	0.00
8	0.00	0.00	0.00
9	0.00	0.00	0.00
10	0.00	0.00	0.00
11	0.00	0.00	0.00
12	0.00	0.00	0.00
13	0.00	0.00	0.00
14	0.00	0.00	0.00
15	0.00	0.00	0.00
16	0.00	0.00	0.00
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19	0.00	0.00	0.00
20	0.00	0.00	0.00
21	0.00	0.00	0.00
22	0.00	0.00	0.00
23	0.00	0.00	0.00
24	0.00	0.00	0.00
25	0.00	0.00	0.00
26	0.00	0.00	0.00
27	0.00	0.00	0.00
28	0.00	0.00	0.00
29	0.00	0.00	0.00
30	0.00	0.00	0.00
31	0.00	0.00	0.00
32	0.00	0.00	0.00
33	0.00	0.00	0.00
34	0.00	0.00	0.00
35	0.00	0.00	0.00
36	0.00	0.00	0.00
37	0.00	0.00	0.00
38	0.00	0.00	0.00
39	0.00	0.00	0.00
40	0.00	0.00	0.00
41	0.00	0.00	0.00
42	0.00	0.00	0.00
43	0.00	0.00	0.00
44	0.00	0.00	0.00
45	0.00	0.00	0.00
46	0.00	0.00	0.00
47	0.00	0.00	0.00
48	0.00	0.00	0.00
49	0.00	0.00	0.00
50	0.00	0.00	0.00
51	0.00	0.00	0.00
52	0.00	0.00	0.00
53	0.00	0.00	0.00
54	0.00	0.00	0.00
55	0.00	0.00	0.00
56	0.00	0.00	0.00
57	0.00	0.00	0.00
58	0.00	0.00	0.00
59	0.00	0.00	0.00
60	0.00	0.00	0.00
61	0.00	0.00	0.00
62	0.00	0.00	0.00
63	0.00	0.00	0.00
64	0.00	0.00	0.00
65	0.00	0.00	0.00
66	0.00	0.00	0.00
67	0.00	0.00	0.00
68	0.00	0.00	0.00
69	0.00	0.00	0.00
70	0.00	0.00	0.00
71	0.00	0.00	0.00
72	0.00	0.00	0.00
73	0.00	0.00	0.00
74	0.00	0.00	0.00
75	0.00	0.00	0.00
76	0.00	0.00	0.00
77	0.00	0.00	0.00
78	0.00	0.00	0.00
79	0.00	0.00	0.00
80	0.00	0.00	0.00
81	0.00	0.00	0.00
82	0.00	0.00	0.00
83	0.00	0.00	0.00
84	0.00	0.00	0.00
85	0.00	0.00	0.00
86	0.00	0.00	0.00
87	0.00	0.00	0.00
88	0.00	0.00	0.00
89	0.00	0.00	0.00

the dollar amount of saluted loans imposed on the residence household as a function of age or older or of the surviving spouse of such a person. If the surviving spouse was 55 years of age or older when the person died, may not be

THE ABOVE IS A SUMMARY OF THE INFORMATION PROVIDED BY THE TAXPAYER. THE TAXPAYER'S RETURN IS THE SOURCE OF THE INFORMATION. THE TAXPAYER'S RETURN IS THE SOURCE OF THE INFORMATION. THE TAXPAYER'S RETURN IS THE SOURCE OF THE INFORMATION.

in excess of the voter-approval rate of 59.33500.

**Plum Blight**

**Section 8—Medical**

the fact that the majority of the population is still in the rural areas, the Government is committed to the development of the rural areas. The Government is committed to the development of the rural areas. The Government is committed to the development of the rural areas.

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**TOTAL \$1.33259**

### Comparison of Proposed Rates with Last Year's Rates

	<u>Maintenance &amp; Operations</u>	<u>Interest &amp; Sinking Fund*</u>	<u>Total</u>	<u>Local Revenue Per Student</u>	<u>State Revenue Per Student</u>
<b>Last Year's Rate</b>	\$ 1.0547	\$ 0.2808 *	\$ 1.3355	\$ 1,351	\$ 10,832
<b>Rate to Maintain Same Level of Maintenance &amp; Operations Revenue &amp; Pay Debt Service</b>	\$ 1.08389	\$ 0.35568 *	\$ 1.43957	\$ 1,556	\$ 10,692
<b>Proposed Rate</b>	\$ 1.0295	\$ 0.30309 *	\$ 1.33259	\$ 1,458	\$ 10,865

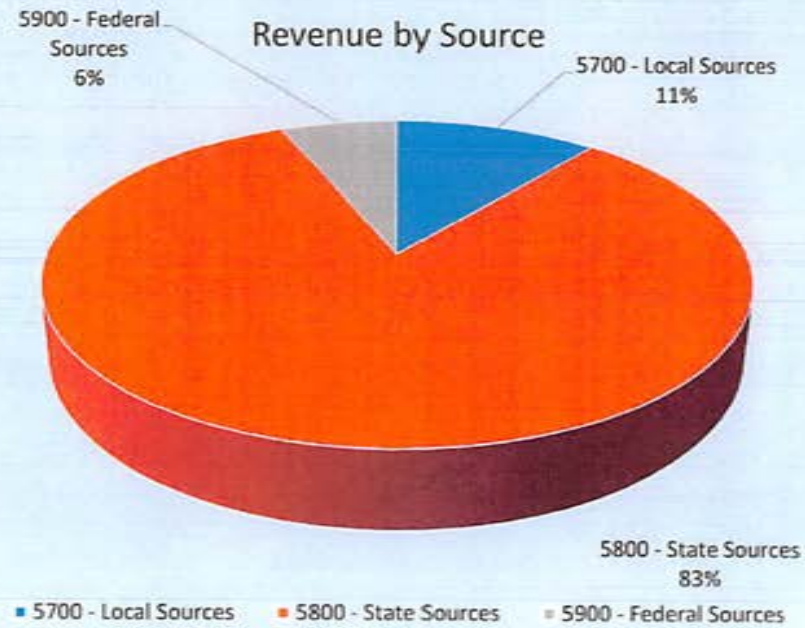
\* The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

**Notice of Voter-Approval Rate:** The highest tax rate the district can adopt before requiring voter approval at an election is 1.33259 . This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of 1.33259 .

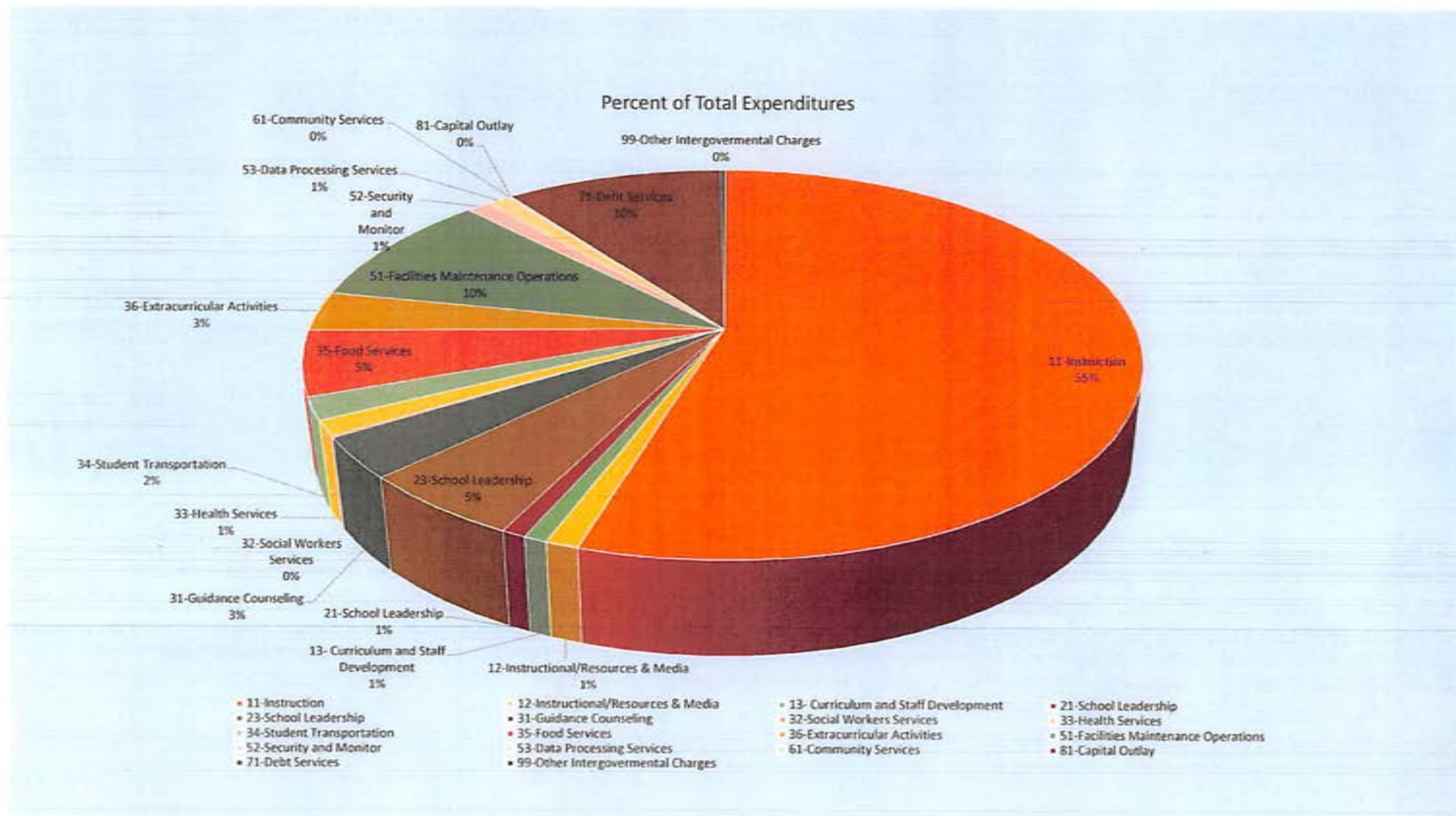




2021-2022 Enrollment Counts					
	8/2/2021	8/3/2021	8/4/2021	8/5/2021	8/6/2021
FHS	642	614	622	624	626
FMS	497	451	450	452	454
ODI	244	251	252	253	255
FES	567	579	591	599	600
District total	1950	1895	1915	1928	1935
FHS	633	8/10/2021	8/11/2021	8/12/2021	8/13/2021
FMS	461				
ODI	256				
FES	606				
District total	1956				



2021				
	101	199	599	
Revenues	Food Services	General Operating	Debt Services Fund	Total
5700 - Local Sources	28,701	2,201,419	602,936	2,833,056
5800 - State Sources	8,500	20,173,378	1,447,196	21,629,074
5900 - Federal Sources	1,274,645	384,085	-	1,658,730
Fund Balance	-	-	-	-
Total Revenues	1,311,846	22,758,882	2,050,132	26,120,860



## Model 1

The following pages include a summary cost estimate and proposed teacher hiring schedule for Model 1. Proposed pay plans for exempt and nonexempt pay groups are at the end of the document.

- Teachers receive a 2.0 percent of market general pay increase (GPI), equal to a \$1,150 increase per continuing teacher
- Additional adjustments to teacher hiring schedule in years 21 through 25 because the general pay increase is less than the experience differential between those years
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 2.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$51,900 starting salary</b>	<b>159</b>		<b>\$189,031</b>		<b>\$9,243,717</b>
<sup>a</sup> 2.0% general pay increase (\$1,150)		159	\$184,591	2.0%	
Adjustments to years 21-25		21	\$4,343	0.0%	
<b>Professional/Administration</b>	<b>35</b>		<b>\$68,090</b>		<b>\$2,752,355</b>
<sup>a</sup> 2.0% of pay range midpoint increase		34	\$55,119	2.0%	
Teacher pay equity adjustments		2	\$10,120	0.4%	
Targeted adjustment		5	\$3,842	0.1%	
<b>Clerical/Paraprofessional</b>	<b>64</b>		<b>\$47,135</b>		<b>\$1,704,645</b>
<sup>a</sup> 2.0% of pay range midpoint increase		62	\$34,715	2.0%	
Placement scale adjustments		13	\$9,436	0.6%	
Targeted adjustment 2		9	\$2,984	0.2%	
<b>Auxiliary</b>	<b>91</b>		<b>\$62,432</b>		<b>\$1,634,360</b>
<sup>a</sup> 2.0% of pay range midpoint increase		89	\$35,154	2.2%	
Adjustments to 1.0% above pay range minimum		8	\$5,713	0.3%	
Placement scale adjustments		18	\$20,389	1.2%	
Targeted adjustment		3	\$1,176	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>349</b>	<b>344</b>	<b>\$309,679</b>	<b>2.0%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>99</b>	<b>\$58,012</b>	<b>0.4%</b>	
<b>Total Cost Estimate</b>			<b>\$367,690</b>	<b>2.4%</b>	<b>\$15,315,077</b>

Footnotes:

<sup>a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>b</sup> Pay increases were applied to all employees and limited separately for employees at or above the maximum rate.

## 2% Increase from Mid Point

This page include a summary estimate and proposed 2% Increase from Mid Point, and estimate cost increase of **\$367,690** to the Payroll Budget



## Model 2

The following pages include a summary cost estimate and proposed teacher hiring schedule for Model 2. Proposed pay plans for exempt and nonexempt pay groups are at the end of the document.

- Teachers receive a 3.0 percent of market general pay increase (GPI), equal to a \$1,700 increase per continuing teacher.
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 3.0 percent of midpoint GPI.

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
<b>Teachers, Librarians, and Nurses (TN)</b>					
<b>\$51,500 starting salary</b>	<b>159</b>		<b>\$274,231</b>		<b>\$9,241,717</b>
• 3.0% general pay increase (\$1,700)		159	\$271,012	1.0%	
• Hiring schedule equity adjustments		4	\$1,279	0.0%	
<b>Professional/Paraprofessional</b>	<b>35</b>		<b>\$55,659</b>		<b>\$2,732,355</b>
• 3.0% of pay range midpoint increase		34	\$81,569	1.0%	
• Teacher equity adjustments		2	\$9,218	0.1%	
• Targeted adjustment		5	\$1,862	0.1%	
<b>Clerical/Paraprofessional</b>	<b>64</b>		<b>\$40,558</b>		<b>\$1,204,645</b>
• 3.0% of pay range midpoint increase		62	\$51,744	1.0%	
• Adjustment table adjustments		8	\$8,428	0.8%	
• Targeted adjustment		7	\$2,186	0.1%	
<b>Auxiliary</b>	<b>91</b>		<b>\$71,525</b>		<b>\$1,634,360</b>
• 3.0% of pay range midpoint increase		89	\$51,832	1.2%	
• Adjustments to 1.0% above pay range maximum adjustment table adjustments		8	\$4,905	0.1%	
• Targeted adjustment		11	\$15,412	1.0%	
• Targeted adjustment		1	\$1,176	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>349</b>	<b>344</b>	<b>\$409,287</b>	<b>1.0%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>70</b>	<b>\$44,846</b>	<b>0.3%</b>	
<b>Total Cost Estimate</b>			<b>\$504,034</b>	<b>1.3%</b>	<b>\$15,335,677</b>

### Footnotes

- a. Pay increases were not applied to employees at or above the maximum rate.  
b. Pay increases were applied to all employees and deemed equivalency for employees at or above the maximum rate.

## 3% Increase from Mid Point

This page include a summary estimate and proposed 3% Increase from Mid Point, and estimate cost increase of **\$504,034** to the Payroll Budget

## 2021-2022 Compensation Review TASB

### 2% Increase from Mid Point

#### Model 1

The following pages include a summary cost estimate and proposed teacher hiring schedule for Model 1. Proposed pay plans for exempt and nonexempt pay groups are at the end of the document.

- Teachers receive a 2.0 percent of market general pay increase (GPI), equal to a \$1,150 increase per continuing teacher
- Additional adjustments to teacher hiring schedule in years 21 through 25 because the general pay increase is less than the experience differential between those years
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 2.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$11,900 starting salary</b>	<b>119</b>		<b>\$139,010</b>		<b>\$9,249,717</b>
<sup>a</sup> 2.0% general pay increase (\$1,150)	119	119	\$139,010	2.0%	
Adjustments to years 21-25	21	21	\$4,343	0.0%	
<b>Professional/Administrative</b>	<b>35</b>		<b>\$68,090</b>		<b>\$2,752,355</b>
<sup>a</sup> 2.0% of pay range midpoint increase	35	35	\$55,119	2.0%	
Teacher pay equity adjustments	2	2	\$10,129	0.4%	
Targeted adjustment	1	1	\$1,842	0.1%	
<b>Clerical/Paraprofessional</b>	<b>64</b>		<b>\$47,139</b>		<b>\$1,704,645</b>
<sup>a</sup> 2.0% of pay range midpoint increase	64	64	\$14,701	2.2%	
Placement scale adjustments	11	11	\$9,836	0.6%	
Targeted adjustment 2	9	9	\$2,598	0.2%	
<b>Auxiliary</b>	<b>91</b>		<b>\$62,412</b>		<b>\$1,634,300</b>
<sup>a</sup> 2.0% of pay range midpoint increase	91	91	\$18,254	2.2%	
Adjustments to 1.0% above pay range minimum	8	8	\$1,719	0.3%	
Placement scale adjustments	18	18	\$20,389	1.2%	
Targeted adjustment	6	6	\$1,876	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>349</b>	<b>344</b>	<b>\$301,679</b>	<b>2.8%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>	<b>99</b>		<b>\$54,012</b>	<b>0.4%</b>	
<b>Total Cost Estimate</b>			<b>\$367,690</b>	<b>2.4%</b>	<b>\$15,310,077</b>

Footnotes:

<sup>a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>b</sup> Pay increases were applied to all employees and limited separately for employees at or above the maximum rate.

This page include a summary estimate and proposed 2% Increase from Mid Point, and estimate cost increase of **\$367,690** to the Payroll Budget

### 3% Increase from Mid Point

#### Model 2

The following pages include a summary cost estimate and proposed teacher hiring schedule for Model 2. Proposed pay plans for exempt and nonexempt pay groups are at the end of the document.

- Teachers receive a 3.0 percent of market general pay increase (GPI), equal to a \$1,700 increase per continuing teacher
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 3.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
<b>Teachers, Librarians, and Nurses (RN)</b>					
<b>\$11,900 starting salary</b>	<b>119</b>		<b>\$214,290</b>		<b>\$1,243,717</b>
<sup>a</sup> 3.0% general pay increase (\$1,700)	119	119	\$214,290	3.0%	
Hiring schedule equity adjustments	4	4	\$1,279	0.0%	
<b>Professional/Administrative</b>	<b>35</b>		<b>\$95,658</b>		<b>\$2,752,355</b>
<sup>a</sup> 3.0% of pay range midpoint increase	35	34	\$82,599	3.0%	
Teacher pay equity adjustments	2	2	\$9,218	0.3%	
Targeted adjustment	1	1	\$1,842	0.1%	
<b>Clerical/Paraprofessional</b>	<b>64</b>		<b>\$60,558</b>		<b>\$1,704,645</b>
<sup>a</sup> 3.0% of pay range midpoint increase	64	62	\$51,741	3.0%	
Placement scale adjustments	8	8	\$6,428	0.4%	
Targeted adjustment	7	7	\$2,386	0.1%	
<b>Auxiliary</b>	<b>91</b>		<b>\$79,525</b>		<b>\$1,634,300</b>
<sup>a</sup> 3.0% of pay range midpoint increase	91	89	\$51,832	3.2%	
Adjustments to 1.0% above pay range minimum	8	8	\$4,009	0.3%	
Placement scale adjustments	18	18	\$15,612	1.0%	
Targeted adjustment	6	6	\$1,176	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>349</b>	<b>344</b>	<b>\$409,187</b>	<b>3.0%</b>	
<b>Subtotal - Implementation/Equity Adjustments</b>	<b>70</b>		<b>\$44,846</b>	<b>0.3%</b>	
<b>Total Cost Estimate</b>			<b>\$504,034</b>	<b>3.3%</b>	<b>\$15,815,177</b>

Footnotes:

<sup>a</sup> Pay increases were not applied to employees at or above the maximum rate.

<sup>b</sup> Pay increases were applied to all employees and limited separately for employees at or above the maximum rate.

This page include a summary estimate and proposed 3% Increase from Mid Point, and estimate cost increase of **\$504,034** to the Payroll Budget





## EMPLOYEE ONE-TIME RETENTION STIPEND FY 2021 - 2022

EMPLOYEE ONE-TIME RETENTION STIPEND			
	Description	Total	Fund Balance Impact
Full Time Employees One-Time Retention Stipend - \$2,000	330 Active Full Time Employees - \$660,000.00	\$ 660,000.00	\$ 0
Part Time Employees One-Time Retention Stipend - \$1,000	30 Active Part Time Employees - \$30,000.00	\$ 30,000.00	\$ 0
Active Substitute Employees One-Time Retention Stipend - \$500	30 Active Substitutes - \$15,000.00	\$ 15,000.00	\$ 0

An Employee One Time Retention Stipend will be incorporated in the 2021-2022 Employee Compensation Package. Eligible employees shall receive a lump sum payment of: \$2,000.00 Full Time Employees; \$1,000.00 Part Time Employees; \$500.00 Active Substitute Employees, less applicable taxes and deductions.

Eligible District Employees: 333 as of August 13, 2021 Payroll Run

Current Fabens ISD Employees. Full Time Employees, Part Time and Substitutes must meet the Payroll Cut-off Dates to Qualified for the Retention Stipend.

Active Full Time Employees who worked September 1, 2021 to November 27, 2021 ( First Retention Stipend \$1,000 Pay Date 12/15/21)  
 Active Full Time Employees who worked November 28, 2021 to June 18, 2022 ( Second Retention Stipend \$1,000 Pay Date 6/30/22)

Active Part Time Employees who worked September 1, 2021 to November 27, 2021 ( First Retention Stipend \$500 Pay Date 12/15/21)  
 Active Part Time Employees who worked November 28, 2021 to June 18, 2022 ( Second Retention Stipend \$500 Pay Date 6/30/22)

Active Substitutes who worked September 1, 2021 to November 27, 2021 ( First Retention Stipend \$250 Pay Date 12/15/21)  
 Active Part Time Employees who worked November 28, 2021 to June 18, 2022 ( Second Retention Stipend \$250 Pay Date 6/30/22)

**IMPORTANT:** The Retention Stipend cost has not been incorporated into the FY 21-22 budget; Stipend pay out is contingent on District's financial capacity. And ESSER III Available Budget. ( Contact District Employees don't qualified for the Retention Stipend )

**Proposed Pay Out Timeline are December 15, 2021 and June 30, 2022**  
**Total Retention Stipend = \$720,000 (Budget for 390 Employees)**  
**\* Staffing changes have not been finalized and amounts subject to change**



# Compensation 2021-2022

## SUBSTITUTE PAY

### Current daily rate:

- Certified: \$120
- Degreed: \$100
- Associates Degree: \$80
- Non-Degreed: \$65
- Long Term: \$5 extra per day

### New Proposed Daily Rates

- Certified: \$140
- Degreed: \$120
- Associates: \$100
- Non-Degreed: \$85
- Long Term Sub: \$10 extra per day





# Compensation 2021-2022

## COVID-19 Days

The Fabens ISD Board has a substantial public interest in protecting the health and safety of its students, staff, and community. Thus, as part of the 2021-2022 budget, Fabens ISD will provide up to ten days of paid local leave to all regular employees who are eligible for paid leave under board policy, who must quarantine due to contracting COVID-19 if the individual provides proof of receiving the full dose of the COVID-19 vaccination prior to infection.

Fabens ISD believes that this serves the public purpose of protecting students and staff by serving as an incentive to support increased vaccination among staff, thereby reducing employee absences due to close contact. This extended leave would be limited to eligible absences during the 2021-2022 school year.

# Legal Requirements

\*The district budget must be prepared by a date set by the State Board of Education,

\*Funds must be expended in the manner provided for in the adopted budget. The Board of Trustees has the authority to amend the budget.

\*Budgets for the General Fund (199), the Food Service Fund (101) and the Debt Service Fund (599) must be included in the official district budget

The budget must be prepared in accordance with Generally Accepted Accounting Principals (GAAP) and State guidelines.



**FABENS ISD  
COMPARATIVE 2021 TO PROPOSED 2022 BUDGET  
BUDGET ALLOCATION BY FUNCTION**



Revenue		General Fund	Food Service	Debt Service	2020-2021 Total Adopted Budget	VS	General Fund	Food Service	Debt Service	2021-2022 Total Proposed Budget
57	Local Revenues	\$ 2,201,419	\$ 28,701	\$ 402,936	\$ 2,633,056		\$ 2,208,000	\$ 30,000	\$ 402,936	\$ 2,640,936
58	State Revenues	18,834,149	8,500	1,447,196	20,289,845		18,753,297	8,500	1,582,000	20,343,797
59	Federal Revenues	384,085	1,274,645		1,658,730		385,000	1,311,845	-	1,696,845
	TES On Behalf	1,339,229			1,339,229		1,340,000	-	-	1,340,000
	Transfer In from General Fund			189,171	189,171		-	-	-	(189,171)
	<b>Total Revenue</b>	<b>\$ 22,758,882</b>	<b>\$ 1,311,846</b>	<b>\$ 2,239,303</b>	<b>\$ 26,309,931</b>		<b>\$ 22,746,297</b>	<b>\$ 1,350,345</b>	<b>\$ 2,164,936</b>	<b>\$ 26,261,578</b>

Function	Description of Function	General Fund	Food Service	Debt Service	2020-2021 Adopted Budget	Diff	General Fund	Food Service	Debt Service	2021-2022 Proposed Budget	Diff
11	Instruction	\$ 13,357,682			13,357,682	-	13,500,000	-	-	13,500,000	142,318
12	Instructional Resources and Media Services	295,246			295,246	-	295,250	-	-	295,250	4
13	Curriculum & Instructional Staff Development	214,203			214,203	-	215,000	-	-	215,000	797
21	Instructional Leadership	204,902			204,902	-	204,000	-	-	204,000	(902)
23	School Leadership	1,440,044			1,440,044	-	1,400,000	-	-	1,400,000	(40,044)
31	Guidance, Counseling & Evaluation Services	896,252			896,252	-	890,000	-	-	890,000	(6,252)
32	Social Worker Services	39,131			39,131	-	32,000	-	-	32,000	(7,131)
33	Health Services	318,000			318,000	-	300,000	-	-	300,000	(18,000)
34	Student Transportation	475,752			475,752	-	465,752	-	-	465,752	(10,000)
35	Food Services	38,852	1,296,634		1,335,486	-	30,000	1,334,345	-	1,364,345	28,859
36	Extracurricular Activities	820,699			820,699	-	827,199	-	-	827,199	(1,500)
41	General Administration	1,329,290		800	1,330,090	-	1,284,036	-	-	1,284,036	(46,054)
51	Facilities Maintenance and Operations	2,682,797	15,213		2,698,010	-	2,613,664	16,000	-	2,629,664	(68,346)
52	Security and Monitoring Services	303,567			303,567	-	304,567	-	-	304,567	1,000
53	Data Processing Services	248,875			248,875	-	223,809	-	-	223,809	(25,066)
61	Community Services	41,820			41,820	-	41,820	-	-	41,820	-
71	Debt Service	-		2,228,503	2,228,503	-	-	-	2,164,936	2,164,936	(63,567)
81	Facilities Acquisition & Construction	12,150			12,150	-	100,000	-	-	100,000	87,850
99	Other Intergovernmental Charges	36,000			36,000	-	40,000	-	-	40,000	4,000
	<b>Budget Totals</b>	<b>\$ 22,758,882</b>	<b>\$ 1,311,847</b>	<b>\$ 2,239,303</b>	<b>\$ 26,309,932</b>	<b>\$ -</b>	<b>\$ 22,746,297</b>	<b>\$ 1,350,345</b>	<b>\$ 2,164,936</b>	<b>\$ 26,261,578</b>	<b>\$ (48,354)</b>

Use of Fund Balance	(1)	(1)	\$ -
Revenues Over/Under Expenditures	(1)	\$ -	

Forecast based on  
Omar Template version 3  
release 6.18.2021

FABENS ISD  
PROPOSED BUDGET FY 21-22  
BUDGET ALLOCATION BY FUNCTION



Revenue		General Fund	Food Service	Debt Service	2021-2022 Total Proposed Budget	
57	Local Revenues	\$ 2,288,000	\$ 30,000	\$ 402,936	\$ 2,920,936	\$ 87,880
58	State Revenues	18,753,297	8,500	1,542,000	20,323,797	33,952
59	Federal Revenues	385,000	1,311,845	-	1,696,845	38,115
	TRS On Behalf	1,340,000	-	-	1,340,000	771
	Transfer In from General Fund	-	-	-	-	(189,171)
	<b>Total Revenue</b>	<b>\$ 22,766,297</b>	<b>\$ 1,350,345</b>	<b>\$ 2,144,936</b>	<b>\$ 26,261,578</b>	<b>\$ (28,453)</b>

Function	Description of Function	General Fund	Food Service	Debt Service	2021-2022 Proposed Budget	Diff
11	Instruction	13,500,000	-	-	13,500,000	142,318
12	Instructional Resources and Media Services	295,250	-	-	295,250	-4
13	Curriculum & Instructional Staff Development	215,000	-	-	215,000	797
21	Instructional Leadership	204,000	-	-	204,000	(902)
23	School Leadership	1,400,000	-	-	1,400,000	(40,064)
31	Guidance, Counseling & Evaluation Services	890,000	-	-	890,000	(4,252)
32	Social Worker Services	32,000	-	-	32,000	(7,131)
33	Health Services	300,000	-	-	300,000	(18,000)
34	Student Transportation	445,752	-	-	445,752	(10,000)
35	Food Services	30,000	1,334,345	-	1,364,345	29,459
36	Extracurricular Activities	827,199	-	-	827,199	(1,500)
41	General Administration	1,284,036	-	-	1,284,036	(46,054)
51	Facilities Maintenance and Operations	2,613,664	16,000	-	2,629,664	(68,346)
52	Security and Monitoring Services	304,567	-	-	304,567	3,000
53	Data Processing Services	223,809	-	-	223,809	(24,266)
61	Community Services	41,020	-	-	41,020	-
71	Debt Service	-	-	2,144,936	2,144,936	(73,567)
81	Facilities Acquisition & Construction	100,000	-	-	100,000	87,850
99	Other Intergovernmental Charges	40,000	-	-	40,000	4,000
	<b>Budget Totals</b>	<b>\$ 22,766,297</b>	<b>\$ 1,350,345</b>	<b>\$ 2,144,936</b>	<b>\$ 26,261,578</b>	<b>\$ (28,454)</b>

Use of Fund Balance	-	-	-	\$ -	-	1
Revenues Over/Under Expenditures	-	-	-	\$ -	-	-



# Budget Changes

Budget	Budget Change - Transferring funds between the same function and does not require board approval
Budget	Budget Amendments – Transferring funds between different functions and requires board approval.
Budget	Budget changes that reduce functions 11-Instruction, 12-Library, 13-Curriculum/Staff Development and 31-Guidance/Counseling will not be allowed

# Program Intent Compliance

- **Ensure that the expenditure :**
  - **Supplements not supplant**
  - **Identified in the Comprehensive Needs Assessment**
  - **Included in the Campus Improvement Plan**
  - **Reasonable, allowable, allocable**
  - **Necessary to carry out the intent and purpose of the program**
  - **Assurance that district policies are followed**

**•Public invited to provide  
comments**



# **Minutes of Regular Meeting The Board of Trustees Fabens ISD**

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A Regular Meeting of the Board of Trustees of Fabens ISD was held Wednesday, August 25, 2021 beginning at 6:30 PM in the Central Office, Board Room, 821 NE G Avenue, Fabens, TX 79838.

**Members Present:** Orlando Flores (Central Office)  
Rosamaria Gallo-Avitia (Central Office)  
Sylvia Gonzales (Central Office)  
Viola Hernandez (Central Office)  
Ben Morales (Central Office)  
Greg Spence (Central Office)

**Members Absent:** Adan Escobar

**Administrators Present:** Dr. Veronica Vijil  
Ms. Michele Gonzalez  
Mr. Martin Torres  
Ms. Audry Ortegon-Galvan  
Mr. Michael Perez

Maria T. Rodriguez

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## **1. Call to Order, Roll Call, Pledge of Allegiance and Fabens ISD Vision Statement – 6:38 PM**

The meeting was called to order at 6:38 PM by Board President, Mr. Benjamin Morales. All members were in attendance except Mr. Adan Escobar. The Pledge of Allegiance was recited by all.

## **2. Communication and Visitors – 6:39 PM**

Under this item there were no comments received.

With District Legal Counsel present a motion was made by Mr. Greg Spence and seconded by Ms. Sylvia Gonzales to move to Item 5.

Motion Carried: 6 – 0

## **3. Superintendent Report – 6:41 – 7:47 PM**

### **A. Texas Tech Paul Foster School of Medicine Volunteers**

Dr. Vijil opened the item and announced that each year, new medical students from Texas Tech Health Science Center visit Fabens ISD to learn about the community and needs. Two of those students, Ozioma Akahara and Michaela Gatan, reached out afterwards to propose a volunteer tutoring program for middle and high school. They hope to increase the amount of tutoring and mentorship opportunities available to Fabens ISD and promote and issue quality education in middle and high school.

## **B. COVID -19 Update**

Dr. Vijil provided current numbers: 30 total active cases – 29 students – 1 staff. Protocol in place in all campuses for contact tracing and notifying parents. She thanked everyone for their patience as we continue with the situation

## **C. Back to School Report**

Dr. Vijil announced that Fabens ISD currently has 1983 students enrolled. We have classes larger than we would like and continue to actively recruit and hire teachers for vacancies, for class size reduction and for accelerated instruction. Attendance has taken a hit as parents exercise caution and keep students home if COVID or cold-like symptoms appear. We are averaging 91% attendance. She stated that the initial round of supplies ordered by the district have been distributed and the larger packets have arrived and are being provided to the students.

## **4. Consent Agenda**

A. Minutes of the Regular Board Meeting, July 21, 2021

B. Fabens ISD Monthly Financial Reports

C. Resolution Adopting a List of Qualified Brokers that are Authorized to Engage in Investment Transactions with Fabens ISD

D. Resolution of the Fabens ISD Board of Trustees Regarding Review of Investment Program

E. 2021 - 2022 Texas Education Agency Waiver(s)

1. Special Education Remote Homebound Instruction - Individual Case Waiver

F. 2021 - 2022 Interlocal Agreement for the Establishment and Operation of El Paso County Juvenile Alternative Education Programs Pursuant to Chapter 37 of the Texas Education Code

G. Approval of 2021 - 2022 Fabens ISD Liability, Worker's Compensation, Student Accident, Errors and Omission, Property/Equipment, Casualty Insurances and Cyber Suite Liability Renewals

H. Fabens ISD Purchases Exceeding \$50,000

1. Renaissance

2. CDW - G - Promethian Interactive Panels

3. Ep Tech - Front Row Security Classroom Kits

4. ProComputing - Interactive Video Walls

5. HB ProSound - LED Video Walls

6. Dell Technologies - Laptops

7. Varitec Solutions - Air Purification System

I. Fabens ISD and El Paso Community College Dual Credit Partnership Agreement

J. Fabens ISD and The University of North Carolina at Chapel Hill Data Use Agreement

Dr. Vijil opened the item and read the list of Consent Agenda items; a motion was made by Mr. Orlando Flores and seconded by Rosamaria Gallo-Aviita to approve the consent agenda items as presented.

Motion Carried: 6 – 0

## **5. Board of Trustees Business**

**A. Discussion and Possible Action Regarding Legal Issues and Options Regarding Executive Order by the Governor of the State of Texas GA-38 and El Paso Local Health Order Dated August 17, 2021 – 6:40–7:37 PM**

This item was taken into Executive Session along with Item 5B per Tx. Govt. Code 551.071 at 6:40 PM.

The Board reconvened at 7:36 PM and announced that a consensus had been reached and that Fabens ISD would continue to support and encourage compliance with the City of El Paso Health Authority Order about indoor mask mandate dated August 17, 2021.

**B. Review Interlocal Agreement for the Purpose of Participation and Intervention in Public Utility Commission of Texas (PUC) Proceeding PUC Docket No. 52195, SOAH Docket No. 473-21-2606, Application of El Paso Electric Company to Change Rates**

This item was taken into Executive Session along with Item 5A per Tx. Govt. Code 551.071 at 6:40 PM. The Board reconvened at 7:36 PM

**C. Take Appropriate Action Related to Entering into an Interlocal Agreement for the Purpose of Participation and Intervention in Public Utility Commission of Texas (PUC) Proceeding PUC Docket No. 52195, SOAH Docket No. 473-21-2606, Application of El Paso Electric Company to Change Rates – 7:38 – 7:41 PM**

A motion was made by Ms. Rosamaria Gallo-Aviita and seconded by Ms. Sylvia Gonzales to authorize the Superintendent to enter into an Interlocal Agreement with other El Paso County school districts and like entities to participate and intervene in Public Utility Commission of Texas (PUC) proceeding, PUC Docket No. 52195, SOAH Docket no. 473-21-2606, application el El Paso Electric Company to change rates, authorize the hiring of special counsel at the law firm of Husch Blackwell LLP to represent the District in the matter, and authorize the El Paso Independent School District to be the fiscal agent for the group representation, and to commit an amount not to exceed \$3,400 to pay for legal fees, expert fees, and expenses in that matter.

Motion Carried: 6 – 0

**D. Discuss and Consider Adoption of an Order Authorizing the Issuance of Fabens Independent School District Unlimited Tax Refunding Bonds, Taxable Series 2021, Establishing Sale Parameters, Authorizing the Execution of a Bond Purchase Agreement and an Escrow Agreement; Approving an Official Statement; and Enacting other Provisions Relating to the Subject – 7:49 – 7:59 PM**

Mr. Martin Torres, Director of Business and Finance opened the item and presented Mr. Robert Tijerina. Mr. Tijerina presented the item and reviewed the information provided to the members in their packets. He stated that the district has the opportunity to refinance the bonds at a lower interest rate and save the district approximately \$50,000 per year. The district will not be extending the term/maturity of the bonds only looking to lower the interest rate. This refunding would take place only if interest rates hold steady or decrease. After the presentation, Mr. Orlando Flores motioned and Ms. Viola Hernandez seconded to approve the adoption of the Order authorizing the issuance of Fabens Independent School District Unlimited Tax Refunding Bonds, Taxable Series 2021, establishing sale parameters, authorizing the execution of a bond purchase agreement and an escrow agreement; approving an official statement; and enacting other provisions relating to the subject.

Motion Carried: 6 - 0

**E. Approval of Fabens ISD 2020 - 2021 Child Nutrition Fund Balance Transfer – 7:59 – 8:02 PM**



Ms. Marcela Licerio, Child Nutrition Director, presented the item and informed the board that the Texas Department of Agriculture had approved the budget amendment of \$137,643.36. After presenting the item, Ms. Sylvia Gonzales motioned and Ms. Rosamaria Gallo-Aviita seconded to approve the child nutrition fund balance transfer as presented.

Motion Carried: 6 – 0

**F. First Reading of Texas Association of School Board (TASB) Board Policy Update 117 Affecting Local Policies: 8:02 – 8:05 PM**

- 1. CH - Purchasing and Acquisition**
- 2. CV - Facilities Construction**
- 3. DEC - Compensation and Benefits - Leaves and Absences**

Ms. Audry Ortegon-Galvan opened the item and reviewed the list of local policies affected by Update 117. She asked the Board if anyone had questions regarding the information in their packets. She stated that the TASB Update 117 would be placed on the September board meeting for approval.

**G. Adoption of Fabens ISD 2021 - 2022 Budget – 8:05 – 8:08 PM**

Mr. Martin Torres, Director of Business and Finance presented the item and asked if there were any new questions about the presentation during the public meeting earlier in the evening. Ms. Sylvia Gonzales motioned and Ms. Rosamaria Gallo-Avitia seconded to approve the 2021 – 2022 Fabens ISD budget as presented to include the Model 2 (3%) pay increase, substitute teacher pay increases, and COVID-19 days (10).

Motion Carried: 6 – 0

**H. Adoption of Fabens ISD 2021 - 2022 Tax Rate – 8:08 – 8:10 PM**

Mr. Martin Torres opened the item and asked if there were any new questions about the tax presentation given earlier in the evening. Mr. Orlando Flores motioned and Ms. Viola Hernandez seconded to approve the 2021 – 2022 tax rate at: Maintenance and Operation - \$1.0295 and Interest and Sinking – \$.3030 for a total of \$1.33259.

Motion Carried: 6-0

**I. Designation of Texas Association of School Boards (TASB) Delegate and Alternate – 8:10 – 8:14 PM**

Board President, Ben Morales opened the item and requested nominations: Ms. Sylvia Gonzales nominated and Mr. Greg Spence seconded the nomination for Ms. Rosamaria Gallo-Avitia as the TASB Delegate.

Ms. Viola Hernandez was nominated for TASB Alternate but due to work conflicts/schedule she declined the nomination.

Nomination Carried: 6 – 0

Mr. Orlando Flores nominated and Ms. Viola Hernandez seconded the nomination for Ms. Sylvia Gonzales as the TASB Alternate. Ms. Gonzales did ask if the conference would be held in person or virtual. She was informed that it would be in person.

Nomination Carried: 6 - 0

**J. Approval of Texas Education Agency Connect Texas Reimbursable Expenditures – 8:14 – 8:22 PM**

Mr. Michael Perez, Technology Director, presented the item and reviewed the information in the board members packets. He requested approval of the reimbursable expenditure of \$481,803.61. Mr. Perez also provided information about:

What is TEA Connect Texas (TEACT)? How is the District working with TEACT? What the requirements are? What are the eligibility requirements? What are the TEACT phases? How do parents reserve free internet services? How can parents complete the application? What parents need to do with technology issues? How will the internet access be kept safe for the students? How will parents end the internet service?

**6. Lone Star Governance (LSG) – 8:22 – 8:25 PM**

**A. Fabens Independent School District Board of Trustees Quarterly Self-Assessment**

Ms. Monica Jaloma, LSG Coach, asked that the item be tabled in order to review the goal progress measures prior to the next board quarterly self-assessment. The monitoring calendar still needs to be adopted. Mr. Greg Spence motioned and Ms. Sylvia Gonzales seconded to table the item until the next board meeting.

Motion Carried: 6 – 0

**7. District Employees and Officers – 8:26 – 8:28 PM**

**A. 2021 - 2022 New Hires**

Ms. Audry Ortegon, Director of Human Resources, opened the item and introduced new hires who all thanked the board for the opportunity to work at Fabens ISD:

Ms. Samantha Delgado – FES Principal, Ms. Claudia Torres – FES Assistant Principal and Mr. Edgar Rincon – FHS Principal.

All new hires were welcomed to the District.

**8. Adjourn – 8:30 PM**

There being no further business, Ms. Sylvia Gonzales motioned and Mr. Orlando Flores seconded to adjourn at 8:30 PM.

Motion Carried: 6 - 0

**INVESTMENT REPORT  
AUGUST 2021**

	<u>Principal</u>	<u>Monthly Interest</u>	<u>Rates</u>
<b>Lone Star Investment Pool</b>			
<b>Government Overnight Fund</b>			
Local Maintenance Fund	\$8,434,990	\$44	0.01%
Interest & Sinking Fund	\$261,216	\$2	0.01%
 <b>Corporate Overnight Plus Fund</b>			
Local Maintenance Fund	\$11,948	\$1	0.08%
<b>Total Lone Star Investment Pool</b>	<b>\$8,708,154</b>	<b>\$47</b>	
 <b>WestStar Bank</b>			
General Operating Account	\$789,178	\$26	0.05%
Activity Account	\$82,986	\$3	0.05%
Robert F Cook - Savings	\$2,080	\$0	0.10%
Robert F Cook - CD	\$466	\$0	
Robert F Cook - CD	\$4,399	\$0	
Campus Activity Fund	\$15,367	\$0	0.02%
<b>Total WestStar Bank</b>	<b>\$894,476</b>	<b>\$30</b>	
 <b>Wells Fargo Advisors</b>			
T.A. Pollan Money Fund	\$6,221	\$0	
<b>Total Wells Fargo Advisors</b>	<b>\$6,221</b>	<b>\$0</b>	
 Total Monthly Interest Earned	\$77		
Total Interest Year to Date 2020-2021	\$3,610		
 Total General Fund Balance	\$7,531,587		

We, the approved Investment Officers of Fabens ISD, hereby certify that the following Investment Report represents the investment position of the district as of August 31, 2021 in compliance with the Board approved Investment Policy, the Public Funds Investment Act (Texas Government Code 2256), and, Generally Accepted Accounting Principles (GAAP).

\_\_\_\_\_  
MARTIN TORRES, DIRECTOR OF BUSINESS AND FINANCE

\_\_\_\_\_  
VERONICA VIJIL, SUPERINTENDENT



**FOOD SERVICE  
Fund 101**

**AUGUST 2021**

	<u>ESTIMATED REVENUE</u>	<u>ACTUAL RECEIVED</u>	<u>UNCOLLECTED</u>	<u>PERCENT COLLECTED</u>
Misc Revenue	\$113	\$91,755	-\$91,642	81198.88%
Local Revenue-Catering & Sale Meals	\$28,588	\$8,980	\$19,608	31.41%
State Matching Revenue	\$8,500	\$7,567	\$933	89.02%
Federal Revenue-Breakfast	\$200,974	\$325,838	-\$124,864	162.13%
Federal Revenue-Lunch	\$954,985	\$529,772	\$425,213	55.47%
USDA Commodities	\$73,070	\$44,991	\$28,079	61.57%
Fresh Fruit & Vegetable Program	\$45,616	\$45,593	\$23	99.95%
<b>TOTAL REVENUE</b>	<b>\$1,311,846</b>	<b>\$1,054,496</b>	<b>\$257,350</b>	<b>80.38%</b>

	<u>BUDGET</u>	<u>EXPENDITURES</u>	<u>BALANCE</u>	<u>PERCENT EXPENDED</u>
Expenditures				
	\$1,311,846	\$1,292,290	\$19,556	98.51%
<b>TOTAL EXPENDITURE</b>	<b>\$1,311,846</b>	<b>\$1,292,290</b>	<b>\$19,556</b>	<b>98.51%</b>

# TAX COLLECTIONS REPORT

AUGUST 2021

2020-2021

	<u>M/O</u>	<u>I/S</u>	<u>TOTAL</u>
<b><u>Estimated Collections:</u></b>	2,258,769	601,517	2,860,286
<b><u>Actual Collections:</u></b>			
September	42,068	9,364	51,431
October	27,685	7,129	34,813
November	128,101	35,161	163,262
December	475,057	125,924	600,981
January	1,054,293	280,300	1,334,593
February	323,657	86,041	409,698
March	183,810	48,508	232,318
April	49,576	12,922	62,498
May	22,374	5,855	28,230
June	15,088	3,937	19,025
July	22,771	5,900	28,671
August	11,464	3,015	14,479
<b>Due to/from</b>			
<b>Year To Date</b>	<b>2,355,943</b>	<b>624,055</b>	<b>2,979,998</b>
<b>Tax Rates</b>	<b>1.0547000%</b>	<b>+ 0.2808000%</b>	<b>= 1.3355000%</b>

**GENERAL OPERATING FUND EXPENDITURES  
REPORT BY FUNCTION- FUND 199**

**AUGUST 2021**

	<u>BUDGET</u>	<u>COMMITTED</u>	<u>BALANCE</u>	<u>PERCENT COMMITTED</u>
<b>FUNCTION 11</b>	\$13,362,682	\$12,561,851	\$800,831	94.01%
Instruction				
<b>FUNCTION 12</b>	\$295,246	\$254,698	\$40,548	86.27%
Instructional Resources/ Media (Library)				
<b>FUNCTION 13</b>	\$241,203	\$197,039	\$44,164	81.69%
Curriculum and Staff Development				
<b>FUNCTION 21</b>	\$204,902	\$200,255	\$4,647	97.73%
Instructional Leadership				
<b>FUNCTION 23</b>	\$1,440,064	\$1,306,146	\$133,918	90.70%
School Leadership				
<b>FUNCTION 31</b>	\$869,252	\$810,506	\$58,746	93.24%
Counseling Guidance Services				
<b>FUNCTION 32</b>	\$39,131	\$28,601	\$10,530	73.09%
Social Work Services				
<b>FUNCTION 33</b>	\$318,000	\$301,377	\$16,623	94.77%
Health Services				
<b>FUNCTION 34</b>	\$1,015,752	<sup>42</sup> \$636,977	\$378,775	62.71%
Transportation				



<b>FUNCTION 35</b>	\$38,052	\$26,384	\$11,668	<b>69.34%</b>
Food Service				
<b>FUNCTION 36</b>	\$827,199	\$781,268	\$45,931	<b>94.45%</b>
Co-Curricular Athletics				
<b>FUNCTION 41</b>	\$1,332,790	\$1,060,246	\$272,544	<b>79.55%</b>
General Administration				
<b>FUNCTION 51</b>	\$3,670,406	\$2,586,674	\$1,083,732	<b>70.47%</b>
Plant Maintenance and Operation				
<b>FUNCTION 52</b>	\$304,567	\$267,562	\$37,005	<b>87.85%</b>
Security/Monitoring Services				
<b>FUNCTION 53</b>	\$335,960	\$219,843	\$116,117	<b>65.44%</b>
Data Processing				
<b>FUNCTION 61</b>	\$41,020	\$34,274	\$6,746	<b>83.55%</b>
Community Services				
<b>FUNCTION 81</b>	\$12,150	\$0	\$12,150	<b>0.00%</b>
Facilities Acquisition and Construction				
<b>FUNCTION 99</b>	\$36,000	\$35,381	\$619	<b>98.28%</b>
Other Intergovernmental Charges				
<b>ORIGINAL BUDGET</b>	<b>\$24,384,376</b>	<b>\$21,309,081</b>	<b>\$3,075,295</b>	<b>87.39%</b>

**DEBT SERVICE FUND  
FUND 599**

**AUGUST 2021**

	<u>ESTIMATED REVENUE</u>	<u>ACTUAL RECEIVED</u>	<u>UNCOLLECTED</u>	<u>PERCENT COLLECTED</u>
Local Revenue-Taxes	\$593,436	\$624,142	-\$30,706	105.17%
Local Revenue-Interest	\$9,500	\$197	\$9,303	2.08%
State Revenue	\$1,447,196	\$1,561,332	-\$114,136	107.89%
Transfer In	\$189,171	\$0	\$189,171	0.00%
<b>TOTAL REVENUE</b>	<b>\$2,239,303</b>	<b>\$2,185,672</b>	<b>\$53,631</b>	<b>97.60%</b>

	<u>BUDGET</u>	<u>EXPENDITURES</u>	<u>BALANCE</u>	<u>PERCENT EXPENDED</u>
<b>Expenditures</b>				
Function 71-Debt Service	\$2,239,303	\$2,234,936	\$4,367	99.80%
<b>TOTAL EXPENDITURE</b>	<b>\$2,239,303</b>	<b>\$2,234,936</b>	<b>\$4,367</b>	<b>99.80%</b>

Bank Account - WestStar Bank(4178696)					
Start Date - 08-01- 2021 End Date - 08- 31-2021				Print Date: 09/10/2021 12:19 a	
Issued Checks					
<u>Check Number</u>	<u>Payee</u>		<u>Check Date</u>	<u>Payment Type</u>	<u>Amount</u>
48917	American Heritage Life		08/05/2021	Paper Check	\$60.46
48918	Apple Computer Inc		08/05/2021	Paper Check	\$12,112.00
48919	Autozone		08/05/2021	Paper Check	\$92.06
48920	B & H Photo Video		08/05/2021	Paper Check	\$1,209.32
48921	Brady Industries of Texas, LLC		08/05/2021	Paper Check	\$6,441.65
48922	Cdw Government, Inc		08/05/2021	Paper Check	\$1,156.25
48923	Dell Computer		08/05/2021	Paper Check	\$711.87
48924	Demco, Inc		08/05/2021	Paper Check	\$377.04
48925	El Paso County Water Dist #4		08/05/2021	Paper Check	\$10,133.02
48926	El Paso Electric Co		08/05/2021	Paper Check	\$54,826.62
48927	Electro Medical Analysis, Inc.		08/05/2021	Paper Check	\$325.00
48928	Fabens ISD/Travel Buses		08/05/2021	Paper Check	\$149.80
48929	First Financial Administrators		08/05/2021	Paper Check	\$8,004.00
48930	First Financial Administrators		08/05/2021	Paper Check	\$55,439.36
48931	Forecast 5 Analytics Inc.		08/05/2021	Paper Check	\$4,917.00
48932	Gas Tech		08/05/2021	Paper Check	\$7,700.00
48933	Gopher Sports		08/05/2021	Paper Check	\$1,054.47
48934	Hercules Industries, Inc.		08/05/2021	Paper Check	\$768.00
48935	Home Depot Credit Services		08/05/2021	Paper Check	\$1,094.00
48936	IMPAC		08/05/2021	Paper Check	\$265.52
48937	Labatt Food Service		08/05/2021	Paper Check	\$19,068.40
48938	Lead4ward, LLC		08/05/2021	Paper Check	\$2,000.00
48939	Met Life Insurance Company		08/05/2021	Paper Check	\$73.22
48940	Perez Propane, LLC		08/05/2021	Paper Check	\$100.60
48941	Pre-Paid Legal Services		08/05/2021	Paper Check	\$15.96
48942	R. T. C., Inc.		08/05/2021	Paper Check	\$1,224.00
48943	Rio Seco Ag, LLC		08/05/2021	Paper Check	\$84.00
48944	Sam's Club		08/05/2021	Paper Check	\$652.52
48945	Samson Equipment, Inc.		08/05/2021	Paper Check	\$3,589.00
48946	School Specialty LLC		08/05/2021	Paper Check	\$483.76
48947	Sonitrol of El Paso		08/05/2021	Paper Check	\$1,985.00
48948	Sonitrol of El Paso		08/05/2021	Paper Check	\$1,985.00
48949	Spectrum Technologies		08/05/2021	Paper Check	\$8,658.25
48950	Stuart C. Cox, Trustee		08/05/2021	Paper Check	\$1,277.90
48951	TCG Administrators		08/05/2021	Paper Check	\$46.50
48952	Texas Aft/Peg	47	08/05/2021	Paper Check	\$140.00
48953	Texas Gas Service		08/05/2021	Paper Check	\$5,915.50



48954	Unum Life Insurance Co Unum/Provident		08/05/2021	Paper Check	\$458.88
48955	Watson Pest Management		08/05/2021	Paper Check	\$980.00
48964	Stacy Macias		08/05/2021	Paper Check	\$672.00
48965	4imprint		08/13/2021	Paper Check	\$3,300.10
48966	A. M. D. A Distributors Inc.		08/13/2021	Paper Check	\$7,560.00
48967	ARMKO INDUSTRIES, INC.		08/13/2021	Paper Check	\$4,147.95
48968	Airick Journey Crabill		08/13/2021	Paper Check	\$573.99
48969	American Association of Notaries		08/13/2021	Paper Check	\$92.90
48970	American Express		08/13/2021	Paper Check	\$3,278.31
48971	American Refrigeration Supplies		08/13/2021	Paper Check	\$260.07
48972	Autozone		08/13/2021	Paper Check	\$190.25
48973	Brady Industries of Texas, LLC		08/13/2021	Paper Check	\$308.23
48974	Caldarella's Restaurant Supply		08/13/2021	Paper Check	\$140.00
48975	Dale Boren's Service Supply, Inc.		08/13/2021	Paper Check	\$487.55
48976	David's Pennants Banners & Graphic Signs		08/13/2021	Paper Check	\$1,700.00
48977	FABENS QUICK LUBE, LLC		08/13/2021	Paper Check	\$160.30
48978	Fabens Isd/food Serv Catering		08/13/2021	Paper Check	\$3,320.00
48979	Fabens Oil Co.		08/13/2021	Paper Check	\$1,072.15
48980	Frank's Supply Co Inc		08/13/2021	Paper Check	\$620.16
48981	GH Dairy		08/13/2021	Paper Check	\$2,080.10
48982	Hercules Industries, Inc.		08/13/2021	Paper Check	\$2,637.84
48983	Houghton Mifflin Harcourt Publishing		08/13/2021	Paper Check	\$800.00
48984	ICC Construction, Inc.		08/13/2021	Paper Check	\$2,400.00
48985	IMPAC		08/13/2021	Paper Check	\$339.00
48986	Jeanette Williams		08/13/2021	Paper Check	\$225.00
48987	John Deere Ag & Turf Corporate Business Division and Government Sales		08/13/2021	Paper Check	\$7,765.51
48988	L H & R Signs & Lighting LLC		08/13/2021	Paper Check	\$340.00
48989	Labatt Food Service		08/13/2021	Paper Check	\$1,469.90
48990	MCI		08/13/2021	Paper Check	\$31.34
48991	McCormick's Group, LLC.		08/13/2021	Paper Check	\$20,928.50
48992	Mci Comm Service		08/13/2021	Paper Check	\$38.14
48993	Mission Linen & Uniform		08/13/2021	Paper Check	\$1,726.80
48994	Nearpod, Inc.		08/13/2021	Paper Check	\$1,800.00
48995	O'Reilly Auto Parts		08/13/2021	Paper Check	\$124.95
48996	Office Depot		08/13/2021	Paper Check	\$2,661.58
48997	Olivas Music		08/13/2021	Paper Check	\$13,708.66
48998	Perez Propane, LLC		08/13/2021	Paper Check	\$428.28
48999	RE Medical Associates		08/13/2021	Paper Check	\$50.00
49000	Region XIII Education Service Center		08/13/2021	Paper Check	\$12,782.13
49001	Region Xix Esc		08/13/2021	Paper Check	\$3,000.00
49002	Rural School Education Program & Scholarship Foundation		08/13/2021	Paper Check	\$250.00
49003	Scholastic Book Fairs	48	08/13/2021	Paper Check	\$3,213.99
49004	Scholastic Book Fairs		08/13/2021	Paper Check	\$995.38

49005	Scholastic Book Fairs		08/13/2021	Paper Check	\$2,494.44
49006	Segovia's Distributing		08/13/2021	Paper Check	\$887.84
49007	Sharon Wells Mathematics Curriculum, Inc.		08/13/2021	Paper Check	\$21,950.00
49008	Sigler & Reeves Wholesale Distributors		08/13/2021	Paper Check	\$4,002.13
49009	Sigler & Reeves Wholesale Distributors		08/13/2021	Paper Check	\$3,148.57
49010	Singleton, Clark & Company, PC		08/13/2021	Paper Check	\$14,100.00
49011	Southwest Disposal		08/13/2021	Paper Check	\$1,930.00
49012	Southwestern Mill Distributors		08/13/2021	Paper Check	\$2,960.10
49013	Sports Supply Group, Inc.		08/13/2021	Paper Check	\$11,761.00
49014	Sun Valley Equipment Sales		08/13/2021	Paper Check	\$110.48
49015	T Mobile		08/13/2021	Paper Check	\$304.24
49016	TASB		08/13/2021	Paper Check	\$232.75
49017	Time Warner Cable		08/13/2021	Paper Check	\$64.77
49018	Toyota Lift Of El Paso		08/13/2021	Paper Check	\$45.00
49019	Us Games		08/13/2021	Paper Check	\$922.31
49020	Watson Pest Management		08/13/2021	Paper Check	\$5,005.00
49021	Wholesale Lumber of Fabens LLC		08/13/2021	Paper Check	\$119.76
49022	Windstream Communications C/o Bank Of America, Na		08/13/2021	Paper Check	\$990.75
49023	Windstream Corporation		08/13/2021	Paper Check	\$3,131.42
49024	Javier Garay		08/13/2021	Paper Check	\$37.00
49025	Alicia Garcia		08/13/2021	Paper Check	\$13.76
49026	Michele Gonzalez		08/13/2021	Paper Check	\$47.33
49027	Maria Rodriguez		08/13/2021	Paper Check	\$41.07
49028	Veronica Vijil		08/13/2021	Paper Check	\$48.03
49032	B & H Photo Video		08/20/2021	Paper Check	\$1,143.60
49033	Barnes And Nobles #2744		08/20/2021	Paper Check	\$1,082.04
49034	Betty A. Halliburton		08/20/2021	Paper Check	\$50.00
49035	Brady Industries of Texas, LLC		08/20/2021	Paper Check	\$2,227.03
49036	Ced Credit Office		08/20/2021	Paper Check	\$167.46
49037	Cesar Cardona		08/20/2021	Paper Check	\$50.00
49038	Cleverbridge, Inc.		08/20/2021	Paper Check	\$138.00
49039	EduGuide		08/20/2021	Paper Check	\$13,745.00
49040	Far West Services, Inc.		08/20/2021	Paper Check	\$153.94
49041	First Financial Administrators		08/20/2021	Paper Check	\$7,954.00
49042	HB Pro Sound		08/20/2021	Paper Check	\$1,364.00
49043	Hercules Industries, Inc.		08/20/2021	Paper Check	\$378.59
49044	Interstate Battery Systems Of El Paso		08/20/2021	Paper Check	\$107.95
49045	L H & R Signs & Lighting LLC		08/20/2021	Paper Check	\$340.00
49046	Louis D. Miller		08/20/2021	Paper Check	\$50.00
49047	Mci Comm Service		08/20/2021	Paper Check	\$38.14
49048	Mission Linen & Uniform		08/20/2021	Paper Check	\$575.60
49049	Mounce, Green, Myers, Safi Paxson &	49	08/20/2021	Paper Check	\$2,025.00
49050	Office Depot		08/20/2021	Paper Check	\$1,946.83
49051	Region Xix Esc		08/20/2021	Paper Check	\$232.50

49052	Rio Seco Ag, LLC		08/20/2021	Paper Check	\$399.96
49053	Roger Alba Towing, LLC		08/20/2021	Paper Check	\$300.00
49054	Rol-N Enterprise Inc		08/20/2021	Paper Check	\$294.60
49055	Sports Supply Group, Inc.		08/20/2021	Paper Check	\$3,666.00
49056	Stuart C. Cox, Trustee		08/20/2021	Paper Check	\$1,277.90
49057	T Mobile		08/20/2021	Paper Check	\$16,959.34
49058	Texas Tech University		08/20/2021	Paper Check	\$1,600.00
49059	Time Warner Cable		08/20/2021	Paper Check	\$1,442.75
49060	Time Warner Cable		08/20/2021	Paper Check	\$453.39
49061	Verizon Business		08/20/2021	Paper Check	\$78.91
49062	West Texas County Courier		08/20/2021	Paper Check	\$1,219.00
49063	Javier Garay		08/20/2021	Paper Check	\$22.00
49071	American Refrigeration Supplies		08/27/2021	Paper Check	\$1,042.49
49072	Brady Industries of Texas, LLC		08/27/2021	Paper Check	\$2,400.53
49073	Ced Credit Office		08/27/2021	Paper Check	\$101.93
49074	Dal-Tile Distribution Inc.		08/27/2021	Paper Check	\$259.51
49075	Department Of Information Resource		08/27/2021	Paper Check	\$335.06
49076	El Paso Electric Co		08/27/2021	Paper Check	\$63,768.20
49077	Fabens ISD/Travel Buses		08/27/2021	Paper Check	\$2,162.90
49078	Fabens Isd/food Serv Catering		08/27/2021	Paper Check	\$175.50
49079	Fabens Oil Co.		08/27/2021	Paper Check	\$2,394.04
49080	Friedman Recycling Co., Inc.		08/27/2021	Paper Check	\$494.00
49081	Frog Street Press, LLC		08/27/2021	Paper Check	\$2,699.99
49082	GH Dairy		08/27/2021	Paper Check	\$4,603.10
49083	Labatt Food Service		08/27/2021	Paper Check	\$54,042.02
49084	Mascot Media		08/27/2021	Paper Check	\$1,508.00
49085	Mci Comm Service		08/27/2021	Paper Check	\$38.14
49086	Mission Linen & Uniform		08/27/2021	Paper Check	\$1,246.48
49087	National Restaurant Supply		08/27/2021	Paper Check	\$153.97
49088	Office Depot		08/27/2021	Paper Check	\$278.19
49089	Perez Propane, LLC		08/27/2021	Paper Check	\$92.83
49090	Piedmont Plastics		08/27/2021	Paper Check	\$404.88
49091	RE Medical Associates		08/27/2021	Paper Check	\$50.00
49092	SHI-Government Solutions, Inc		08/27/2021	Paper Check	\$247.25
49093	Saucedo Security Solutions		08/27/2021	Paper Check	\$317.50
49094	Segovia's Distributing		08/27/2021	Paper Check	\$5,620.10
49095	Sigler & Reeves Wholesale Distributors		08/27/2021	Paper Check	\$3,557.08
49096	Sonitrol of El Paso		08/27/2021	Paper Check	\$80.00
49097	Southwestern Mill Distributors		08/27/2021	Paper Check	\$4,338.90
49098	T Mobile		08/27/2021	Paper Check	\$154.12
49099	Texas Department Of Public Safety		08/27/2021	Paper Check	\$9.00
49100	Texas Department Of Public Safety		08/27/2021	Paper Check	\$4.00
49101	Thomas Bus Gulf Coast	50	08/27/2021	Paper Check	\$199,908.00
49102	Walsh Gallegos Trevino Russo & Kyle P.C.		08/27/2021	Paper Check	\$1,000.00

49103	Xerox Business Solutions Southwest		08/27/2021	Paper Check	\$732.43
49104	Xerox Financial Services, LLC		08/27/2021	Paper Check	\$299.08
49105	Jose Avitia		08/27/2021	Paper Check	\$111.00
49113	American Heritage Life		08/31/2021	Paper Check	\$60.46
49114	American Refrigeration Supplies		08/31/2021	Paper Check	\$1,005.17
49115	Barnes & Noble College Booksellers, Inc.		08/31/2021	Paper Check	\$241.32
49116	Cdw Government, Inc		08/31/2021	Paper Check	\$2,021.88
49117	Communities In Schools of El Paso, Inc.		08/31/2021	Paper Check	\$10,000.00
49118	El Paso Community College		08/31/2021	Paper Check	\$4,350.00
49119	El Paso County Water Dist #4		08/31/2021	Paper Check	\$13,135.03
49120	Fabens ISD/Travel Buses		08/31/2021	Paper Check	\$1,071.00
49121	Fabens ISD/Travel Vans		08/31/2021	Paper Check	\$45.60
49122	Fabens Oil Co.		08/31/2021	Paper Check	\$88.13
49123	First Financial Administrators		08/31/2021	Paper Check	\$54,358.97
49124	First Financial Administrators		08/31/2021	Paper Check	\$7,979.00
49125	GH Dairy		08/31/2021	Paper Check	\$2,418.30
49126	Interstate Battery Systems Of El Paso		08/31/2021	Paper Check	\$229.90
49127	L H & R Signs & Lighting LLC		08/31/2021	Paper Check	\$340.00
49128	Labatt Food Service		08/31/2021	Paper Check	\$5,634.69
49129	MCI		08/31/2021	Paper Check	\$31.34
49130	Met Life Insurance Company		08/31/2021	Paper Check	\$73.22
49131	Mission Linen & Uniform		08/31/2021	Paper Check	\$931.60
49132	Office Depot		08/31/2021	Paper Check	\$5,004.50
49133	Orlando Flores		08/31/2021	Paper Check	\$158.00
49134	Pala Supply Company Inc.		08/31/2021	Paper Check	\$49,867.00
49135	Perez Propane, LLC		08/31/2021	Paper Check	\$350.01
49136	Pre-Paid Legal Services		08/31/2021	Paper Check	\$15.96
49137	Rosamaria Gallo-Avitia		08/31/2021	Paper Check	\$158.00
49138	Segovia's Distributing		08/31/2021	Paper Check	\$3,059.16
49139	Stuart C. Cox, Trustee		08/31/2021	Paper Check	\$1,277.90
49140	Sun Valley Equipment Sales		08/31/2021	Paper Check	\$7.58
49141	Sylvia Gonzales		08/31/2021	Paper Check	\$158.00
49142	TCG Administrators		08/31/2021	Paper Check	\$547.74
49143	UTEP-Bookstore		08/31/2021	Paper Check	\$961.49
49144	Unum Life Insurance Co Unum/Provident		08/31/2021	Paper Check	\$458.88
49145	Windstream Communications C/o Bank Of America, Na		08/31/2021	Paper Check	\$984.93
49146	Windstream Corporation		08/31/2021	Paper Check	\$3,175.45
49147	Office Depot		08/31/2021	Paper Check	\$228.07
				Issued Checks SubTotal	\$ 984,146.77
Voided Checks					
<u>Check Number</u>	<u>Payee</u>	<u>Check Date</u>	<u>Void Date</u>	<u>Payment Type</u>	<u>Amount</u>
48179	Rural School Education Program & Scholarship Foundation	04/08/2021	08/09/2021	Paper Check	\$ 250.00



48612	Raul Tarango	06/03/2021	08/03/2021	Paper Check	\$ 720.00
				Voided Checks	\$ 970.00
				SubTotal	
				Net Amount	\$ 983,176.77

# **Fabens Independent School District**

## **District Improvement Plan**

### **2021-2022**

**Accountability Rating: Not Rated: Declared State of Disaster**



# Mission Statement

All students in Fabens Independent School District will be  
successful, lifelong, global learners.

## Vision

*Working together, Fabens ISD creates a positive and lasting impact through multiple learning opportunities.*

**Board of Trustees**

*Benjamin Morales, President*  
*Orlando Flores, Vice President*  
*Sylvia Gonzales, Secretary*  
*Greg Spence*  
*Adan Escobar*  
*Rosamaria Gallo-Avitia*  
*Viola Hernandez*

**District Administration**

*Dr. Veronica Vijil, Superintendent*  
*Michele Gonzalez, Assistant Superintendent*

**Campus-Level Administration**

**Fabens Elementary**  
*Samantha Delgado, Principal*  
*Claudia Torres, Assistant Principal*

**O'Donnell Intermediate**  
*Corina Ruiz, Principal*

**Fabens Middle School**  
*Nancy Torres, Principal*  
*Michael Montes, Assistant Principal*

**Fabens High School**  
*Edgar Rincon, Principal*  
*Maria Villarreal, Assistant Principal, Cotton Valley Early College*  
*vacancy, Assistant Principal*

-



# **Superintendent Constraints**

## **Superintendent Constraints**

1. The Superintendent shall not allow the District to be fiscally unsound.
2. Superintendent shall not allow any tolerance for bullying or harassment in Fabens ISD
3. Superintendent shall not allow adult preferences or conveniences to distract from accomplishing the student outcome goals

# Table of Contents

Comprehensive Needs Assessment	6
Demographics	6
Student Learning	9
2019 Accountability Ratings	10
District Processes & Programs	15
Perceptions	17
Priority Problem Statements	19
Comprehensive Needs Assessment Data Documentation	20
Goals	21
Goal 1: The district will provide a safe and orderly school climate, conducive to learning.	22
Goal 2: The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.	25
Goal 3: The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.	30
Goal 4: The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.	33
Goal 5: The district will operate in a fiscally sound manner through financial transparency.	35

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Fabens Independent School District (FISD) is the home of the Wildcats. The rural school district is located approximately 30 miles East of downtown El Paso and just 2 miles North of the U.S.A / Mexico border, Fabens has been an agricultural community that has continually received Mexican immigrants seeking better opportunities. The district employs approximately 220 teachers and support personnel to serve the district's 4 campuses and Early College Program: Fabens Elementary School, O'Donnell Intermediate, Fabens Middle, and Fabens High School (P-Tech, T-Stem, Cotton Valley Early College Program).

Fabens ISD Demographics as of Fall 2020 Snapshot:

Fabens ES: 594 students

O'Donnell Intermediate: 289 students

Fabens MS: 483 students

Fabens HS: 682 students

Total District Enrollment: 2,130 students

<b>Enrollment By Grade Level</b>	<b>Count</b>	<b>Special Population</b>	<b>%</b>	<b>Instructional Programs</b>	<b>%</b>
<b>Early Childhood Education</b>	<b>0</b>	<b>Economically Disadvantaged</b>	<b>90.2%</b>	<b>Bilingual/ESL Education</b>	<b>37.3%</b>
<b>Pre-Kindergarten</b>	<b>105</b>	<b>Non-Educationally Disadvantaged</b>	<b>9.8%</b>	<b>Career &amp; Technical Education</b>	<b>24.2%</b>
<b>Kindergarten</b>	<b>125</b>	<b>Section 504 Students</b>	<b>7.4%</b>	<b>Career &amp; Technical Education (9-12 grades only)</b>	<b>46.4%</b>
<b>Grade 1</b>	<b>146</b>	<b>English Learners (EL)</b>	<b>45.6%</b>	<b>Gifted &amp; Talented Education</b>	<b>4.9%</b>
<b>Grade 2</b>	<b>129</b>	<b>Students w/ Disciplinary Placements (2018-19)</b>	<b>1.6%</b>	<b>Special Education</b>	<b>12.9%</b>
<b>Grade 3</b>	<b>130</b>	<b>Students w/ Dyslexia</b>	<b>2.9%</b>		
<b>Grade 4</b>	<b>156</b>	<b>Foster Care</b>	<b>0.0%</b>		
<b>Grade 5</b>	<b>149</b>	<b>Homeless</b>	<b>2.1%</b>		
<b>Grade 6</b>	<b>177</b>	<b>Immigrant</b>	<b>2.5%</b>		
<b>Grade 7</b>	<b>161</b>	<b>Migrant</b>	<b>5.6%</b>		
<b>Grade 8</b>	<b>161</b>	<b>Title I</b>	<b>100.0%</b>		
<b>Grade 9</b>	<b>177</b>	<b>Military Connected</b>	<b>2.5%</b>		
<b>Grade 10</b>	<b>198</b>	<b>At-Risk</b>	<b>68.0%</b>		
<b>Grade 11</b>	<b>158</b>				
<b>Grade 12</b>	<b>170</b>				

Fabens ISD is a schoolwide Title I district with an Economically Disadvantage population of over 90% . Our CTE sub population is high due to the great programs of study offered at the High School: P-Tech Diesel Technology and T-STEM program.



## Staff Information

Staff Information	Count	Percent
<b>Total Staff</b>	346.9	100.0%
<b>Professional Staff:</b>	193.9	55.9%
<b>Teachers</b>	155.6	44.9%
<b>Professional Support</b>	25.2	7.3%
<b>Campus Administration (School Leadership)</b>	8	2.3%
<b>Central Administration</b>	5	1.4%
<b>Educational Aides:</b>	40.8	11.8%
<b>Auxiliary Staff:</b>	112.2	32.3%
<b>Teachers by Years of Experience:</b>		
<b>Beginning Teachers</b>	12.3	7.9%
<b>1-5 Years Experience</b>	20.7	13.3%
<b>6-10 Years Experience</b>	28.9	18.6%
<b>11-20 Years Experience</b>	70.8	45.5%
<b>Over 20 Years Experience</b>	23	14.8%
<b>Average Years Experience of Teachers:</b>	12.2	11.1
<b>Average Years Experience of Teachers with District:</b>	9.7	7.2

Fabens ISD ensures student success by seeking and hiring highly qualified teachers. The average year of experience of our teachers is over 10 years and almost these years have been with the district. Currently the district has experienced some challenges to fill in teacher openings. Below are some of the ways that Fabens ISD supports all teachers and paraprofessionals:

- -Texas Teacher Incentive Allotment
- -TTESS evaluations focused on teacher growth and its alignment to student growth and/or performance
- -Provide Time for Professional Development
- -Purposeful PLC's (analyzing data, discussing effectiveness of instructional strategies, and implementing data driven teaching methods)

## Demographics Strengths

The continuous enrollment of students keeps changing at every grade level and every school year. Faben ISD is committed to adjusting to community needs by recruiting and retaining highly qualified educators. There are incentives, opportunities and support systems in place to "grow our own".

## Problem Statements Identifying Demographics Needs

**Problem Statement 1:** The GT student rate of 4.9% is much lower than the state average of 8.1% **Root Cause:** There is a need for GT identification training that relates to our student population (economically disadvantaged).

**Problem Statement 2 (Prioritized):** The student enrollment for Fabens ISD is decreasing. **Root Cause:** We are competing with several neighboring districts and charter schools.

# Student Learning

## Student Learning Summary

Based on the latest data available, Fabens ISD is seeing growth in the number of students passing STAAR and EOC exams. However, there is still a need to increase academic growth to move more of our students from approaches to meets and masters. Below you will notice that the overall accountability rating for the district is at 88(B). There are challenges with academic growth especially at the intermediate and middle school level. The school progress:academic growth calculation cannot be included at the elementary level because Fabens ES school has only one testing grade (3rd). Therefore, there is no prior year data for the state to measure growth. The districts closing the gap score fails to meet the following targets: ELP proficiency (Growth in TELPAS Texas English Language Proficiency Assessment System), Student Success Status (% of math and reading assessments at the meets level), and Federal Graduation Rates.

## 2019 Accountability Ratings

District / Campus Name	School Progress									
	Overall		Student Achievement		Academic Growth		Relative Performance		Closing the Gaps	
	Rating	Score	Rating	Score	Rating	Score	Rating	Score	Rating	Score
<b>FABENS ISD</b>	B	88	B	82	C	70	A	92	B	80
<b>FABENS EL</b>	B	89	C	79	N/R		B	89	B	89
<b>JOHANNA O'DONNELL INT</b>	B	82	C	77	D	69	B	85	C	74
<b>FABENS MIDDLE SCHOOL</b>	B	84	C	76	D	66	B	88	C	74
<b>FABENS H S</b>	B	85	C	79	B	81	B	88	C	77

## Distinction Designations Per Campus

**Fabens ES: Academic Achievement in ELA/Reading, PostSecondary Readiness**

**O'Donnell Intermediate: PostSecondary Readiness**

**Fabens Middle: Science**

**Fabens HS: Academic Achievement in ELA/Reading/Science/Social Studies**

		District Hispanic	White	Special Ed (Current)	Econ Disadv	EL (Current & Monitored)	
STAAR Performance Rates by Tested Grade, Subject, and Performance Level							
All Grades All Subjects							
At Approaches Grade Level or Above	2019	77%	77%	92%	52%	76%	72%
	2018	75%	75%	92%	47%	74%	69%
At Meets Grade Level or Above	2019	46%	45%	75%	20%	43%	38%
	2018	44%	44%	72%	22%	43%	38%
At Masters Grade Level	2019	18%	17%	42%	5%	16%	14%
	2018	17%	17%	28%	5%	16%	14%

#### MATH/READING

		District Hispanic	White	Special Ed (Current)	Econ Disadv	EL (Current & Monitored)	
STAAR Performance Rates by Tested Grade, Subject, and Performance Level							
All Grades ELA/Reading							
At Approaches Grade Level or Above	2019	69%	68%	89%	38%	67%	60%
	2018	68%	68%	91%	37%	68%	61%
At Meets Grade Level or Above	2019	38%	38%	67%	15%	35%	29%
	2018	37%	37%	82%	17%	37%	30%
At Masters Grade Level	2019	13%	13%	44%	3%	12%	10%
	2018	13%	13%	27%	3%	12%	11%
All Grades Mathematics							
At Approaches Grade Level or Above	2019	88%	88%	100%	71%	88%	88%
	2018	86%	86%	100%	60%	86%	84%
At Meets Grade Level or Above	2019	55%	54%	83%	28%	53%	52%
	2018	54%	54%	57%	31%	54%	51%
At Masters Grade Level	2019	23%	23%	33%	9%	21%	20%
	2018	22%	22%	43%	10%	22%	22%



Fabens ISD provides individualized services to each special education student and offers a continuum of services. Students who are suspected of having dyslexia characteristics are provided a comprehensive fill and individualized evaluation. Dyslexia students are serviced in either special education or through Section 504. ESL education is supported through sheltered instruction observation protocol (SIOP) strategies. The district does not have a bilingual or academic language services department. However, instructional support is available through our district, campus and regional leadership.

<b>All Grades Writing</b>		
<b>At Approaches Grade Level or Above</b>	<b>2019</b>	<b>62%</b>
	2018	58%
At Meets Grade Level or Above	2019	31%
	2018	33%
At Masters Grade Level	2019	9%
	2018	11%

<b>All Grades Science</b>		
<b>At Approaches Grade Level or Above</b>	<b>2019</b>	<b>79%</b>
	2018	79%
At Meets Grade Level or Above	2019	48%
	2018	48%
At Masters Grade Level	2019	17%
	2018	18%

<b>All Grades Social Studies</b>		
<b>At Approaches Grade Level or Above</b>	<b>2019</b>	<b>85%</b>
	2018	72%
At Meets Grade Level or Above	2019	55%
	2018	42%
At Masters Grade Level	2019	24%
	2018	19%

## Kindergarten Readiness

	District	Hispanic	Econ Disadv	EL
Assessed Students in KG				
2019-20				
Students ready for KG	58	58	58	31
Students assessed in KG	122	122	119	61
Percent ready	47.5%	47.5%	48.7%	50.8%
2018-19				
Students ready for KG	59	**	53	43
Students assessed in KG	154	**	145	83
Percent ready	38.3%	38.6%	36.6%	51.8%
Eligible Students Who Attended PK				
2019-20				
Students ready for KG	51	51	51	25
Students assessed in KG	76	76	76	38
Percent ready	67.1%	67.1%	67.1%	65.8%
2018-19				
Students ready for KG	37	**	33	24
Students assessed in KG	74	**	69	36
Percent ready	50.0%	50.7%	47.8%	66.7%

Data shows that student kindergarten readiness is positively impacted if the student attended Pre-K. Fabens ISD is now offers Universal Pre-K to all students.

## College Career Military Readiness (CCMR)

The district CCMR score for 19-20 annual graduates was **78.3%** and it includes CTE coherent sequence Criteria. The CCMR score for 20-21 remained at 78% but is considered a gain because this accountability year did not include CTE coherent sequence points. Fabens ISD will work to develop a plan to increase the number of industry based certifications. There was only certification recorded for the annual graduates of 19-20.

## Graduation Rate:

**4-Year Graduation Rate for Class of 2020** is at **83 %** with a class of 185 and 154 graduates. This is a 2% drop from the **2019 4 year graduation rate** of **85%** with a class

**Average District Attendance Rate: 95%**

**Discipline PEIMS DATA:**

**High School**

<u>Action Reason Code</u>	<u>Incident Total*</u>
01 Permanent Removal By A Teacher From Class	7
04 Possessed, Sold, Used, Or Was Under The Influence Of Marijuana Or Other Controlled Substance	9
05 Possessed, Sold, Used, Or Was Under The Influence Of An Alcoholic Beverage	2
09 Conduct Occurring Off Campus And While Student Is Not In Attendance For Felony Offenses In Title 5	2
21 Violation Of Student Code Of Conduct Not Included Under TEC 37.002(b), 37.006, or 37.007	89
41 Fighting/Mutual Combat - Excludes all offenses under Penal Code 22.01	13
Total	<u>122</u>

**Middle School**

<u>Action Reason Code</u>	<u>Incident Total*</u>
04 Possessed, Sold, Used, Or Was Under The Influence Of Marijuana Or Other Controlled Substance	3
05 Possessed, Sold, Used, Or Was Under The Influence Of An Alcoholic Beverage	1
09 Conduct Occurring Off Campus And While Student Is Not In Attendance For Felony Offenses In Title 5	3
21 Violation Of Student Code Of Conduct Not Included Under TEC 37.002(b), 37.006, or 37.007	160
41 Fighting/Mutual Combat - Excludes all offenses under Penal Code 22.01	18
61 Bullying - TEC 37.0052(b)	1
Total	<u>186</u>

**Intermediate**

<u>Action Reason Code</u>	<u>Incident Total*</u>
	66

21	Violation Of Student Code Of Conduct Not Included Under TEC 37.002(b), 37.006, or 37.007	20
41	Fighting/Mutual Combat - Excludes all offenses under Penal Code 22.01	4
Total		<u>24</u>

## Elementary

Action Reason Code	Incident Total*
21 Violation Of Student Code Of Conduct Not Included Under TEC 37.002(b), 37.006, or 37.007	5
Total	<u>5</u>

## Student Learning Strengths

The district has seen an increase on the number of students passing at the approaches level for all grades and subjects. This can be considered growth from students who were previously at the did not meet level. Math and Social Students are the highest scoring subjects in approaches and meets grade level (college ready) passing ranges. Fabens ES distinction in Academic Achievement in Reading/ELA provides evidence that the district provides a strong foundational curriculum program in Reading/ELA.

The several programs of study and early college program have assisted with meeting College Career Military Readiness Rates. Although the percentage stayed the same, it is a celebration because students are meeting other CCMR indicators that are not related to CTE coherent sequence. 123 students met non-CTE CCMR criteria for class of 2020 while 104 met non-CTE CCMR criteria for the class of 2019.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** The 4-year graduation rate for 2019 dropped from 88.5 to 83.8 and is below the state rate of 90%. **Root Cause:** Fabens ISD has insufficient academic and social/emotional interventions to meet the needs of all students.

**Problem Statement 2 (Prioritized):** For all tests and subjects the % of students that score at the "meets" or "master" has dropped significantly. **Root Cause:** There is not enough class time to address different tiers of instruction.

**Problem Statement 3 (Prioritized):** Academic growth is low for Math and Reading from Intermediate School to Middle School. **Root Cause:** There is a need to address the vertical alignment of the curriculum between all grades.



# District Processes & Programs

## District Processes & Programs Summary

Fabens ISD is a district of innovation and offers one to one devices (chrome books) for all students. The district is an open enrollment district with universal pre-k. The academic achievement of our students is supported by highly qualified staff, innovation curriculum methods, the implementation of a comprehensive school counseling program and fiscal transparency.

Curriculum and Instruction Assessment processes for FISD are as follows:

- TEKS resource system, Houghton Mifflin Harcourt resources, and McGraw-Hill resources
- Lead4ward Accountability Connect and Instructional Resources
- DMAC solutions , assessment and analysis software
- Renaissance 360
- Common Assessments, and lesson planning
- MClass Amplify
- T-STEM, and P-TECH curriculum support through Region 19
- SEL curriculum At all Levels

Due to the pandemic there has been a shift in teaching. Teachers have used several different platforms to deliver instruction but among the most common is Google classroom. The district does not have an instructional technology specialist and it has been a challenge for some teachers. Fabens ISD understands that virtual and remote learning with data analytics are key components to providing learning opportunities that continue to prepare our students for post-secondary education and the workforce. The district will continue to move forward by researching on the most effective online teaching methods.

## ***Counseling Services***

The district is aware of the social, emotional, and mental health needs of its students. Fabens ISD counseling program will evaluate its current practices and processes to ensure that effective and adequate services are available to all students. Counselors will follow conform to the most recent edition of the Texas Model for Comprehensive School Counseling Programs developed by the Texas Counseling Association. School counselors along with our Community in Schools Coordinators will make all counseling curriculum available during and after school hour for parents. The implementation of a comprehensive school counseling program will address the following:

- a guidance curriculum to help students develop their full educational potential, including the student's interests and career objectives;
- a responsive services component to intervene on behalf of any student whose immediate personal concerns or problems put the student's continued educational, career, personal, or social development at risk;
- an individual planning system to guide a student as the student plans, monitors, and manages the student's own educational, career, personal, and social development; and
- system support to support the efforts of teachers, staff, parents, and other members of the community in promoting the educational, career, personal, and social development of students.

## ***Finance***

The financial processes of the district has seen some major improvements. As per 2021 TEA financial reporting, the district is now rated an "A". The state, local, and federal funding processes is still a top priority for the district. Spending transparency can be see through district board presentations and committee meetings that provide feedback for federal program spending such as : Title I-III, Carl Perkin, and IDEA.

### **District Processes & Programs Strengths**

The district is conforming to meet the needs of the students post-pandemic. The mental, social and emotional needs of our students has become a shared responsibility between all stakeholders of the learning community. It is a one-to-one student device district and has a recognizable improvement in financial integrity.

### **Problem Statements Identifying District Processes & Programs Needs**

**Problem Statement 1:** Counselors lack sufficient time to focus on building a comprehensive school counseling program. **Root Cause:** There is a priority for counseling time to be spent on completing administrative duties not directly related to counseling.

**Problem Statement 2 (Prioritized):** Teachers are not trained on Social Emotional Learning Programs. **Root Cause:** There is a lack of time in the day for campus teachers to listen and learn about the programs.

**Problem Statement 3 (Prioritized):** Instructional technology resources are not shared and the technology hardware is not always up to date. **Root Cause:** There is a need for an instructional technology specialist to support the integration of technology resources and effective instruction.

# Perceptions

## Perceptions Summary

Fabens ISD takes a proactive role in communicating with the Wildcat community. The culture, climate and safety of all students and employees is a top priority for the district. This year the department of Curriculum and Instruction along with the department of Federal Programs distributed two *Thought Exchanges* to the learning community. The purpose of the **Thought Exchange** is to allow for participants to give us their thoughts and for others to rate the thoughts. This allows for more participant engagement and discussion.

*What are some important things that the district could consider doing that would help you feel safe in returning to in-person classes?*

### Safe Return to Schools Data (630 participants)

The following themes emerged:

- air purifiers, masks sanitation
- the overall mental health of the students

## Use of Funds Plan

*Covid 19 brought new challenges and adjustments for everyone. What were your most impactful challenges or experiences this past year? Please share your thoughts*

### Elementary and Secondary School Relief Fund (ESSER III) survey (280 participants)

The following themes emerged:

- Social, Emotional, and Academic Needs of Students
- Student and Parent Engagement
- Physical Space, Upgraded Facilities/Repairs to Reduce Virus Transmission
- Technology (Devices and Connectivity)
- Well Supported Teachers

Fabens ISD developed the use of funds in collaboration with the Wildcat Community. To address their concerns and suggestions the federal stimulus funds (ESSER III and ESSER II) will purchase the following:

- -Social Emotional Curriculum (Eduguide, Kindness Campaign),
- -Community in Schools Coordinators at each Campus (assist with truancy, parent-teacher compacts, and SEL curriculum)
- -Technology Upgrades to all Classrooms (Promethian Boards, Front Row System: Cameras, Microphones and Speakers throughout the classroom)
- -New Dell Laptops for Teachers
- - Additional Teachers to reduce Class Size
- -Video Walls (community presentations and interventions during physical education)
- -Credit Recovery Software (Edgenuity)
- -Air purifiers and upgrades to AC Units

- -Retention Stipends for all District Employees
- -Teacher Aides and Tutors

The Fabens ISD leadership team worked with a technical assistance team, Bell weather, to develop a learning acceleration plan that was aligned to ESSER III funding. This plan along with the "safe return to school" plan will be continuously evaluated to meet CDC guidelines and community feedback.

The district recently has partnered up with *TEA Connect Texas* to offer internet connectivity to qualifying families in the Wildcat Community.

The district is working towards creating Parent-Teacher Associations or Parent Organizations for all student populations. The migrant program does have a Parent Association Compact that meets quarterly throughout the year. According to a service issued by the department, families would like to see more academic support for their children. The migrant program currently offers health classes, a GED program and tutoring services.

### **Perceptions Strengths**

The district is reaching a good amount of community members through the Thought Exchange Process. Parents, students and other stakeholders are taking ownership in their learning community and providing insightful feedback. The district has invested a great amount of time and funds to support the needs of the students and overall help them not only academically but emotionally.

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1 (Prioritized):** Parents and community members may see barriers to meaningful involvement in schools and the district. **Root Cause:** We have not provided enough choices of ways to get involved that are safe, welcoming and attractive to the community.

**Problem Statement 2:** There is a need for community volunteers. **Root Cause:** Member of the community are not aware of the steps and procedures of how to become involved

**Problem Statement 3:** The data from the surveys only relate to the needs during COVID. **Root Cause:** Fabens ISD did not offer climate surveys throughout the schools year.

# Priority Problem Statements

**Problem Statement 1:** The student enrollment for Fabens ISD is decreasing.

**Root Cause 1:** We are competing with several neighboring districts and charter schools.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** For all tests and subjects the % of students that score at the "meets" or "master" has dropped significantly.

**Root Cause 2:** There is not enough class time to address different tiers of instruction.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** Academic growth is low for Math and Reading from Intermediate School to Middle School.

**Root Cause 3:** There is a need to address the vertical alignment of the curriculum between all grades.

**Problem Statement 3 Areas:** Student Learning

**Problem Statement 4:** Teachers are not trained on Social Emotional Learning Programs.

**Root Cause 4:** There is a lack of time in the day for campus teachers to listen and learn about the programs.

**Problem Statement 4 Areas:** District Processes & Programs

**Problem Statement 5:** Instructional technology resources are not shared and the technology hardware is not always up to date.

**Root Cause 5:** There is a need for an instructional technology specialist to support the integration of technology resources and effective instruction.

**Problem Statement 5 Areas:** District Processes & Programs

**Problem Statement 6:** Parents and community members may see barriers to meaningful involvement in schools and the district.

**Root Cause 6:** We have not provided enough choices of ways to get involved that are safe, welcoming and attractive to the community.

**Problem Statement 6 Areas:** Perceptions



# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## **Improvement Planning Data**

- District goals

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Targeted support Identification data
- Accountability Distinction Designations
- RDA data

## **Student Data: Assessments**

- State and federally required assessment information
- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- (STAAR) current and longitudinal results, including all versions
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR EL progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- PSAT
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Texas approved PreK - 2nd grade assessment data

# Goals

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** Throughout the 2021-2022 school year, the district will continuously evaluate the "Safe Return to School " plan and ensure that is in compliance with local and CDC health guidelines.

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 2:** Throughout 2021-2022, the district will follow the Texas Model for Comprehensive School Counseling to implement and develop a comprehensive school counseling program for all grade levels.

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 3:** By May 2022, discipline referrals resulting in out of class placements will decrease by 10%

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 4:** By May 2022, offenses related to Tobacco, Alcohol and Drugs will decrease by 5%

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 1:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading on the December 2019 TAPR will increase from 46% to 60% by December 2024.

**HB3 Goal**



**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 2:** The percent of 3rd grade students that score meets grade level or above on STAAR mathematics on the December 2019 TAPR will increase from 54% to 65% by December 2024.

**HB3 Goal**

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 3:** The percentage of graduates that meet criteria for CCMR will increase from 73% on the December 20219 TAPR to 80% by December 2024.

**HB3 Goal**

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 4:** The student attendance rate for the district will increase from 94.9 % in 2019 to 96% by 2024.

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 5:** STAAR ELA, Math, Social Studies, and Science test scores will increase from 46% of all students passing at the "Meets Grade Level" standard in May 2019 to 60% by May 2022.

**Goal 3:** The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 1:** Throughout the 2021-2022 school year, the district will collaborate with the University of Texas at El Paso and Region 19 to recruit and develop highly qualified teachers.

**Goal 3:** The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 2:** Throughout the 2021-2022 school year, the district will maintain the Teacher Incentive Allotment program and support teachers through the process.

**HB3 Goal**



**Goal 3:** The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 3:** Throughout the 2021-2022 year, the district will participate in grant opportunities that promote and provide tuition support for the expansion of dual credit faculty.

**HB3 Goal**

**Goal 4:** The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** By September 2022, the district will develop a guide and process to increase the number of parent volunteers.

**Goal 4:** The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.

**Performance Objective 2:** By October 2021, all campuses will have a written School-Parent Compact agreement.

**Goal 5:** The district will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** Throughout the 2021-2022 school year, the district will budget within parameters approved but he board of trustees and in accordance with federal and state guidelines/compliance.

**Goal 5:** The district will operate in a fiscally sound manner through financial transparency.

**Performance Objective 2:** By June 2022, the district will provide an annual informational meeting regarding the expenditures of all the entitlements under the Every Student Succeeds Act and Special Education IDEA-A,B Consolidated Grant Applications.

**Goal 5:** The district will operate in a fiscally sound manner through financial transparency.

**Performance Objective 3:** Throughout the 2021-2021 school year, the district will monitor and evaluate all expenditures related to the Elementary Secondary School Relief (ESSER) III funds at its alignment to the district learning acceleration plan.



# **Fabens Independent School District**

## **Fabens High School**

### **2021-2022 Performance Objectives**

**Accountability Rating: Not Rated: Declared State of Disaster**

# **Mission Statement**

All students in Fabens Independent School District will be successful, lifelong, global learners.

## **Vision**

Working together, Fabens ISD creates a positive and lasting impact through multiple learning opportunities.

# Table of Contents

Goals	4
Goal 1: Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.	4
Goal 2: Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.	4
Goal 3: Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.	5
Goal 4: Fabens Independent School District will build strong partnerships with parents, community, and business members to promote a shared responsibility for student learning.	6
Goal 5: Fabens Independent School District will operate in a fiscally sound manner through financial transparency.	7

# Goals

**Goal 1:** Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** Fabens High School, for the 2021-2022 school year, will fulfill 100% of the requirements for our safety drills and audits by the safety committee.

**Performance Objective 2:** For the 2021-2022 school year, Fabens High School administration and the security officer will actively monitor campus cameras to ensure the outside and inside of the buildings are safe.

**Performance Objective 3:** For the 2021-2022 school year, Fabens High School will ensure all measures related to COVID-19 are implemented by Fabens Independent School District (FISD), Texas Education Agency (TEA) and, Centers for Disease Control (CDC). The campus will ensure 100% of health measures are followed.

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 1:** For the 2021-2022 school year, the campus overall percentages on English I and English II End of Course (EOC) assessments will increase from 41% to 56% and from 52% to 67% respectively.

**Performance Objective 2:** For the 2021-2022 school year, the campus overall percentages on Algebra I End of Course (EOC) assessments from 45% to 60%.

**Performance Objective 3:** For the 2021-2022 school year, the campus overall percentages on the Biology End of Course (EOC) assessments from 57% to 72%.

**Performance Objective 4:** For the 2021-2022 school year, the campus overall percentages on the U.S. History End of Course (EOC) assessments from 78% to 93%.

**Performance Objective 5:** For the 2021-2022 school year, the overall number of students enrolled in TSTEM, PTECH, Dual-Credit, Pre-AP and AP courses will increase by 5%.

**Performance Objective 6:** For the 2021-2022 school year, Fabens High School will continue to develop and implement opportunities for students to be college, career, and military ready.

**Goal 3:** Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.

**Performance Objective 1:** For the 2021-2022 school year, 95% of teachers will demonstrate increased instructional effectiveness (as measured by TTESS, walkthroughs, etc.) at the proficient level and above.

**Performance Objective 2:** For the 2021-2022 school year, the literacy coach and administration will have a set time for common planning and facilitate the planning. The planning will follow the backwards design and PLC model.

**Performance Objective 3:** For the 2021-2022 school year, Fabens High School will maintain 100% Highly Qualified teachers in all core academic subjects by providing appropriate instructional tools, resources, and technology.

**Performance Objective 4:** For the 2021-2022 school year, Fabens High School will have 100% participation in professional development opportunities offered to employees to improve student

**Goal 4:** Fabens Independent School District will build strong partnerships with parents, community, and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** During the 2021-2022 school year, Fabens High School will increase the number of collaborative educational involvement activities and events for parents and community members by 5% as compared to the 2020-2021 school year to promote teamwork and unity in the education of students.

**Performance Objective 2:** By the end of the 2021-2022 school year, Fabens High School partnership activities with businesses, higher education institutions, and other outside agencies to support scholar education will increase by 10%.

**Performance Objective 3:** For the 2021-2022 school year, Fabens High School will provide a minimum of 1 or more customer service trainings to ensure a positive and welcoming school climate for parents and community members.



**Goal 5:** Fabens Independent School District will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** Campus personnel will be trained on and follow all district purchasing guidelines.

**Performance Objective 2:** Fabens High School will review campus and district goals, review budget items and address campus needs. This team will also ensure funds are allocated, tracked and encumbered appropriately.

**Fabens Independent School District**  
**Fabens Middle School**  
**2021-2022 Performance Objectives**

# Table of Contents

Goals	3
Goal 1: The district will provide a safe and orderly school climate, conducive to learning.	3
Goal 2: The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.	3
Goal 3: The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.	4
Goal 4: The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.	5
Goal 5: The district will operate in a fiscally sound manner through financial transparency.	6

# Goals

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** For the 2021-2022 school year, Fabens Middle School created a monthly safety drill calendar to ensure monthly practice.

**Performance Objective 2:** For the 2021-2022 school year, Fabens Middle School's Medical Emergency Response Team/Crisis Planning Team will meet monthly to ensure day to day safety procedures.

**Performance Objective 3:** For the 2021-2022 school year, Fabens Middle School will continue to ensure all measures related to COVID-19 are implemented.

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 1:** For the 2021-2022 school year, the campus overall percentages on the Reading STAAR assessments will increase from 41% to 60%.

**Performance Objective 2:** For the 2021-2022 school year, the campus overall percentages on the Math STAAR assessments from 37% to 50%.

**Goal 3:** The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 1:** For the 2021-2022 school year, the department leaders and administration will facilitate structured common planning during PLCs.

**Performance Objective 2:** For the 2021-2022 school year, 100% of teachers will conduct a learning walk by conducting a visit to another teacher's classroom for shared best practices.

**Performance Objective 3:** For the 2021-2022 school year, 90% of teachers will increase their practice in the Texas Teacher Evaluation and Support System (T-TESS) four domains of Planning, Instruction, Learning Environment, and Professional Practices and Responsibilities.

**Performance Objective 4:** For the 2021-2022 school year, Fabens Middle School will maintain 100% Highly Qualified teachers in all core subjects.

**Goal 4:** The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** During the 2021-2022 school year, Fabens Middle School will increase involvement for parents, students and staff in our PBIS framework.

**Performance Objective 2:** During the 2021-2022 school year, Fabens Middle School will increase the parental involvement on campus by utilizing the Communities in School Programs Coordinator resources and outreach.



**Goal 5:** The district will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** During the 2021-2022 school year, Fabens Middle school budget personnel will be trained on and follow all district purchasing guidelines utilizing the district's financial manual.

**Fabens Independent School District**  
**O'Donnell Intermediate School**  
**2021-2022 Performance Objectives**

Accountability Rating: Not Rated: Declared State of Disaster



## Mission Statement

- *To open a path to higher education by empowering our students with the knowledge to seek a future beyond basic education.*
- *To motivate and guide students to dream big and make a difference in their lives and the lives of others.*

## Vision

*O'Donnell Intermediate is a place where we:*

*Teach, Empower, and Motivate*

*We are a TEAM!*

*We are on the road to college!*

## Campus Motto

*O'Donnell Intermediate is on the road to college!*

# Table of Contents

Goals	4
Goal 1: O'Donnell Intermediate School will provide a safe and orderly school climate, conducive to learning.	4
Goal 2: O'Donnell Intermediate School will increase student academic achievement while cultivating a growth mindset for all stakeholders.	4
Goal 3: O'Donnell Intermediate School will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.	5
Goal 4: O'Donnell Intermediate School will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.	6
Goal 5: O'Donnell Intermediate School will operate in a fiscally sound manner through financial transparency.	7

# Goals

**Goal 1:** O'Donnell Intermediate School will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** Implement a Character Education Program to include bullying prevention.

**Performance Objective 2:** Reduce disruptions and promote behaviors that contribute to a positive learning environment.

**Performance Objective 3:** Provide activities to improve the safety and wellness of all students and staff.

**Goal 2:** O'Donnell Intermediate School will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 1:** Meet or exceed all state and federal reading assessment expectations for all student groups measured and obtain a Distinction Designation for ELA.

**Performance Objective 2:** Meet or exceed all state and federal mathematics assessment expectations for all student groups and obtain a Distinction Designation for Mathematics.

**Performance Objective 3:** Meet or exceed all state and federal science assessment expectations for all student groups and obtain a Distinction Designation for Science.

**Performance Objective 4:** Implement a range of services with emphasis on an Inclusion Model of Instruction for students with special needs and support their academic and social development.

**Performance Objective 5:** Ensure that all English Language Learners increase a minimum of one proficiency level per year as measured by their TELPAS composite rating.

**Performance Objective 6:** Continually update and integrate technology within the core curriculum.

**Performance Objective 7:** Serve the needs of students identified as Gifted and Talented through differentiation within the class as well as a pull-out program and independent study.

**Performance Objective 8:** Implement a TEKS-based Fine Arts program for all students.

**Performance Objective 9:** Provide interventions through a tiered system to meet the needs of students who are not performing at grade level in Reading and Math.

**Goal 3:** O'Donnell Intermediate School will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 1:** Recruit and retain a highly qualified staff.

**Performance Objective 2:** Increase the student attendance rate to 99%.

**Performance Objective 3:** Recognize student achievement and provide opportunities for competitions and performances.

**Performance Objective 4:** Create a variety of clubs and after school programs to build on students' talents.

**Performance Objective 5:** Increase awareness of post-secondary opportunities and increase student motivation to continue their education beyond high school.

**Goal 4:** O'Donnell Intermediate School will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** Communicate regularly with parents and community members and enlist their support and involvement in the campus improvement process.

**Performance Objective 2:** Coordinate services for students and families with District Migrant Program to meet the academic, emotional, and family needs of migrant students on the campus.



**Goal 5:** O'Donnell Intermediate School will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** Communicate financial transparency to staff and community about activities, events, and program through support and involvement in the Campus Improvement Process.

**Fabens Independent School District**  
**Fabens Elementary School**  
**2021-2022 Performance Objectives**

# Mission Statement

**All students in Fabens Independent School District will be successful, lifelong, global learners.**

## Vision

*Working together, Fabens /SD creates a positive and lasting impact through multiple learning opportunities.*

# Table of Contents

Goals	4
Goal 1: The district will provide a safe and orderly school climate, conducive to learning.	4
Goal 2: The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.	4
Goal 3: The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.	5
Goal 4: The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.	6
Goal 5: The district will operate in a fiscally sound manner through financial transparency.	7

# Goals

**Goal 1:** The district will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** With a focus on stakeholder involvement in the campus safety plan, the campus will establish and meet monthly with a campus safety committee to address drill after action and to evaluate campus safety needs.

**Performance Objective 2:** Implement a safety plan campus wide that includes developed and refreshed emergency bags to all classrooms and clearly outlined procedures for responding to different types of safety situations.

**Performance Objective 3:** Implementation of PBIS strategies to encourage positive behavioral techniques and social skills development to manage student behavior and ensure the continuity and ongoing development of the PBIS system through PAX strategies.

**Performance Objective 4:** Maintain the average daily attendance at 96% or better at the elementary level.

**Goal 2:** The district will increase student academic achievement while cultivating a growth mindset for all stakeholders.

**Performance Objective 1:** The percent of 3rd grade students that score meets grade level and above on STAAR Mathematics on the 2019 TAPR will increase from 54% to 57% on Spring 2022 Assessments.

**Performance Objective 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading on the 2019 TAPR will increase from 46% to 49% in Spring of 2022.

**Performance Objective 3:** Balanced Literacy initiatives will be continuously developed through implementation of read aloud, shared reading, guided reading, and independent reading at all grade levels in both languages. This will include funds allotted for teacher training opportunities and continued development of classroom libraries, reading programs that support skills practice, and online programs that will provide students with access to audiobooks.

**Performance Objective 4:** Book of the month is an initiative campus wide that provides teachers and students with one quality picture book per month for teachers to build a library of mentor texts that will serve as quality teaching tools for a variety of writing techniques and essential knowledge and skills found in the Texas curriculum. These titles will serve as models for students to study to develop and improve upon their own skills as readers and writers in preparation for higher education.

**Performance Objective 5:** Increase the percent of EL students making progress toward English proficiency as measured by TELPAS. A focus will be placed campus wide on strategies and techniques for students to develop academic English through planned lessons that incorporate opportunities for students to process content knowledge in the four domains (listening, speaking, reading, and writing) all of which support the internalization of content knowledge in both languages.

**Performance Objective 6:** FES will continue to support online learning for 21st century classrooms. Design and implement a comprehensive digital integration plan to incorporate technology and effective application of google environments into the art of teaching and learning.

**Goal 3:** The district will recruit, develop and retain highly qualified faculty, staff and support personnel to improve student academic excellence and ensure the postsecondary readiness of all students.

**Performance Objective 1:** Contingent upon funding, tutors will be acquired to conduct small group intervention to support learning loss.

**Goal 4:** The district will build strong partnerships with parents, community and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** Fabens elementary will utilize its CIS Program to support an increase parental, family, and community engagement opportunities at the campus.

**Performance Objective 2:** School calendar of events and monthly grade level newsletters will be shared with all stakeholders monthly to promote an inclusive and celebratory campus culture.



**Goal 5:** The district will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** Introduce systems to assist with the budget development process and timelines to ensure a balanced annual operating budget. \$0.00

**Performance Objective 2:** Implement a quality review process to determine the effectiveness of both instructional and non-instructional programs.

School District: Fabens ISD
Region: 19

## Priority for Service (PFS) Action Plan

Filled Out By: Dr. April Galaviz, Director of Federal Programs and Initiatives
Date: September 3, 2021

School Year: 2021 - 2022

**Note:** Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the district improvement plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan Section"), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., Bilingual, ESL, economically disadvantage).

Goal(s):	Objective(s):
<ol style="list-style-type: none"> <li>1. The Fabens ISD MEP program will serve PFS students in a proactive, effective and collaborative manner in conjunction with campus personnel to help meet their academic, social and emotional needs.</li> <li>2. MEP funding and resources will be focused on the academic needs of PFS students to assist them in passing and making progress in STAAR and TELPAS tests.</li> </ol>	<ol style="list-style-type: none"> <li>1. Effectively and efficiently assist all students identified as PFS.</li> <li>2. Inform and provide support to all school-based personnel who worked directly with a student identified as PFS.</li> <li>3. Coordinate academic, social, and/or emotional-based services collaboratively with school-based personnel specifically addressing high area of needs for PFS students</li> <li>4. Provide intervention support and guidance to PFS students every six-weeks prior to the end of the grading period.</li> <li>5. Monitor and Evaluate MEP program procedures consistently.</li> <li>6. Implement summer bridge, or supplemental programs such as Project Smart to assist with Reading and Math growth for PFS students.</li> </ol>

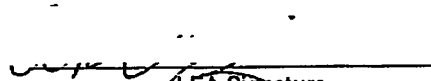
122

Required Strategies	Timeline	Person(s) Responsible	Documentation
<b>Monitor the progress of MEP students who are on PFS.</b>			
<ul style="list-style-type: none"> <li>Monthly, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.</li> </ul>	First working day of every month	Angelica Raya	Texas NGS

<ul style="list-style-type: none"> <li>Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.</li> </ul>	August 2021	Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	PFS Action Plan Minutes from PAC meetings Student data
<b>Additional Activities</b>			
<ul style="list-style-type: none"> <li>Assist out of school youth to obtain their GED through the UTEP High School Equivalency Program (HEP)</li> </ul>	Ongoing	Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	Review Student Plans and Grades Home visit logs UTEP HEP attendance sheets
<b>Required Strategies</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Documentation</b>
<b>Communicate the progress and determine needs of PFS migrant students.</b>			
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated NGS Priority for Service reports.</li> </ul>	End of September 2021, faculty meetings at each campus	Angelica Raya-Migrant Specialist Melissa Rodriguez-Social Worker	PFS Action Plan and Student Forms
<ul style="list-style-type: none"> <li>During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS students information on the Priority for Service criteria.</li> </ul>	End of September 2021, phone-calls, zoom meetings, Home-visits	Angelica Raya-Migrant Specialist Melissa Rodriguez-Social Worker	Sign-IN Sheets PAC meeting minutes PFS Action Plan
<ul style="list-style-type: none"> <li>During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized home and /or community visits to update parents on the academic progress of their children.</li> </ul>	Every 6 weeks, prior to 9 weeks final grading period	Angelica Raya-Migrant Specialist Melissa Rodriguez-Social Worker	PFS Student Form Parent Sign-In Sheet
<b>Additional Activities</b>			
<ul style="list-style-type: none"> <li>During School Year, Fabens ISD will implement basic technology training and assist with understanding Parent Portal and the STAAR report card.</li> </ul>	Technology training will be twice a semester and Parent Portal assistance every 6-weeks.	Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	Parent Surveys Sign in Sheets
<b>Provide services to PFS migrant students.</b>			

<ul style="list-style-type: none"> <li>The district's Title I, Part C migrant coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.</li> </ul>	Ongoing throughout the school year	Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	PFS criteria forms Sign in sheets Agendas
<ul style="list-style-type: none"> <li>The district's Title I, Part C migrant coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.</li> </ul>	Ongoing	Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	PFS criteria forms Sign in sheets
<ul style="list-style-type: none"> <li>The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.</li> </ul>		Dr. April Galaviz-Director Melissa Rodriguez-Social Worker Angelica Raya-Migrant Specialist	Student data portfolios Attendance reports, progress reports and parent contact logs
Additional Activities			
<ul style="list-style-type: none"> <li></li> </ul>			

124

  
LEA Signature

9/3/2021  
Date Completed

ESC Signature

9/9/2021  
Date Received

## 5. Consent Agenda

### E. Texas Education Agency Maximum Class Size Waiver

Fabens ISD seeks board approval of a Maximum Class Size Waiver for one classroom in first grade with one student over the 22 student class size limit. The waiver is necessary due to lack of qualified applicants. The posting for an additional first grade bilingual teacher will remain and, once a qualified applicant is hired, an additional section will be opened and class sizes will be reduced.

Guidelines from The Texas Education Agency:

### Maximum Class Size Exceptions

A district must submit a request for a class size exception for any classrooms in prekindergarten - fourth grade that exceed the 22 students class size limit ([Texas Education Code §25.112](#), Note: Pre-K class size limits were added beginning with the 2021-2022 school year). A district seeking an exemption must notify the commissioner and apply for the exemption not later than the later of (1) October 1; or 2) the 30th day after the first school day the district exceeds the limit. Note: class size limits do not apply to physical education classes or fine arts classes.

Class size limitations generally apply throughout the school year, with the exceptions noted below:

- Any twelve-week period selected by the district with a significant percentage of migratory children (25.112(1)), or
- The last twelve weeks of any school year for all other districts

In considering whether to grant an exception, the commissioner must find that the class size limit creates an undue hardship on the district. The commissioner will consider such things as unanticipated enrollment growth, lack of facilities, **lack of teachers**, or financial hardships.

Please note that an exception granted expires at the end of the school year.

### Notifying Parents of an Exception

A campus or district that is granted a class size exception shall provide written notice of the exception to the parent (or person standing in parental relation to) of each student affected by the exception.

## FABENS ISD

### Lone Star Governance – Student Outcome Goals Board Agenda Item

<b>TITLE</b>	<b>Fabens ISD Student Data Update</b>	<b>Date Requested</b>	
<b>Requested By:</b>		<b>Approximate Time</b>	10 min
<b>Division Approval:</b>		<b>Action Needed:</b>	no
<b>Action Requested:</b>		<b>Information Only:</b>	yes
<b>People Participating In Presentation:</b>	Michele Gonzalez	<b>Who Has Been Involved:</b>	M. Gonzalez Principals
<b>How Will It Benefit the District's Mission/Goals?</b>	Aligns to Student Outcome Goals	<b>How Will Request Be Financed?</b>	N/A
		<b>Cost to District:</b>	N/A

**Testing will be completed on Friday – 9/10/2021**

Ms. Michele Gonzalez will have a Power Point Presentation ready for your review on Wednesday 9/15/2021 on:

1. Fabens ISD 2020 – 2021 Student Data
2. Fabens ISD 2021-2022 Beginning of the Year Results
3. Updated Accelerated Learning Plan



# Fabens Independent School District Student Outcome Goals

## Data Update – 2020-2021 Student Data



# 2020 STAAR Test Results

*(No Accountability Due to State of Disaster)*

Subject	Participation	Approaches	Meets	Masters
ALL SUBJECTS	90%	45%	18%	5%
READING	91%	48%	23%	7%
MATHEMATICS	90%	44%	13%	3%
Writing	96%	29%	8%	1%
SCIENCE	90%	44%	13%	3%
SOCIAL STUDIES	85%	56%	32%	15%



# Fabens Independent School District Student Outcome Goals

Data Update – 2021-2022 Beginning of the Year Testing





# Beginning of the Year Reading

	Percent Below Grade level	#	Percent Approaches Grade level	#	Percent Meets or Above Grade level	#
1 <sup>st</sup> Grade	56%	74	18%	24	26%	35
2 <sup>nd</sup> Grade	56%	62	1%	10	35%	38
3 <sup>rd</sup> Grade	34%	39	1%	10	57%	66
4 <sup>th</sup> Grade	22%	28	27%	33	50%	62
5 <sup>th</sup> Grade	31%	40	22%	28	47%	62
6 <sup>th</sup> Grade	49%	65	39%	53	12%	16
7 <sup>th</sup> Grade	46%	58	35%	45	19%	24
8 <sup>th</sup> Grade	48%	78	41%	67	10%	17

# Beginning of the Year Math

	Percent Below Grade level	#	Percent Approaches Grade level	#	Percent Meets or Above Grade level	#
1 <sup>st</sup> Grade	25%	28	19%	22	56%	63
2 <sup>nd</sup> Grade	50%	60	15%	18	33%	39
3 <sup>rd</sup> Grade	23%	27	8%	10	69%	81
4 <sup>th</sup> Grade	17%	23	26%	36	57%	80
5 <sup>th</sup> Grade	18%	23	33%	42	50%	64
6 <sup>th</sup> Grade	21%	27	44%	57	35%	45
7 <sup>th</sup> Grade	17%	22	44%	58	39%	51
8 <sup>th</sup> Grade	13%	21	41%	67	46%	76



# Beginning of the Year STAAR Pre-Test

	Percent Below	#	Percent Approaches	#	Percent Meets or Above	#
	Eng/ Sp		Eng/ Sp		Eng/ Sp	
3rd Grade Reading	38%/27%	22/17	55%/60%	32/37	7%/13%	4/8
3rd Grade Math	26%/81%	16/46	74%/19%	46/11	-	-
8th Grade Science	5%	9	77%	127	17%	28
8th Grade Social Studies	67%	113	31%	52	2%	3
English I	66%	104	14%	22	20%	31
English II	64%	96	12%	18	24%	36
Algebra I	69%	102	25%	37	6%	9
Biology	47%	71	36%	54	16%	25
US History	43%	53	39%	47	18%	22

# Fabens Independent School District

## Student Outcome Goals

### Updated Accelerated Learning Plan





## **Extended School Day**

- ★ **Allows for embedded intervention times for Reading and Math daily**
- ★ **PLCs added for additional planning and review of student data**
- ★ **Secondary campuses added advisory classes to address HB4545 Interventions in Science and Social Studies as well as SEL program - Eduguide**

## **RSSP – Resilient Schools Support Program**

- ★ **IPP Process Pilot for State Adopted ELA Curriculum Planning**
- ★ **PLC Scope and Sequence**
- ★ **Weekly Check-ins and ongoing staff development**
- ★ **Pilot in Grades 4-8**



## **Bill and Melinda Gates Grant Math 6-8**

- ★ **Monthly Teacher and Admin Training - Go! Math Inquiry Learning**
- ★ **PLC Supports by grade level and content**
- ★ **Stipends for summer academies**
- ★ **Use of High Quality Instructional Materials**



# **Intersession Student Support**

**October 4 - 8, 2021 and March 7-12, 2022**

- ★ **Thirty hours (6 hours per day for 5 days)**
- ★ **Recover failing grades and attendance**
- ★ **Accelerate Instruction**
- ★ **Engaging lessons and enrichment opportunities**

## **Resources**

**State Adopted High Quality Instructional Materials**

**TEA THL Resources**

**Lead4ward Resources and STAAR guides**

# **Fundamental Five**

## **Formula for Quality Instruction**

- 1. Framing the Lesson**
- 2. Work in the Power Zone**
- 3. Frequent, Small Group, Purposeful Talk about the Learning**
- 4. Recognize and Reinforce**
- 5. Write Critically**



# **Early Diagnostic Testing**

## **To Inform Instruction and Interventions**

- 1. Amplify Reading K-3./ Dyslexia Screener**
- 2. Renaissance 360 Math and Reading K-8**
- 3. Circle - Pre-K**
- 4. STAAR Release/ Pre-Test**
- 5. AP Pre-Test**
- 6. TALA - 7th Grade Reading Diagnostic/ Dyslexia Screener**
- 7. TIA Pilot Pre-Tests - Next Steps**



*Thank you!*

# FABENS ISD

## Lone Star Governance – Student Outcome Goals Board Agenda Item

<b>TITLE</b>	<b>Revision and Approval of Fabens ISD Goal Progress Measures for Goals 1 and 2</b>	<b>Date Requested</b>	09/15/2021
<b>Requested By:</b>		<b>Approximate Time</b>	10 min
<b>Division Approval:</b>		<b>Action Needed:</b>	yes
<b>Action Requested:</b>	Board approval of revised goal progress measures	<b>Information Only:</b>	noC_BUdm.zN_h6RRs
<b>People Participating In Presentation:</b>	Michele Gonzalez	<b>Who Has Been Involved:</b>	M. Gonzalez
<b>How Will It Benefit the District's Mission/Goals?</b>	Align goal progress measures to new assessments	<b>How Will Request Be Financed?</b>	N/A
		<b>Cost to District:</b>	N/A

Ms. Gonzalez will review proposed to goal progress measures for early literacy and mathematics.



# Fabens ISD

**DRAFT**

## Student Goal 1

Early Childhood Literacy Board Student Outcome Goal													
The percent of 3 <sup>rd</sup> grade students that score <b>meets grade level</b> or above on STAAR Reading on the December 2019 TAPR will increase from 46% to 60% by December 2024													
Yearly Target Goals													
2020		2021		2022		2023		2024					
Maintain		50%		53%		56%		60%					
Closing the Gaps Student Groups Yearly Targets													
Year	African American	Hispanic	White	Am. Indian	Asian	Pacific Islander	Two or More races	Special Ed.	Eco. Disadv.	Sp. Ed. (former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020		46%							44%		47%	44%	
2021		50%							50%		50%	50%	
2022		53%							53%		53%	53%	
2023		56%							56%		56%	56%	
2024		60%							60%		60%	60%	

## Progress Goal Measure 1.1

Early Childhood Literacy Progress Measure 1.1				
The percentage of kindergarten students that score <b>at or above grade level</b> on the End of Year Reading Diagnostic Assessments will increase from 40% in May 2019 to 55% by May 2024				
Yearly Target Goals				
2020	2021	2022	2023	2024
43%	46%	49%	52%	55%

## Progress Goal Measure 1.2

Early Childhood Literacy Progress Measure 1.2				
The percentage of 1 <sup>st</sup> grade students that score <b>at or above grade level</b> on the End of Year Reading Diagnostic Assessments will increase from 46% in May 2019 to 61% by May 2024				
Yearly Target Goals				
2020	2021	2022	2023	2024
49%	52%	55%	58%	61%

## Progress Goal Measure 1.3

Early Childhood Literacy Progress Measure 1.3				
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The percentage of 2 <sup>nd</sup> grade students that score <b>at or above grade level</b> based on the End of Year Reading Diagnostic Assessments will increase from 67% in May 2019 to 82% by May 2024				
Yearly Target Goals				
<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
70%	73%	76%	79%	82%

## Fabens ISD

### Student Goal 2

Early Childhood Mathematics Board Student Outcome Goal													
The percent of 3 <sup>rd</sup> grade students that score <b>meets grade level</b> or above on STAAR Mathematics on the December 2019 TAPR will increase from 54% to 65% by December 2024													
Yearly Target Goals													
2020		2021		2022		2023		2024					
Maintain		57%		60%		63%		65%					
Closing the Gaps Student Groups Yearly Targets													
Year	African American	Hispanic	White	Am. Indian	Asian	Pacific Islander	Two or More races	Special Ed.	Eco. Disadv.	Sp. Ed. (former)	EL	Cont. Enrolled	Non-Co nt. Enrolled
2020		54%							54%		58 %	53%	
2021		57%							57%		58 %	56%	
2022		60%							60%		60 %	60%	
2023		63%							63%		63 %	63%	
2024		65%							65%		65 %	65%	

### Progress Goal Measure 2.1

<b>Early Childhood Mathematics Progress Measure 2.1</b>				
The percentage of Kindergarten students that score <b>meets</b> or above on the End of Year Math Diagnostic Assessments will increase from 89% in May 2019 to 94% by May 2024				
Yearly Target Goals				
<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
90%	91%	92%	93%	94%

### Progress Goal Measure 2.2

<b>Early Childhood Mathematics Progress Measure 2.2</b>				
The percentage of 1 <sup>st</sup> Grade students that score <b>meets</b> or above on the End of Year Math Diagnostic Assessments will increase from 77% in May 2019 to 87% by May 2024				
Yearly Target Goals				

**DRAFT**



2020	2021	2022	2023	2024
79%	81%	83%	85%	87%

### Progress Goal Measure 2.3

Early Childhood Mathematics Progress Measure 2.3				
The percentage of 2 <sup>nd</sup> Grade students that score <b>meets</b> or above on the End of Year Math Diagnostic Assessments will increase from 76% in May 2019 to 86% by May 2024				
Yearly Target Goals				
2020	2021	2022	2023	2024
78%	80%	82%	84%	86%

## Fabens ISD

### Student Goal 3

The percent of graduates that meet the criteria for CCMR will increase from 73% on the December 2019 TAPR to 80% by December 2024				
Targets	All	Hispanic	Eco. Disadv.	EL
Baseline	73%	73%	73%	56%
December 2021	74%	74%	74%	57%
December 2022	75%	75%	75%	58%
December 2023	76%	76%	76%	59%
December 2024	80%	80%	80%	63%

### Goal Progress Measure 3.1

The percent of graduates that meet the criteria for CCMR through passing TSI ELA and Mathematics will increase from 46.4% on the December 2019 TAPR to 53.4% by December 2024				
Targets	All	Hispanic	Eco. Disadv.	EL
Baseline	46%	46.70%	46.40%	17.60%
December 2021	47%	47.70%	47.40%	18.60%
December 2022	48%	48.70%	48.40%	19.60%
December 2023	50%	50.70%	50.40%	21.60%
December 2024	53%	53.70%	53.70%	24.60%

### Goal Progress Measure 3.2

The percent of graduates that meet the criteria for CCMR through dual credit will increase from 50.3% on the December 2019 TAPR to 57.3% by December 2024				
Targets	All	Hispanic	Eco. Disadv.	EL
Baseline	50%	50.70%	50.30%	23.50%
December 2021	51%	51.70%	51.30%	24.50%
December 2022	52%	52.70%	52.30%	25.50%
December 2023	54%	54.70%	54.30%	27.50%

**DRAFT**

December 2024	57%	57.70%	57.30%	30.50%
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### Goal Progress Measure 3.3

The percent of graduates that meet the criteria for CCMR through Advanced Placement Examination will increase from 9.9% on the December 2019 TAPR to 16.9% by December 2024				
Targets	All	Hispanic	Eco. Disadv.	EL
Baseline	10%	10%	10%	6%
December 2021	11%	11%	11%	7%
December 2022	12%	12%	12%	8%
December 2023	14%	14%	14%	10%
December 2024	17%	17%	17%	13%

**DRAFT**

# FABENS ISD

## LONE STAR GOVERNANCE Board Agenda Item

<b>TITLE</b>	<b>Fabens ISD Board of Trustees Quarterly Self-Assessment</b>	<b>Date Requested</b>	9/15/2021
<b>Requested By:</b>		<b>Approximate Time</b>	30 minutes
<b>Division Approval:</b>		<b>Action Needed:</b>	Yes
<b>Action Requested:</b>	Make a motion to approve quarterly self-evaluation for the months of April 2021 –June 2021.	<b>Information Only:</b>	
<b>People Participating In Presentation:</b>	Fabens ISD Board	<b>Who Has Been Involved:</b>	Fabens ISD Board
<b>How Will It Benefit the District's Mission/Goals?</b>	The board will engage in a quarterly self-evaluation to review progress towards vision and constraints.	<b>How Will Request Be Financed?</b>	TEA's LSG Cohort.
		<b>Cost to District:</b>	\$0.00



## QUARTERLY PROGRESS TRACKER

School Board: Fabens ISD				Baseline 1/15/2020	Date: 4/21/21	Quarter: 2
Framework	Three Quarters Ago	Two Quarters Ago	One Quarter Ago	Current Quarter	Next Quarter	Total Possible Points
Vision 1			0	12		15
Vision 2			0	12		15
Vision 3			0	9		10
Vision 4			0			5
Accountability 1			0			15
Accountability 2			0			5
Structure			0	1		15
Advocacy			0			10
Unity			0			10
<b>TOTAL SCORE</b>			0	34		100

By signing below, I affirm that the Lone Star Governance Integrity Instrument was completed and is accurate

Board Member Signatures:

Last Quarterly  
Progress Tracker  
4/21/2021

% Student  
Outcome  
Minutes

Vote  
Count  
For

Vote  
Count  
Against

### EVALUATION NOTES

The Standard of evidence for items where board action is required will be the minutes of the meeting during which the Board voted to take the described action. Where an opinion of the Board is required, a resolution or vote passed by the Board will meet the standard of evidence. Any Board completing a self-evaluation using the LSG Integrity Instrument that is supported or reviewed by an LSG Coach may submit the review for the LSG Leaderboard. If the Board would like their self-evaluation reviewed by an LSG Coach, please email the completed LSG Integrity Instrument to LSG@tea.texas.gov.

## QUARTERLY PROGRESS TRACKER

School Board:				Date: 8/25/2021	Quarter: 3	
Framework	Three Quarters Ago	Two Quarters Ago	One Quarters Ago	Current Quarter	Next Quarter Targets	Total Points Possible
Vision and Goals 1						15
Vision and Goals 2						15
Vision and Goals 3						10
Vision and Goals 4						5
Progress and Accountability 1						15
Progress and Accountability 2						5
Systems and Processes						15
Advocacy and Engagement						10
Synergy and Teamwork						10
Total						100

By signing below, I affirm that the Lone Star Governance Integrity Instrument was completed and is accurate

Board Member Signatures:

% Student Outcome Minutes	Vote Count for	Vote Count Against

### EVALUATION NOTES

The standard of evidence for items where board action is required will be the minutes of the meeting during which the board voted to take the described action. Where an opinion of the board is required, a resolution or vote passed by the board will meet the standard of evidence. Any board completing a self-evaluation using the LSG Integrity Instrument that is supported or reviewed by an LSG Coach may submit the review for the LSG Leaderboard. If the board would like their self-evaluation reviewed by an LSG Coach, please email the completed LSG Integrity Instrument to [LSG@tea.texas.gov](mailto:LSG@tea.texas.gov).



TEXAS FRAMEWORK: VISION AND GOALS									
Vision and Goals 1: The board has adopted student outcome goals									
Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	4	Meets Focus	12	Masters Focus	15
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<input type="checkbox"/> The board does not have a vision. <input type="checkbox"/> The board does not have goals. <input type="checkbox"/> The board does not consistently distinguish between inputs, outputs, and outcomes.		The board has <input type="checkbox"/> adopted a vision statement; <input type="checkbox"/> owned the vision development process while working collaboratively with the superintendent; <input type="checkbox"/> adopted three to five goals; and <input type="checkbox"/> owned the goal development process while working collaboratively with the superintendent.		All goals are specific, quantifiable, student outcome goals that include <input type="checkbox"/> a population; <input type="checkbox"/> a five-year deadline of a month and year; <input type="checkbox"/> a baseline; and <input type="checkbox"/> annual student group targets.		<input type="checkbox"/> All board members and the superintendent agree that the student outcome goals 1. will challenge the organization; 2. require adult behavior change; 3. are influenceable by the superintendent; and 4. are the superintendents first priority for resource allocation.  <input type="checkbox"/> The board relied on a root-cause analysis, comprehensive student needs assessment, or a similar research-based tool to inform the identification and prioritization of all student outcome goals.		All board members and the superintendent <input type="checkbox"/> have committed the vision and student outcome goals to memory; <input type="checkbox"/> know the current status of each student outcome goal; and <input type="checkbox"/> agree there is broad community ownership of the board's vision and student outcome goals through involvement and communication with students, staff, and community members.	



## TEXAS FRAMEWORK: VISION AND GOALS

Vision and Goals 2: The board has adopted goal progress measures (GPMs) aligned to each student outcome goal

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	4	Meets Focus	12	Masters Focus	15
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<input type="checkbox"/> The board does not have goal progress measures (GPMs). <input type="checkbox"/> The board is treating the annual targets for student outcome goals as if they are GPMs.		<input type="checkbox"/> The board has adopted GPMs for each student outcome goal. <input type="checkbox"/> The superintendent owned the GPM development process while working collaboratively with the board. <input type="checkbox"/> The status of each adopted GPM is able to be updated multiple times during each school year.		<input type="checkbox"/> The board has adopted no more than three GPMs for each student outcome goal. <input type="checkbox"/> All GPMs are student outputs, not adult inputs or outputs, that include <ol style="list-style-type: none"> <li>1. a population;</li> <li>2. a five-year deadline of a month and year;</li> <li>3. a baseline; and</li> <li>4. annual student group targets.</li> </ol>		All board members and the superintendent agree that the GPMs: <ul style="list-style-type: none"> <li><input type="checkbox"/> will challenge the organization;</li> <li><input type="checkbox"/> require adult behavior change;</li> <li><input type="checkbox"/> are influenceable by the superintendent; and</li> <li><input type="checkbox"/> are all predictive of their respective student outcome goals.</li> </ul>		All board members and the superintendent agree there is broad community ownership of the GPMs through involvement and communication with students, staff, and community members.	

## TEXAS FRAMEWORK: VISION AND GOALS

### VISION 3: The board has adopted constraints

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	3	Meets Focus	9	Masters Focus	10
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
The board does not have constraints.		The board has <input type="checkbox"/> adopted 1 to 5 superintendent constraints; and <input type="checkbox"/> owned the constraint development process while working collaboratively with the superintendent.		Each superintendent constraint describes a single operational action of class of actions the superintendent may not use or allow.		<input type="checkbox"/> The board has adopted one to five board self-constraints. <input type="checkbox"/> The board, where appropriate, relied on a root-cause analysis, comprehensive student needs assessment, or similar research-based tool to inform the identification of and prioritization of superintendent constraints. <input type="checkbox"/> All board members and the superintendent agree that the constraints will challenge the organization to focus on the vision and uphold community values.		<input type="checkbox"/> The board, in collaboration with the superintendent, has adopted one or more theories of action to drive overall strategic direction. <input type="checkbox"/> All board members and the superintendent agree there is broad community ownership of the constraints through involvement and communication with students, staff, and community members.	

## TEXAS FRAMEWORK: VISION AND GOALS

### Vision and Goals 4: The board has adopted superintendent constraint progress measures (CPMs)

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	2	Meets Focus	4	Masters Focus	5
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<input type="checkbox"/> The board does not have constraint progress measures (CPMs). <input type="checkbox"/> The board is treating the annual targets for constraints as if they are CPMs.		<input type="checkbox"/> The board has adopted CPMs for each superintendent constraint. <input type="checkbox"/> The superintendent owned the CPM development process while working collaboratively with the board. <input type="checkbox"/> The status of each adopted CPM is able to be updated multiple times during each school year.		<input type="checkbox"/> The board has adopted no more than three CPMs for each superintendent constraint. <input type="checkbox"/> All CPMs include: <ol style="list-style-type: none"> <li>1. a one- to five-year deadline of a month and year;</li> <li>2. a baseline; and</li> <li>3. annual targets.</li> </ol>		All board members and the superintendent agree that the CPMs <ul style="list-style-type: none"> <li><input type="checkbox"/> will challenge the organization to focus on the vision;</li> <li><input type="checkbox"/> will challenge the organization to uphold community values;</li> <li><input type="checkbox"/> are all predictive of their respective constraint; and</li> <li><input type="checkbox"/> are influenceable by the superintendent.</li> </ul>		All board members and the superintendent agree there is broad community ownership of the CPMs through involvement and communication with students, staff, and community members.	



## TEXAS FRAMEWORK: Progress and Accountability

### Progress and Accountability 1: The board invests at least half of its time to improving student outcomes

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	4	Meets Focus	12	Masters Focus	15
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<input type="checkbox"/> The board does not have student outcome goals, GPMS, constraints, CPMs, or annual targets. <input type="checkbox"/> The board does not track its use of time in board authorized public meetings. <input type="checkbox"/> The board does not have a monitoring calendar.		<input type="checkbox"/> The superintendent owned the monitoring calendar development, working with the board to adopt a calendar that monitors <ol style="list-style-type: none"> <li>1. each student outcome goal at least four times per year;</li> <li>2. no more than two student outcome goals per month;</li> <li>3. each constraint at least once per year.</li> </ol> <input type="checkbox"/> The calendar spans the length of the student outcome goals. <input type="checkbox"/> The board tracks its time in public meetings, identifying each minute according to the time use tracker.		10% or more of the total quarterly minutes in board authorized public meetings were invested in improving student outcomes according to the time use tracker.		25% or more of the total quarterly minutes in board authorized public meetings were invested in improving student outcomes according to the time use tracker.		50% or more of the total quarterly minutes in board authorized public meetings were invested in improving student outcomes according to the time use tracker.	

## TEXAS FRAMEWORK: Progress and Accountability

### Progress and Accountability 2: The board evaluates, but does not interfere with, progress toward improving student outcomes

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	2	Meets Focus	4	Masters Focus	5
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> Any individual board member does not know if the school system is in low performing status and for how long.</li> <li><input type="checkbox"/> Any individual board member does not know if any campus is in low performing status and for how long.</li> <li><input type="checkbox"/> Any individual board member agrees that their first loyalty is owed to staff or vendors, rather than the vision, community values, and improving student outcomes.</li> <li><input type="checkbox"/> The board has not voted to approve a self-evaluation within the past 12 months.</li> </ul>		<p>The board has</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> performed a self-evaluation within the previous 12 months using a research aligned instrument;</li> <li><input type="checkbox"/> performed a superintendent annual evaluation no more than 15 months ago;</li> <li><input type="checkbox"/> been provided copies of the superintendent's implementation plan(s) to make progress towards the student outcome goals; and</li> <li><input type="checkbox"/> not voted to approve the superintendent's implementation plan unless required by law.</li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> performs self-evaluations using the LSG Integrity Instrument;</li> <li><input type="checkbox"/> performed a self-evaluation no more than 45 days prior to the most recent superintendent's evaluation; and</li> <li><input type="checkbox"/> evaluates the superintendent in part on the results and progress toward the student outcome goals and constraints using information within monitoring reports according to the monitoring calendar.</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> The board receives, at least annually, a report on the average cost of staff time spent on governance using the staff use tracker.</li> <li><input type="checkbox"/> One quarter ago the board               <ol style="list-style-type: none"> <li>1. Performed a self-evaluation using the LSG Integrity Instrument; and</li> <li>2. voted to approve the quarterly progress tracker.</li> </ol> </li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> unanimously approved the current quarterly progress tracker;</li> <li><input type="checkbox"/> has not modified outcome goals, GPMS, constraints, CPMS, or targets during the cycle applicable to the annual superintendent evaluation; and</li> <li><input type="checkbox"/> considers superintendent performance as indistinguishable from system performance by evaluating the superintendent on only results and progress toward student outcome goals and constraints using information in monitoring reports according to the monitoring calendar.</li> </ul>	



## TEXAS FRAMEWORK: Systems and Processes

**Systems and Processes:** The board operates in a way that allows the superintendent to accomplish the vision

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	4	Meets Focus	12	Masters Focus	15
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> The board has not received a monitoring report.</li> <li><input type="checkbox"/> There were six or more board authorized public meetings in a month (unless a state of emergency was declared).</li> <li><input type="checkbox"/> Any meeting of the board lasted longer than eight hours.</li> <li><input type="checkbox"/> Board members did not receive the final version of materials to be voted on at least three calendar days in advance of the board authorized public meeting.</li> </ul>		<p>The board receives and votes on monitoring reports that include</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> the student outcome goal and GPM or constraint and CPM being monitored;</li> <li><input type="checkbox"/> the current status of the student outcome goal and GPM or constraint and CPM compared to previous, annual, and deadline targets;</li> <li><input type="checkbox"/> the superintendent's interpretation of performance; and</li> <li><input type="checkbox"/> supporting information that describes any needed next steps.</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> All consent-eligible items were placed on the consent agenda and more than 75% of the items were voted on using a consent agenda.</li> <li><input type="checkbox"/> The adopted monitoring calendar has not been modified during the past quarter.</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Board authorized public meetings in the last quarter did not exceed:               <ol style="list-style-type: none"> <li>1. an average of four meetings per month;</li> <li>2. an average of three hours per meeting; and</li> <li>3. an average of five other topics per meeting.</li> </ol> </li> <li><input type="checkbox"/> The board has               <ol style="list-style-type: none"> <li>1. reviewed its existing local policies; and</li> <li>2. only adopted local policies pertaining to board work.</li> </ol> </li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Board authorized public meetings in the last quarter did not exceed:               <ol style="list-style-type: none"> <li>1. an average of three meetings per month;</li> <li>2. an average of two hours per meeting; and</li> <li>3. an average of three other topics per meeting.</li> </ol> </li> <li><input type="checkbox"/> Board members received the final materials to be voted on at least seven calendar days before the public meeting.</li> <li><input type="checkbox"/> No edits to the board's regularly scheduled meeting agenda in the three days prior to, or during, the meeting (unless a state of emergency was declared).</li> </ul>	



## TEXAS FRAMEWORK: Advocacy and Engagement

### Advocacy and Engagement: The board promotes the vision

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	3	Meets Focus	9	Masters Focus	10
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> The board has not publicly communicated the board adopted student outcome goals.</li> <li><input type="checkbox"/> The board has not arranged for any community engagement activities during the previous 12-month period beyond public comments during board authorized public meetings and/or required hearings.</li> </ul>		<p>The board has a two-way communication system in place where the board members at least once per year</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> listen for and discuss the vision and values of their students; and</li> <li><input type="checkbox"/> listen for and discuss the vision and values of their staff and community members.</li> </ul>		<p>The board has</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> provided time during regular scheduled board-authorized public meetings to recognize the accomplishments of its students and staff regarding progress on student outcome goals; and</li> <li><input type="checkbox"/> hosted a community meeting to discuss progress toward student outcome goals within each feeder pattern with low performing campuses during the previous 12-month period.</li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> displays and keeps updated the status and targets of all student outcome goals and GPMs permanently and publicly in the room in which the board most frequently holds regularly scheduled meetings; and</li> <li><input type="checkbox"/> has led or co-led at least one training on Lone Star Governance for its community during the previous six-month period.</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Students have been included in at least one Lone Star Governance training or two-way communication meeting in the previous 12-month period.</li> <li><input type="checkbox"/> Newly selected board members have received an orientation on Lone Star Governance by fellow board members or an LSG Coach prior to being seated.</li> </ul>	

## TEXAS FRAMEWORK: Synergy and Teamwork

**Synergy and Teamwork:** The board works collaboratively and with the superintendent to lead toward the vision.

Does Not Meet Focus	0	Preparing To Focus	1	Approaches Focus	3	Meets Focus	9	Masters Focus	10
<i>The board does not meet focus if any of the following are true:</i>		<i>The board is preparing to focus if the following is true.</i>		<i>The board approaches focus if all prior conditions and the following are true.</i>		<i>The board meets focus if all prior conditions and the following are true.</i>		<i>The board masters focus if all prior conditions and the following are true.</i>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> The board has not adopted board operating procedures.</li> <li><input type="checkbox"/> The board does not have a policy that contains a template of ethics and conflicts of interest statement;</li> <li><input type="checkbox"/> The board has not been able to achieve a quorum in two or more board-authorized public meetings during the previous three months.</li> <li><input type="checkbox"/> Board members serve on committees formed by the superintendent or staff.</li> <li><input type="checkbox"/> A board member voted on an item for which they had a conflict of interest, as defined by law, during the previous three months.</li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> affirms that at least every two years, it has reviewed all policies governing board operating procedures;</li> <li><input type="checkbox"/> affirms that all members have signed the ethics and conflict of interest statement in the past 12 months;</li> <li><input type="checkbox"/> agrees that a committees' role is to advise the board, not to advise the staff;</li> <li><input type="checkbox"/> agrees that a board officers' role is to advise the board, not to advise the staff; and</li> <li><input type="checkbox"/> maintained a quorum throughout all regularly scheduled meetings for the past three months.</li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> agrees that every member is responsible for the outcomes of all students, not just students in their region of the school system;</li> <li><input type="checkbox"/> maintained an average attendance of 70% or higher throughout all regularly scheduled board meetings over the previous three months; and</li> <li><input type="checkbox"/> has set the expectation that information provided to one board member is provided to all board members.</li> </ul>		<p>The board</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> maintained an average attendance of 80% or higher throughout all regularly scheduled board meetings over the previous three months;</li> <li><input type="checkbox"/> agrees that all members have adhered to all policies governing board operating procedures;</li> <li><input type="checkbox"/> agrees that every member has completed all statutorily required trainings; and</li> <li><input type="checkbox"/> rather than the superintendent, led the completion of Lone Star Governance tasks.</li> </ul>		<p>All board members and the superintendent</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> have completed the Lone Star Governance Workshop;</li> <li><input type="checkbox"/> agree that all board members have adhered to all adopted board constraints during the previous three months; and</li> <li><input type="checkbox"/> agree that no board member has given operational advice or instructions to staff members during the previous three months.</li> </ul>	

FABENS ISD

**BOARD OF TRUSTEES BUSINESS  
Board Agenda Item**

<b>TITLE</b>	<b>Discussion and Approval of Texas Association of School Boards (TASB) Localized Policy Manual Update 117 Affecting Local Policies:</b>	<b>Date Requested</b>	09/15/2021
<b>Requested By:</b>		<b>Approximate Time</b>	10 minutes
<b>Division Approval:</b>		<b>Action Needed:</b>	Yes
<b>Action Requested:</b>	The administration recommends that the Board add, revise, or delete (Local) policies as recommended by TASB Policy Service and according to the Instruction Sheet for TASB Localized Policy Manual Update 117	<b>Information Only:</b>	No
<b>People Participating In Presentation:</b>	Ms. Audry Ortegon -Galvan	<b>Who Has Been Involved:</b>	TASB Policy Service
<b>How Will It Benefit the District's Mission/Goals?</b>	N/A	<b>How Will Request Be Financed?</b>	N/A
		<b>Cost to District:</b>	

**Local Policies affected by Update 117**

CH – Purchasing and Acquisitions

CV – Facilities Construction

DEC – Compensation and Benefits: Leaves and Absences



# Update 117 Local Policy Overview

May 4, 2021

## Introduction

Update 117 includes recommended (LOCAL) policy revisions concerning the board's delegation of authority to the superintendent to approve purchases or construction in the event of an emergency. Also in this update are substantial revisions recommended to the district's leaves and absences policy.

While not covered in this publication, many of the (LEGAL) policies included in this update were affected by recent changes to Administrative Code rules or legislation from the 86th Legislative Session that is now in effect.

The 87th Legislative Session is scheduled to end May 31, 2021. Once the June 20 deadline for the governor to sign legislation passes, Policy Service will begin developing policy recommendations that will appear in Update 118, which is scheduled for release in the fall.

## TASB Numbered Update Reminders

You should also review your own district's customized Update 117 materials for your specific policy recommendations. Please remember that (LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.

## CH: Purchasing and Acquisition and

## CV: Facilities Construction

The major winter storms earlier this year caused extensive damage to many district facilities. Existing law permits districts to delegate authority to the superintendent to contract for the replacement, construction, or repair of equipment or facilities in the event of a catastrophe, emergency, or natural disaster affecting the district. The superintendent would be able to exercise this authority only if the replacement or repair is necessary for the health and safety of students and staff.

The recommended text at CH(LOCAL) provides this delegation in policy and requires the superintendent to report to the board any contracts made under the delegated authority at the next board meeting. The text also clarifies that the delegation does not permit the superintendent to suspend any

competitive purchasing requirements. As permitted by law, the board would still need to take action to waive competitive purchasing requirements.

At policy CV(LOCAL) we have included a cross-reference to CH(LOCAL) for the emergency delegation text.

Keep in mind that this is an optional delegation that provides flexibility to the district in the event of an emergency, catastrophe, or natural disaster. If the board does not wish to delegate this emergency contracting authority, please contact your policy consultant.

### **DEC: Compensation and Benefits, Leaves and Absences**

DEC(LOCAL) is the policy that governs the district's practices related to leaves and absences. It includes information on whether the district provides local leave, limits on the use of leave, and when concurrent use of leave and compensatory time is required.

TASB Policy Service collaborated with TASB Legal and HR Services in developing the recommended revisions to DEC(LOCAL), which remove administrative details that are not necessary to include in board policy. Many of the removed provisions can be addressed in the employee handbook or in administrative procedures. TASB HR Services has revised its Model Employee Handbook and developed a separate procedural framework to assist districts in documenting these administrative details. The superintendent and designated policy contact can access these resources through their myTASB account. A link is provided in the Update 117 explanatory notes included in the update.

Some of the notable changes to DEC(LOCAL) include:

- We moved provisions related to concurrent use of leave and compensatory time to the sections of the policy addressing temporary disability leave and, if applicable to the district, family medical leave.
- We added a provision that classifies use of state or local leave taken within the first year after a child's birth, adoption, or foster placement as nondiscretionary use of leave. When leave is used for this purpose, it would not be subjected to any limits on duration of leave that are in place when leave is used for a discretionary purpose.
- And we revised provisions addressing requests for discretionary use of leave to permit the district to consider how the duration of the requested absence affects the educational program and district operations.

Given the substantial number of revisions to this policy, we recommend that you closely review the customized explanatory notes to better understand the changes made to your specific DEC(LOCAL).

### **Thank You!**

That covers the local policies in Update 117 for most districts. We hope you find this overview helpful. Should you have any questions or want further clarification, please feel free to contact your assigned policy consultant at the [TASB Policy Service website](https://policy.tasb.org).<sup>1</sup>

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<sup>1</sup> TASB Policy Service: <https://policy.tasb.org>



# Explanatory Notes

## TASB Localized Policy Manual Update 117

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#### AIC(LEGAL)

#### ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Administrative Code provisions amended effective January 5, 2021, address program performance regarding certain special student populations. The rules address supervision and monitoring reviews and require the commissioner to assign districts an annual determination level based on performance of the special student populations.

#### BBC(LEGAL)

#### BOARD MEMBERS: VACANCIES AND REMOVAL FROM OFFICE

We have streamlined the reference to CH(LEGAL) regarding board member removal for purchasing violations.

#### BBD(EXHIBIT)

#### BOARD MEMBERS: TRAINING AND ORIENTATION

As approved by the State Board of Education in November 2020, the Framework for School Board Development has been extensively revised.

#### BJCE(LEGAL)

#### SUPERINTENDENT: SUSPENSION/TERMINATION DURING CONTRACT

Changes to this legally referenced policy on suspension of the superintendent without pay and termination during the contract term were prompted by Administrative Code revisions effective January 11, 2021.

#### C(LEGAL)

#### BUSINESS AND SUPPORT SERVICES

The C Section table of contents has been revised to rename CHE to Vendor Disclosures and Contracts.

#### CBB(LEGAL)

#### STATE AND FEDERAL REVENUE SOURCES: FEDERAL

The federal Department of Education issued correcting amendments to the Uniform Guidance for Grants and Agreements, effective February 22, 2021, resulting in a change to the provisions on cooperative purchasing in this legally referenced policy. Citations have also been updated.

#### CH(LEGAL)

#### PURCHASING AND ACQUISITION

Update 117 includes a reorganization of the purchasing and facilities construction legally referenced policies in the CH and CV series.

As part of the reorganization, we have:

- Added cross-references to other pertinent policy codes to eliminate duplicated material;
- Added existing provisions on site-based purchasing;
- Reordered and adjusted provisions for clarity and to better match statutory wording;
- Moved to CHE(LEGAL) provisions on required vendor disclosures and contract provisions and lobbying restrictions; and
- Moved detailed provisions on competitive bidding to CVA(LEGAL).

Provisions on purchasing recycled products were added from new Administrative Code rules, effective July 2, 2020.

#### CH(LOCAL)

#### PURCHASING AND ACQUISITION

The major winter storms earlier this year caused extensive damage to many district facilities. Based on district requests for additional flexibility in such emergency circumstances, we recommend a new provision delegating authority to the superintendent to contract for the replacement, construction, or repair of equipment or facilities in the event of a catastrophe, emergency, or natural disaster affecting the district if

## Explanatory Notes

### TASB Localized Policy Manual Update 117

#### Fabens ISD

emergency replacement, construction, or repair is necessary for the health and safety of district students and staff. The superintendent must report to the board any contracts made under the delegated authority at the next regular meeting.

The recommended text also clarifies that the delegation *does not* permit the superintendent to act under Education Code 44.031(h) to make purchases without following normal competitive purchasing requirements; the board must take action to waive any Chapter 44 provisions in accordance with law.

**The recommended delegation provision is optional. Please carefully review the new text to ensure it aligns with the district's practices and contact the district's policy consultant if your district does not wish to add this provision or has other revisions.**

TASB Legal Services' eSource article [Emergency Management for Texas Public Schools](#) provides additional information on purchasing in emergency situations.

The *Legal Issues in Update 117* memo describes common legal concerns and best practices specific to [this policy topic](#).

#### CHE(LEGAL)

#### PURCHASING AND ACQUISITION: VENDOR DISCLOSURES AND CONTRACTS

This legally referenced policy has been reorganized to focus on required vendor disclosures and contract provisions. This material has been moved from CH(LEGAL).

In addition, we have:

- Included references to other pertinent codes and deleted material duplicated at other policy codes; and
- Reordered and adjusted provisions for clarity and to better match statutory wording.

#### CL(LEGAL)

#### BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT

New Administrative Code rules, effective July 2, 2020, prompted revisions to provisions on recycling programs.

Provisions on pool sanitation and safety standards have been streamlined to refer to the relevant legal guidance.

#### CV(LEGAL)

#### FACILITIES CONSTRUCTION

Update 117 includes a reorganization of the purchasing- and construction-related legally referenced policies in the CH and CV series.

As part of the reorganization, we have:

- Added cross-references to other pertinent policy codes to eliminate duplicated material; and
- Reordered and adjusted provisions for flow and to better match statutory wording.

#### CV(LOCAL)

#### FACILITIES CONSTRUCTION

For ease of reference and to align with recommended changes at CH(LOCAL) on delegation to the superintendent for emergency contracting, Policy Service recommends adding a Note referring to CH(LOCAL) for those provisions.

The *Legal Issues in Update 117* memo describes common legal concerns and best practices specific to [this policy topic](#).

## Explanatory Notes

### TASB Localized Policy Manual Update 117

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##### **CVA(LEGAL)**

##### **FACILITIES CONSTRUCTION: COMPETITIVE BIDDING**

Provisions on identical, competitive bids have been moved from CH(LEGAL). In addition, a provision on making bid evaluations public has been moved to this policy from CV(LEGAL). Other revisions are to delete material duplicated at other policy codes and adjust language for clarity and to better match statutory wording.

##### **CVB(LEGAL)**

##### **FACILITIES CONSTRUCTION: COMPETITIVE SEALED PROPOSALS**

A cross-reference has been added to procurement processes included at other policy codes, and duplicated material has been deleted. Other revisions are to adjust language for clarity and to better match statutory wording.

##### **CVC(LEGAL)**

##### **FACILITIES CONSTRUCTION: CONSTRUCTION MANAGER-AGENT**

Additional detail has been added regarding the construction manager-agent method. A cross-reference has been added to procurement processes included at other policy codes, and duplicated material has been deleted. Other revisions are to adjust language for clarity and to better match statutory wording.

##### **CVD(LEGAL)**

##### **FACILITIES CONSTRUCTION: CONSTRUCTION MANAGER-AT-RISK**

Additional detail has been added regarding the construction manager-at-risk method. A cross-reference has been added to procurement processes included at other policy codes, and duplicated material has been deleted. Other revisions are to adjust language for clarity and to better match statutory wording.

##### **CVE(LEGAL)**

##### **FACILITIES CONSTRUCTION: DESIGN-BUILD**

A cross-reference has been added to procurement processes included at other policy codes, duplicated material has been deleted, and provisions have been reordered for flow. Other revisions are to adjust language for clarity and to better match statutory wording.

##### **CVF(LEGAL)**

##### **FACILITIES CONSTRUCTION: JOB ORDER CONTRACTS**

A cross-reference has been added to procurement processes included at other policy codes, duplicated material has been deleted, and provisions have been reordered for flow. Other revisions are to adjust language for clarity and to better match statutory wording.

##### **DEC(LOCAL)**

##### **COMPENSATION AND BENEFITS: LEAVES AND ABSENCES**

The events of the past year have highlighted the need for additional flexibility regarding administration of leave. TASB Policy, Legal, and HR Services collaborated on the recommended revisions to this policy, which remove administrative details not required to be in board policy and that may be more appropriately addressed elsewhere, such as in the employee handbook.

To support the removal of these administrative details, a new paragraph directs the superintendent to develop administrative regulations to implement the policy. [Remember that BJA(LOCAL) permits the superintendent to delegate this responsibility as appropriate.] In addition, TASB HR Services has:

- Created a corresponding [Framework for Developing Leaves and Absences Procedures](#), with prompts and placeholders for administrative decisions; and
- Revised the 2021–22 *Model Employee Handbook* to address administrative provisions removed from the policy.

Other changes include:

- Adding a definition of *school year* that aligns with terminology in the TASB sample contracts and that provides context for references to the term elsewhere in the policy.



## Explanatory Notes

### TASB Localized Policy Manual Update 117

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- Relocating provisions on concurrent use of leave and compensatory time to the sections addressing temporary disability leave and family and medical leave.
- Streamlining of family and medical leave provisions to eliminate information not necessary in board-adopted policy.
- Adding a clear statement to reflect that the district does not permit paid leave offset in conjunction with workers' compensation benefits.
- Revising terminology from *reimbursement* to *payment* for unused leave to reflect that employees are receiving payment for days of accumulated leave upon retirement.

New recommended provisions on state personal leave clarify that the district will also consider how the duration of the requested absence affects the educational program and district operations.

The *Legal Issues in Update 117* memo describes common legal concerns and best practices specific to [this policy topic](#).

**Please note:** We have retained the district's unique provisions distinguishing between the payments the district is making for accumulated leave to eligible employees who retire on or before August 31 of this year and the eligibility criteria and payments applicable to employees who retire after that date. Please contact your policy consultant for appropriate revisions after the current payment program has expired.

#### EHAA(LEGAL)

#### BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

New Administrative Code rules address the requirement for districts to provide instruction in positive character traits, which can be met through a stand-alone course or by integrating the TEKS into other courses. The rules address the frequency of instruction by grade bands and are effective for the 2021–22 school year.

#### EHBA(LEGAL)

#### SPECIAL PROGRAMS: SPECIAL EDUCATION

Revised Administrative Code rules, effective March 14, 2021, address various special education provisions and:

- Provide more detail on instructional arrangements;
- Include a definition of *regular school day* for the purpose of determining the instructional arrangement; and
- Update citations to funding statutes.

#### EHBA(LEGAL)

#### SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

Provisions on a district's obligation to refer for evaluation and the definition of a *child with a disability* have been updated based on revised Administrative Code rules, effective March 14, 2021. Other changes are to better reflect statute.

#### EHBAB(LEGAL)

#### SPECIAL EDUCATION: ARD COMMITTEE AND INDIVIDUALIZED EDUCATION PROGRAM

As a result of revised Administrative Code rules effective March 14, 2021, we have updated text regarding establishment of the admission, review, and dismissal (ARD) committee and added a provision addressing a district's overall responsibility for all of the functions of the IEP team and ARD committee. Citations have also been updated.

## Explanatory Notes

### TASB Localized Policy Manual Update 117

#### **Fabens ISD**

##### **EHBAC(LEGAL) SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT**

From revised Administrative Code rules effective March 14, 2021, we have added a provision requiring the district to notify TEA within 30 calendar days of an ARD committee's decision to place a student in a residential education program.

##### **EHBAD(LEGAL) SPECIAL EDUCATION: TRANSITION SERVICES**

Revised Administrative Code rules, effective March 14, 2021, prompted a revision to the graduation provisions and updates to cites throughout this legally referenced policy.

##### **EHBC(LEGAL) SPECIAL PROGRAMS: COMPENSATORY/ACCELERATED SERVICES**

Revisions regarding approval of an optional flexible school day program are from revised Administrative Code rules, effective December 6, 2020.

##### **EIF(LEGAL) ACADEMIC ACHIEVEMENT: GRADUATION**

Details have been added on the graduation of students receiving special education services who entered grade nine after the 2014–15 school year. The changes come from revised Administrative Code rules effective March 14, 2021.

In addition, we have replaced detailed provisions on graduation of students receiving special education services who entered grade nine before the 2014–15 school year with a reference to the relevant Administrative Code provision. Citations have been updated throughout.

##### **EKB(LEGAL) TESTING PROGRAMS: STATE ASSESSMENT**

In accordance with House Bill 3906 (86th Legislative Session) and effective September 1, 2021, the reference to the separate writing assessment in grades 4 and 7 has been removed.

##### **EL(LEGAL) CAMPUS OR PROGRAM CHARTERS**

We have added provisions that a district is entitled to additional state aid if the district was under contract during the 2017–18 school year or is under renewal of such a contract to jointly operate a campus or campus program under Education Code 11.157 (Contracts for Educational Services). Details may be found in revised Administrative Code rules, effective March 30, 2021.

##### **FFAC(LEGAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT**

New Administrative Code rules, effective February 18, 2021, address maintenance and administration of unassigned asthma medication for districts that choose to implement such a program. Contact your policy consultant if your district has a program but lacks local policy provisions.

See FFAC in the [\*TASB Regulations Resource Manual\*](#).

# FABENS ISD

## BOARD OF TRUSTEES BUSINESS Board Agenda Item

<b>TITLE</b>	<b>Fabens ISD Purchases in Excess of \$50,000</b> <b>1. HVAC Units – FHS</b> <b>2. Safety/Security Door Hardware and Keying Upgrades – FES/ODI/FMS/FHS</b>	<b>Date Requested</b>	09/15/2021
<b>Requested By:</b>	Mr. David Ayala	<b>Approximate Time</b>	15 minutes
<b>Division Approval:</b>		<b>Action Needed:</b>	Yes
<b>Action Requested:</b>	The administration recommends approval of the purchases in excess of \$50,000 as presented.	<b>Information Only:</b>	No
<b>People Participating In Presentation:</b>	Mr. David Ayala	<b>Who Has Been Involved:</b>	D. Ayala, M. Torres, A. Galaviz
<b>How Will It Benefit the District's Mission/Goals?</b>	<b>1.</b> Upgrades needed to replace outdated HVAC units at Fabens High School. <b>2.</b> Upgrades needed to provide a secure environment for student outcome and success and to comply with ADA standards.	<b>How Will Request Be Financed?</b>	ESSR II Funds
		<b>Cost to District:</b>	



# Proposal

ATTN: Mr. David Ayala Fabens ISD	<b>Proposal #</b> FX21-0825
	<b>Date</b> 08/25/2021
	<b>Location</b> El Paso, TX
	<b>Engineer</b> n/a
	<b>Sales Engineer</b> Jorge Felix
<b>PROJECT NAME</b> Fabens Independent School District – HVAC Replacements – Special Education and Math Department.	

TAG	QTY	DESCRIPTION
RTU-1-30	30	<p>Daikin DRG High Efficiency Units (3-12.5T) and DBG Standard Efficiency Units (15-25T) Packaged Rooftop Units 460-3-60 Cooling Only</p> <ul style="list-style-type: none"> <li>• 17 SEER on units up to 5T</li> <li>• 12.7 IEER on units up to 25T</li> <li>• Gas Heating</li> <li>• Curb Adaptor</li> <li>• Hail Guards</li> <li>• Economizer</li> </ul> <p><b>Included:</b></p> <ul style="list-style-type: none"> <li>• Mechanical, Electrical and Plumbing disconnect existing for removal and reconnect new. Extension of materials up to 3FT only</li> <li>• Installation of units and curb adaptors.</li> <li>• Miscellaneous Materials as required for installation of new – (we assume reusing existing gas and electrical items as much as possible)</li> <li>• Hoisting and haul off for 30 units.</li> <li>• Hoisting was assumed to be a standard crane, long reach or oversized cranes were not considered and therefore pricing is subject to change upon final inspection</li> <li>• Sheet metal blank offs and modifications at roof level as needed.</li> </ul> <p><b>Excluded:</b></p> <ul style="list-style-type: none"> <li>• Electrical Disconnects, Electrical wire changes due to new equipment requirements is not included where applicable.</li> <li>• Ductwork Modifications due to increased size of equipment</li> <li>• Replacing gas heat equipment with cooling only equipment per owner request.</li> <li>• Roofing – cutting, patching etc.</li> <li>• Reconnect Controls</li> <li>• Certified payrolls</li> <li>• Premium time....work to be performed during regular working hours and weekdays.</li> </ul>



RTU-1-30 – Lead Time → 6-8 weeks

Total Sell Price FOB Factory, Taxes Not Included **\$435,557**

**EQUIPMENT REPLACEMENT DETAILS:**

Model	Tonnage	TOTAL QTY	RTU Replacement	QTY TO BE REPLACED
48TJD024	20	2	Y (2ND SEPARATE SCOPE)	1
48TJD028	25	1	N (SEPARATE SCOPE)	0
48TCDD24	20	1	N	0
48TJD016	15	2	Y	2
ZF048	4	2	Y	2
RKKL-B240	20	1	N	0
YSD300	25	1	N	0
ZE060	5	8	Y	8
ZH078	7.5	4	Y	4
TCD210	17.5	2	Y	2
48TJD009	8.5	1	Y	1
48TJD006	5	7	Y	7
TSC102	8.5	1	Y	1
RRGF-1310	7.5	1	Y	1
ZH102	8.5	1	Y	1
		35		30

## **TERMS AND CONDITIONS**

Javine Ventures, Inc. and its affiliates (collectively, the "Seller") represent the various suppliers quoted herein. These terms and conditions (these "Terms") are the only terms which govern the sale of the goods and services by Seller to the buyer named on the reverse side of these Terms ("Buyer"). Buyer will be deemed to have accepted these Terms when it (i) sends Seller notice of acceptance in writing, (ii) or delivers payment to Seller, whichever occurs first.

**PRICE POLICY AND ESCALATION:** All price quotations are subject to acceptance within thirty (30) days from the date of quotation. Upon acceptance of these Terms by Buyer, the prices quoted by Seller will remain firm, provided notification to release to production for earliest possible shipment is received by Seller within ninety (90) days from date of the quote. For orders released after ninety days, prices will be subject to escalation, in an amount determined by Seller, in its reasonable discretion.

**PAYMENT:** Buyer's payment terms are subject to the approval by Seller's credit department. A service charge of 1.5% per month (18% annual rate) will be added to all past due accounts. If collection becomes necessary, Buyer will be responsible for the cost of collection, including reasonable attorney's fees. In addition to all other remedies available under these Terms or at law, Seller shall be entitled to suspend the delivery of any goods or performance of any services if Buyer fails to pay any amounts when due. The amount of any present or future taxes applicable to the product shall be added to the price contained herein and paid by Buyer in the same manner and with the same effect as if originally added thereto. Taxes are not included in the prices quoted.

**CLAIMS:** Upon delivery of goods to the carrier, the risk of loss shall transfer to Buyer and all responsibility of Seller with regard to the delivery of goods ceases. Claims for factory shortages will not be considered unless made in writing to Seller within ten (10) days after receipt of the goods and accompanied by reference to our bill of lading and factory order numbers. As all goods are shipped at Buyer's risk, any claims for damage or shortage in transit must be filed by Buyer against the transportation company. Unless otherwise agreed in writing by the parties, Seller shall deliver all goods using Seller's standard methods for packaging and shipping. Accepted orders are not subject to cancellation by Buyer without Seller being reimbursed in full for all expenses it incurred. Seller may terminate these Terms, and all obligations hereunder, with immediate effect upon written notice to Buyer.

**DELAYS:** While time is of the essence, Buyer acknowledges that estimated delivery dates are estimates only. If Seller is unable to deliver goods because Buyer has not provided appropriate instructions, documents, or authorizations, the goods will be deemed to have been delivered and Seller, at its option, may store the goods until Buyer picks them up. Buyer shall pay all storage-related costs and expenses.

**PRODUCT CHANGES AND RETURN OF GOODS:** Seller reserves the right to change specifications and designs at will. Goods may not be returned except by written authorization of Seller and, when so returned, will be subject to additional handling charges and transportation costs, in amounts determined by Seller. If authorized by Seller, Buyer shall return goods as directed by Seller.

**WARRANTY:** Seller warrants that products that it manufactures are free of defects in material and workmanship if properly installed, cared for, and operated under normal conditions, with competent supervision. Seller's obligation under this warranty is limited to making good at its factory any part or parts which shall, within one year after shipment to the original Buyer, be returned to its factory with transportation charges prepaid, and which upon examination shall appear to Seller's satisfaction to have been thus defective. Correction of such defects by repair or replacement shall constitute fulfillment of all obligations to Buyer, and Seller shall not be liable for loss, damage, or expenses directly or indirectly arising from the use of its product or from any other cause. Seller assumes no liability for expenses or repairs made outside of its factory except by written consent. No liability whatsoever shall attach to Seller until Buyer has paid for said products. THE ABOVE WARRANTY SUPERSEDES AND IS IN LIEU OF ALL OTHER WARRANTIES INCLUDING ANY WARRANTY OF MERCHANTABILITY EXPRESSED OR IMPLIED, AND NO PERSON, AGENT, OR DEALER IS AUTHORIZED TO GIVE ANY WARRANTIES ON BEHALF OF SELLER OR TO ASSUME FOR SELLER ANY OTHER LIABILITY IN CONNECTION WITH ANY OF SELLER'S PRODUCTS. SELLER MAKES NO WARRANTY WHATSOEVER WITH RESPECT TO MOTORS, SWITCHES, CONTROLS, OR ACCESSORIES, INASMUCH AS THEY ARE WARRANTED SEPARATELY BY THEIR RESPECTIVE MANUFACTURERS.

**FORCE MAJEURE:** Seller shall not be liable or responsible to Buyer for any failure, delay, hindrance, or impracticability in fulfilling or performing these Terms, when and to the extent such failure, delay, hindrance, or impracticability is caused by or results from acts beyond Seller's control, including, without limitation, the following events (each, a "Force Majeure Event"): (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war, invasion, hostilities (whether war is declared or not), terrorist threats or acts, riot or other civil unrest; (d) government order, law, or actions; (e) embargoes, tariffs, or blockades in effect; (f) national or regional emergency; (g) strikes, labor stoppages or slowdowns or other industrial disturbances; (h) shortage of adequate power or transportation facilities; and (i) epidemic or pandemic. Seller shall give notice to Buyer within a reasonable number of days of the Force Majeure Event, stating the period of time the occurrence is expected to continue. Seller shall resume the performance of its obligations as soon as reasonably practicable.

**ENTIRE AGREEMENT:** All orders accepted by Seller are subject to Buyer agreeing with these Terms in their entirety. These Terms comprise the entire agreement between the parties and supersede all prior or contemporaneous understandings, agreements, negotiations, representations and warranties, and communications, both written and oral. These Terms prevail over any of Buyer's terms and conditions of purchase regardless of whether or when Buyer has submitted its purchase order or such terms. Any stenographic or clerical errors are subject to correction by Seller. Fulfillment of Buyer's order does not constitute acceptance of any of Buyer's terms and conditions and does not serve to modify or amend these Terms. Furthermore, any proposal for additional or different terms or any attempt by Buyer to vary these Terms in any is hereby objected to and rejected. If these terms are deemed Seller's acceptance of a prior offer made by Buyer, the acceptance is expressly made conditional on Buyer's assent to the additional or different terms in these Terms.

**GOVERNING LAW AND VENUE:** These Terms will be governed by the internal laws of Arizona, and the parties irrevocably submit to the exclusive jurisdiction of the state and federal courts in Maricopa County, Arizona, and agree that venue is proper in such courts.



**The Saucedo Companies**  
709-711 N. Copia St.  
El Paso, TX 79903-4405  
(915)566-7101

## Proposal

**ADDRESS**

Fabens ISD  
601 NE G Ave  
Fabens, TX 79838

**SHIP TO**

ATTN: Mr. David Ayala  
Fabens High School -  
Interior Rekey and  
Hardware Upgrade

**PROPOSAL #**

1880

**DATE**

08/18/2021

DATE	DESCRIPTION	QTY	UNIT PRICE	AMOUNT
08/18/2021	Dispatch Fee / Trip Charge	1	59.00	59.00
08/18/2021	ADA Compliant Sargent 10 Line Grade 1 Commercial Entry Leverset w/ Medeco X4 High Security Cyl	110	695.00	76,450.00
08/18/2021	Medeco X4 High Security Cylinders: Mortise, Rim, KIK, LFIC	168	95.00	15,960.00
08/18/2021	Medeco X4 High Security Deadbolt - Double	17	170.00	2,890.00
08/18/2021	Medeco X4 High Security - Padlock	6	115.00	690.00
08/18/2021	Privacy / Passage Set Lever	11	275.00	3,025.00
08/18/2021	Medeco X4 High Security Keys - Stamped, Registered	100	28.50	2,850.00
08/18/2021	Labor & Knowledge: Remove / Replace	1	2,500.00	2,500.00
08/18/2021	Region 19 RFP #15-7147: Maintenance, Repair, and Operation (MRO) Equipment, Supplies, and Materials	1	0.00	0.00

Texas License #B13281

**TOTAL**

**\$104,424.00**

Saucedo Security Solutions is licensed and regulated by the Texas  
Department of Public Safety Private Security Bureau - Complaints may be  
directed to P.O. Box 4087 Austin, TX 78773-0001

Accepted By

Accepted Date



The Saucedo Companies  
709-711 N. Copia St.  
El Paso, TX 79903-4405  
(915)566-7101

## Proposal

**ADDRESS**

Fabens ISD  
601 NE G Ave  
Fabens, TX 79838

**SHIP TO**

ATTN: Mr. David Ayala  
Fabens High School -  
Exterior Hardware and  
Rekey

**PROPOSAL #**

1876

**DATE**

08/15/2021

DATE	DESCRIPTION	QTY	UNIT PRICE	AMOUNT
08/15/2021	Medeco X4 High Security Cylinders: Mortise, Rim, KIK, LFIC	49	95.00	4,655.00
08/15/2021	Sargent Grade 1 Exit Device - Vertical Rods, plus Exit Trim	49	2,350.00	115,150.00
08/15/2021	Medeco X4 High Security Keys - Stamped, Registered	100	28.50	2,850.00
08/15/2021	Labor & Knowledge: Remove / Replace	49	125.00	6,125.00
08/15/2021	Region 19 RFP #15-7147: Maintenance, Repair, and Operation (MRO) Equipment, Supplies, and Materials	1	0.00	0.00

Texas License #B13281

**TOTAL**

**\$128,780.00**

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Accepted By

Accepted Date



**The Saucedo Companies**  
709-711 N. Copia St.  
El Paso, TX 79903-4405  
(915)566-7101

## Proposal

**ADDRESS**

Fabens ISD  
601 NE G Ave  
Fabens, TX 79838

**SHIP TO**

ATTN: Mr. David Ayala  
Exterior Rekey - Elementary,  
O'Donnell, Middle School  
(Cores Only)

**PROPOSAL #**

1881

**DATE**

08/18/2021

DATE	DESCRIPTION	QTY	UNIT PRICE	AMOUNT
08/18/2021	Medeco X4 High Security Cylinders: Mortise, Rim, KIK, SFIC	750	95.00	71,250.00
08/18/2021	Medeco X4 High Security Keys - Stamped, Registered	250	28.50	7,125.00
08/18/2021	Region 19 RFP #15-7147: Maintenance, Repair, and Operation (MRO) Equipment, Supplies, and Materials	1	0.00	0.00

Texas License #B13281

**TOTAL**

**\$78,375.00**

Saucedo Security Solutions is licensed and regulated by the Texas Department of Public Safety Private Security Bureau - Complaints may be directed to P.O. Box 4087 Austin, TX 78773-0001

Accepted By

Accepted Date



**FABENS ISD  
BOARD OF TRUSTEES**

Date: 09/15/2021 Presented By: Presiding Officer  
Subject: Adjourn Related Page(s) N/A

**Action**

**BACKGROUND INFORMATION:  
ADJOURN**

If there is no further business the meeting is adjourned at \_\_\_\_\_ p.m.

**Motion Made By:** \_\_\_\_\_

**Second By:** \_\_\_\_\_