

**Donna Independent School District**  
**Board Workshop - Minutes**  
**Tuesday, June 6, 2023 - 5:00 PM**

The Board of Trustees met in the Staff Development Center/Board Room located at the Donna ISD Administration Building at 904 Hester Avenue, Donna, Texas 78537 to deliberate the matters noted below.

**I. CALL WORKSHOP TO ORDER**

*The Board Workshop was called to order by Board President Jose L. Valdez at 5:00 pm.*

*The following Board Members were in attendance:*

- *Mr. Jose L. Valdez, President*
- *Mr. Fernando Castillo, Vice-President*
- *Mr. Jose Rogelio Reyna, Secretary*
- *Mr. Eloy Avila, Trustee*
- *Mrs. Ida Garcia, Trustee*
- *Dr. Maricela Valdez, Trustee*
- *Mrs. Eva C. Watts, Trustee*

*The following Administrators/Individuals were also in attendance:*

- *Dr. Angela Dominguez, Superintendent*
- *Mr. Alfonso Perez, Jr., Assistant Superintendent for Business and Finance*
- *Mrs. Rebecca Castañeda, Assistant Superintendent for Elementary Leadership*
- *Mr. Rashad Rana, Assistant Superintendent for Educational Services*
- *Ms. Adela Troncoso, Assistant Superintendent for Human Resources*
- *Mr. Tony Torres, School Attorney*

**PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE**

**II. OPEN FORUM**

*No one signed up to speak during Open Forum.*

**III. PRESENTATIONS**

**A. 2023-2024 Budget Workshop**

*Jerry Cavazos, Director of Finance did the first presentation of the 2023-2024 Budget. Mr. Cavazos covered the following during his presentation: 88<sup>th</sup>*

*Legislative Session Update, Donna ISD Enrollment History, Funding Element Change, Preliminary Property Values and Personnel Appropriations.*

**B. 2023-2024 Compensation Planning**

*Mrs. Adela Troncoso, Assistant Superintendent for Human Resources informed the board that a Salary Survey Analysis was conducted by the TASB group to compare where our market value of our salaries are other school districts. She then introduced Ms. Luz Cadena, TASB Group Senior Consultant to present their findings.*

*She stated the Pay System Objectives: Recruit Employees, Pay for Job Value, Retain Employees and Control Costs. Market Peer Districts in the Region One area: Edinburg CISD, Harlingen CISD, LaJoya ISD, McAllen ISD, Mercedes ISD, Mission CISD, PSJA ISD (did not participate in Survey Analysis), Sharyland ISD and Weslaco ISD. Donna ISD has made significant gains in Teacher Pay and is above the market median. All other pay groups were also studied. District pay is aligned close to market values. Some structural adjustments will need to be made.*


**C. Update on Self-Funded Insurance Plan.**


*Mr. David Mosqueda, Director for Benefits & Risk Management presented the update on the Self-Funded Insurance Plan as of April 2023. He showed comparisons from 2021-2022 to 2022-2023.*

**IV. ADJOURN**

*Motion to adjourn the Board Workshop was made by Trustee Eloy Avila and seconded by Trustee Eva Castillo Watts. Board Vice President Fernando Castillo, Trustee Ida Garcia, Board Secretary Jose R. Reyna, Trustee Dr. Maricela Valdez and Board President Jose L. Valdez voted in favor. Motion carried.*

*The Board Workshop was adjourned at 5:38 pm.*

  
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Jose L. Valdez, President  
Board of Trustees  
Donna ISD

and   
\_\_\_\_\_  
Jose R. Reyna, Secretary  
Board of Trustees  
Secretary

Approved: July 18, 2023