

**Sierra Blanca ISD Board Minutes  
July 28, 2025**

**I. Call Meeting to Order**

Meeting called to order at 6:06 pm by President Robert Gomez  
Motion made by Annette Ramirez and seconded by Mary Lewis to call  
the meeting to order.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

Members Present: Mary Lewis, Annette Ramirez, Alicia Walker, Jessie  
Ortega, Robert Gomez, Juanita Snyder and Marty Bustamante

Members Absent: none

**II. Opening Activities**

Board Conducted usual opening activities.

**III. Verification of Compliance with the Open Meetings Law.**

July 24, 2025 at 4 pm

**IV. Open Forum**

None

**V. Consent Items**

**A. Discussion/ Approval of Financial**

**i. Consideration of Expenditures Since Previous Meeting**

**ii. Budget Expanded by Function**

**B. Tax Collections**

**C. Investment Report Monthly/Quarterly**

**D. Board Minutes from Board Meeting on June 23, 2025 and July 7,  
2025.**

Motion to approve all consent items as presented by Marty  
Bustamante and seconded by Jessie Ortega.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay

Motion carried

- VI. Action: Approval of the SY 2025-2026 Professional Development Plan**  
Motion made by Mary Lewis and seconded by Alicia Walker to approve the school year 2025-2026 Professional Development Plan.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried.

- VII. Action: Discussion/Approval of Region 12 contract renewals for PEIMS and Business Support**

Motion made by Jessie Ortega and seconded by Mary Lewis to approve the Region 12 contract renewals for PEIMS and business support as presented.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried.

- VIII. Action: Discussion/Approval of contract renewal for Zapd IT for Tech support.**

Motion made by Alicia Walker and seconded by Annette Ramirez to approve the contract renewal for Zapd IT as presented.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay

Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried.

- IX. Action: For the 2025-2026 school year we delegate the contractual authority to delegate the school district under Texas Education Code TEC 11.1511(c)(4) to the Superintendent solely for the purpose of obligation the district under TEC 48.257, and TEC chapter 49, subchapters A and D, and the rules adopted by the commissioner of education as authorized under, TEC 49.006. This included approval for the agreement for the purchase of attendance credit or the Agreement for the Purchase of Attendance Credit (Netting 48 funding).**

Motion made by Annette Ramirez and seconded by Alicia Walker for the 2025-2026 school year we delegate the contractual authority to delegate the school district under Texas Education Code TEC 11.1511(c)(4) to the Superintendent solely for the purpose of obligation the district under TEC 48.257, and TEC chapter 49, subchapters A and D, and the rules adopted by the commissioner of education as authorized under, TEC 49.006. This included approval for the agreement for the Purchase of Attendance Credit or the Agreement for the Purchase of Attendance Credit (Netting 48 funding).

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried

- X. Action: Discussion and Designation of the board representative for the TASB delegate for Sierra Blanca ISD**

Motion made by Annette Ramirez and seconded by Jessie Ortega to not designate a member this year.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay

Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried.

**XI. Action: Approval of the Implementation Agreement (MOU) with Region 19 to support the Laso 3 Implementation Grant.**

Motion made by Mary Lewis and seconded by Marty Bustamante to approve the implementation agreement with Region 19 to support the Laso 3 Implementation Grant.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried.

**XII. Action: Approval of Code of Conduct**

Motion made by Mary Lewis and seconded by Annette Ramirez to approve the Code of Conduct as presented.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay  
Marty Bustamante: yay  
Motion carried

**XIII. Action: Approval of Student Handbook**

Motion made by Mary Lewis and seconded by Annette Ramirez to approve the Student Handbook as presented.

Juanita Snyder: yay  
Annette Ramirez: yay  
Robert Gomez: yay  
Alicia Walker: yay  
Mary Lewis: yay  
Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

**XIV. Action: Approval of Employee Handbook**

Motion made by Mary Lewis and seconded by Alicia Walker to approve the Employee Handbook as presented.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

**XV. Action: Approval of District Personal Device Policy (FNCE Local)**

Motion made by Annette Ramirez and seconded by Marty Bustamante to approve the District Personal Device Policy with the instructional use add in.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried.

**XVI. Action: Approval of District Library Policy (EFB Local)**

Motion made by Mary Lewis and seconded by Annette Ramirez to approve the District Library Policy as presented.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

**XVII. Action: Approval of District UIL Homeschool Participation Policy (FM Local and FD Local)**

Motion made by Annette Ramirez and seconded by Jessie Ortega to approve the District UIL Homeschool Participation policy as presented.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

**XVIII. Action: Approval of edits to the Guardian Plan**

Motion made by Annette Ramirez and seconded by Marty Bustamante to approve the edits to the Guardian Plan.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion Carried

**XIX. Action: Discussion/Approval of the changes and impact of legislation to the local and state funding for the 2025-2026 school year and proposed revisions to the salary scale.**

Motion made by Annette Ramirez and seconded by Alicia Walker to approve the changes for the 2025-2026 school year proposed revisions to the salary scale per legislation to the local and state funding.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: abstain

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: abstain

Marty Bustamante: yay

Motion carried

**XX. Action: Discussion/Approval of salary changes for the administration positions related to recent local and state funding for the 2025-2026 school year.**

Moved into closed session for 551.074

**XXI. Closed Session**

Motion made by Annette Ramirez and seconded by Marty Bustamante to enter into closed session per code 551.074 at 7: 23 pm.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

Board convened in open meeting at 7:44pm.

Motion made by Alicia Walker and seconded by Jessie Ortega to approve superintendent salary increase by \$8,000 and add a K-12 Principle stipend with the understanding that as long the HB2 is funded so is the stipend of \$2,800.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried

**XXII. Superintendent Report**

- a. Board Folders handed out and a take on hours and where we stand and the hours needed.
- b. TIA: still learning and talking to staff next, keeping in mind usually has a 3 year start up before return
- c. Grant Updates: Got Laso 3 just not officially yet. Truancy grant hopefully in Sept.
- d. Safety Audit: Reg 18 happened and will do another in Spring

- e. Teacher of the Year: August 16 at 6:30 banquet in El Paso at Star Light Event Center
- f. Transportation and Facilities: no quote for bus logos and bond is wrapping up with CTE being complete and only a handful of gym wrap ups. Not signed off yet

**XXIII. Schedule Future Meetings**

August 18, 2025 at 6 pm

**XXIV. Adjourn**

Motion made by Annette Ramirez and seconded by Alicia Walker to adjourn at 8:23pm.

Juanita Snyder: yay

Annette Ramirez: yay

Robert Gomez: yay

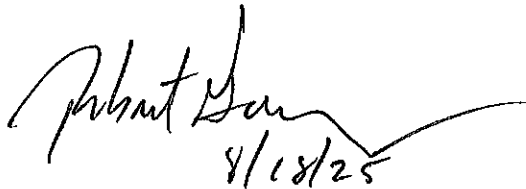
Alicia Walker: yay

Mary Lewis: yay

Jessie Ortega: yay

Marty Bustamante: yay

Motion carried.



Robert Gomez  
8/18/25