

**Minutes of Meeting of Board of Trustees  
El Paso Independent School District  
May 16, 2000  
5:00 p.m.  
Education Center-Boeing**

**Present**      **Dr. Charles Roark, President**  
**Mrs. Ada Gonzalez-Peterson, Vice President<sup>1</sup>**  
**Mr. Richard Telles, Secretary<sup>2</sup>**  
**Dr. Gene Finke**  
**Miss Leonor Garcia<sup>3</sup>**  
**Mr. Joe Rosales**  
**Mr. Dan Wever**  
**Dr. Gilberto Anzaldua, Superintendent**  
**Mr. Anthony Safi, School District Attorney**

The meeting was called to order at 5:07 p.m. by Dr. Roark. The Pledge of Allegiance was led by Dr. Finke.

**Recognition of Student Science Fair Award Winners (Item #1)**

El Paso Independent School District students were recognized by the Board of Trustees for having received "Most Outstanding" awards in the EPISD Science Fair as follows: Primary Level, Rebekah Arenaz, Polk Elementary School; Elementary Level, Silvanna Francescutti, Kohlberg Elementary School; Middle School Level, Elishiah Miller, Charles Middle School; and High School Level, Gabriela Anchondo, Silva Magnet High School for Health Care Professionals. Also recognized was Adria Marquez, Franklin High School, who received a "Sweepstakes" award in the Sun Country Regional Science Fair and competed in the International Science and Engineering Fair in Detroit, Michigan, May 7-14, 2000. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees.

**Recognition of the Institute of Texas Cultures' Hometown History Project Award Winner (Item #2)**

Miriam McKenzie, a seventh grade Humanities student at Ross Middle School, was recognized by the Board of Trustees for being the first place winner in the Hometown History Project sponsored by the Institute of Texas Cultures. An engraved plaque was presented to Miss McKenzie in recognition of her accomplishment.

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<sup>1</sup> Mrs. Gonzalez-Peterson arrived at 5:25 p.m., during the recognition conducted in Item #3.

<sup>2</sup> Mr. Telles departed the meeting at 7:32 p.m., following discussion of the facilities assessment, Item #9.

<sup>3</sup> Miss Garcia arrived at 6:32 p.m. just prior to the meeting recess.

Recognition of Career and Technology Education Student Participants and Winners in State and National Competitions (Item #3)

Forty-eight students enrolled in Career and Technology Education were recognized by the Board of Trustees for having excelled in their individual programs and advancing to state and national competition. A list of the students, the awards received, and the teacher advisors is attached to the permanent file of these minutes.

Arrival of Board Member

Mrs. Gonzalez-Peterson arrived at 5:25 p.m. and was present to vote in any subsequent action by the Board of Trustees.

Recognition of State UIL (University Interscholastic League) Academic Competition Participants (Item #4)

El Paso Independent School District students were recognized by the Board of Trustees for their participation in UIL (University Interscholastic League) state competitions. Also recognized were middle school and high school UIL teams for winning at the district level. A list of the recognized students and schools is attached to the permanent file of these minutes.

Recognition of State Academic Decathlon Participants (Item #5)

The Franklin, Coronado, Bowie, and Burges High School Academic Decathlon Teams and their coaches were recognized by the Board of Trustees for their accomplishments at the Texas Academic Decathlon competition, which was held on February 24-27, 2000. Franklin and Coronado High Schools competed in the large-school category in Lubbock, Texas. Bowie and Burges High Schools competed in the medium-school category in San Antonio, Texas. The students of each team were presented with framed certificates and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

Recognition of 1999-2000 Superintendent's Student Advisory Council (Super SAC) (Item #6)

Dr. Anzaldua provided information on the Superintendent's Student Advisory Council (Super SAC), which is comprised of student leaders from each of the District's high schools. He reviewed the format of the meetings and some of the group's experiences. Misses Debbie Gulbas, Franklin High School, and Christyn Drinkwin, Jefferson/Silva High School, commented on the Super SAC and various topics discussed at the meetings. A list of the representatives is attached to the permanent file of these minutes.

Recognition of Burges High School Mock Trial State Competition Participants (Item #7)

Seven Burges High School students who competed in the Mock Trial State Competition were recognized by the Board of Trustees as follows: Erica Elmer, Omar Vasquez, Yvette Bornego, Tim Haren, Chris Trout, Rosie Delgado, and Gabbie Macias. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees. Mr. Charles Polk, Mock Trial coach, was also acknowledged.

### Awards to April Employees of the Month (Item #8)

Ms. Adria Menchaca, literacy/technology teacher at Bliss Elementary School, was recognized by the Board of Trustees as April's Certified Employee of the Month; and Mr. Rafael Navarro, custodian at Coronado High School, was recognized as April's Non-Certified Employee of the Month. Each was presented with an engraved plaque and a check in the amount of \$150.00.

### Arrival of Board Member

Miss Garcia arrived at 6:32 p.m. and was present to vote in any subsequent action by the Board of Trustees.

### Meeting Recessed

The meeting was recessed at 6:32 p.m. The meeting was reconvened at 6:43 p.m.

### Status Report on Districtwide Facility Assessment Study, #99.976 (Item #9)

Mr. Hector Martinez, Associate Superintendent of Operations, provided information on the Districtwide facility assessment study being conducted by 3D International and the sub-consultants, Magellan Consulting and Perspectiva.

Mr. Casey Morris, Project Manager for 3D International, reviewed the assessments being conducted for the District, the process followed by the assessment teams, and the preliminary cost estimates anticipated for correcting identified deficiencies.

Discussion followed on the number of facilities in other districts assessed by 3D International; the cost index used to delineate the construction cost for El Paso; and incorporating data into the COMET software.

Mr. Morris reviewed the pilot report for Alamo Elementary School and Morehead Middle School. He presented preliminary cost numbers with an overhead demonstration of the database using the COMET software.

Discussion continued on the District's use of the database to plan its annual construction program, refurbishments, renovations, and upgrades; informing the public of the District's activities; how maintenance emergencies are handled; the assessors conducting the assessments and standards development process; the training of District personnel on the use of the COMET database software; and the consultant providing a plan for each school to be a complete educational facility.

### Departure of Board Member

Mr. Telles departed the meeting at 7:32 p.m. and was not present for any subsequent action taken by the Board of Trustees.

Nomination of Trustee to Fill Position on TASB Board of Trustees (Item #11)

It was moved by Mr. Rosales, seconded by Mr. Wever, and carried unanimously that the Board approve the nomination of Roberto Garcia, member of the San Elizario ISD Board of Trustees, for Region 19 non-metropolitan representative on the TASB (Texas Association of School Boards) Board of Directors.

Development of a Districtwide Compliance Program (Item #10)

Mr. Joe Loya, Deputy Superintendent, provided information on a proposed Districtwide Compliance Program, which will identify the laws, regulations, and policies to which the District must adhere. He reviewed the mission, goals, and objectives of the proposed compliance program and stated that the center of a good compliance program is a code of ethics and the guiding principles which address the code of ethics. Mr. Loya reviewed the three major components of the proposed compliance program: (1) Compliance Officer, (2) Compliance Committee, and (3) Compliance Hotline. He advised that the \$120,000.00 first-year cost estimate is from existing budget dollars that will be accessed by reshuffling responsibilities and seeking savings.

Discussion followed on the importance of communicating the costs to the media; the Compliance Officer being the entity's Chief Financial Officer; the composition of the proposed Compliance Committee; concerns regarding the need for two new positions and the starting salaries for the positions; the time involved in developing a compliance program; and the Board authorizing the administration to proceed with the development of a Districtwide Compliance Program and coming back to the Board with detailed information on timeframes, content, and budget requirements.

Dr. Roark requested that Mrs. Gonzalez-Peterson assume the position of presiding officer in order for him to offer a motion.

It was moved by Dr. Roark, seconded by Dr. Finke, and carried unanimously that the Board authorize the administration to begin the process of developing a Districtwide Compliance Program, which will provide a quality management system for the assessment and monitoring of District operations, and that details be brought back to the Board for further evaluation.

Dr. Roark reassumed his position as presiding officer.

Approval of Consultation Employee Representation Election and Related Procedures (Item #12)

Dr. Anzaldua provided information on the Board's request that administration determine a date to conduct a new election for both the non-supervisory certified and the hourly employees for consultation employee representation. After obtaining input, it is his recommendation that the Board approve scheduling another election some time in the fall 2000.

It was moved by Mr. Wever and seconded by Miss Garcia that the Board approve the recommendation that the new Consultation employee representation election be held in the fall 2000.

The following people requested to speak to this item:

1. Ms. Rose Bechtel spoke against invalidating the first election.
2. Ms. Margie LaPuma declined the opportunity to speak.

Upon the vote, the motion carried with Mrs. Gonzalez-Peterson voting against the motion.

Approval of Revisions to Board Policy DGB (Local), Employee Rights and Privileges: Personnel Management Relations (Item #13)

Dr. Anzaldua presented additional revisions to Board Policy DGB (Local) in response to recommendations from the Board. Mr. Safi provided comments from the legal perspective on the proposed new language.

Discussion followed on the suggested deletions, additions, and changes recommended by legal counsel; prohibiting campaign buttons; changing the language related to forbidding supervisory personnel from soliciting or encouraging support for a particular organization; the mechanism to prevent a vacancy from remaining unfilled on the EPCA (El Paso Consultation Association); providing advance notice of EPCA meetings; and the winning organization considering input from all District employees.

It was moved by Mrs. Gonzalez-Peterson that the Board approve the revisions to Board Policy DBG (Local), Employee Rights and Privileges: Personnel Management Relations, including the recommendations from legal counsel.

Further discussion followed on the language related to supervisory personnel not soliciting or encouraging support for a particular organization.

It was moved by Mr. Rosales and seconded by Dr. Finke to strike out the language in section "Election Procedures, Campaigning," paragraph no. 3, which states that "Supervisory personnel may not solicit or encourage support for a particular organization."

Dr. Roark announced that the motion made by Mrs. Gonzalez-Peterson had died for lack of a second.

Discussion continued on the meaning of the word "organization," having the principals and assistant principals removed from the election process, and changing the language to remove supervisory personnel from the election process.

Dr. Finke recommended that the motion be withdrawn and the Superintendent be directed to bring the policy back to the Board incorporating the revised language.

Mr. Rosales withdrew his motion.

It was moved by Mrs. Gonzalez-Peterson, seconded by Mr. Rosales, and carried unanimously that the Board postpone action on revisions to Board Policy DGB (Local), Employee Rights and Privileges: Personnel Management Relations, until the June 13, 2000, Board meeting.

Discussion and Possible Action Regarding Proposed Interlocal Agreement Proposed by Canutillo ISD Regarding Attendance by Students Residing in Boundary Neighborhoods and Update on Status of Boundary Change Petitions (Item #14)

Mr. Safi provided information to the Board on the boundary change petitions that were previously presented by residents in the Canutillo ISD and by a residential developer. He advised that a notice is being developed to schedule a hearing in June 13, 2000, regarding the petitions for the requested annexation. Mr. Safi reviewed an interlocal agreement that was being offered by the Canutillo ISD's Board of Trustees that addresses students residing in neighborhoods that are bisected by the boundary line between the Canutillo and El Paso ISDs.

The following person requested to speak to this item:

1. Ms. Dona Ray spoke about the proposed interlocal agreement being acceptable to the residents of the seven lots in the Colonia Miramonte subdivision and their wish to be separated from the annexation request from the land developer.

Discussion followed on separating the two petitions and the proposal from the Canutillo ISD. Dr. Roark expressed a need to receive legal advice from the District's attorney.

It was moved by Mr. Wever and seconded by Dr. Finke that the Board hear the presentation by the Colonial Miramonte residents at the next regularly scheduled Board meeting on June 13, 2000, and that no action be taken on the proposed interlocal agreement.

Meeting Recessed

The meeting was recessed at 9:11 p.m. The meeting was reconvened at 9:13 p.m.

Discussion and Possible Action Regarding Proposed Interlocal Agreement Proposed by Canutillo ISD Regarding Attendance by Students Residing in Boundary Neighborhoods and Update on Status of Boundary Change Petitions (Item #14 - continued)

Upon the vote, the motion carried with Dr. Roark abstaining from the vote.

Meeting Closed (Item #15)

The meeting was recessed at 9:14 p.m. by Dr. Roark to a closed meeting under Sections 551.071 and 551.074 of the Texas Government Code as follows:

- A. Personnel Appointments
  1. Region Associate Superintendent (3 positions)
  2. Director of Staff Development
- B. Consultation with School District Attorney – Roshern J. Amie vs. El Paso Independent School District; EEOC Charge No. 361 97 1064
- C. El Paso Independent School District, Petitioner vs. Susan Yturralde, Respondent; Docket No. 074-LH-400
- D. El Paso Independent School District, Petitioner vs. Edmundo Reveles, Respondent; Docket No. 169-LH-400
- E. El Paso Independent School District, Petitioner vs. Don Wofford, Respondent; Docket No. 067-LH-400

The closed meeting was opened at 9:21 p.m. The closed meeting ended at 10:19 p.m.

### Meeting Opened

The meeting was reassembled in Open Session at 10:20 p.m.

### Appointment of Region Associate Superintendent (3 positions) (Item #15, A., 1.)

It was moved by Mr. Rosales, seconded by Mr. Wever, and carried unanimously that the Board accept the Superintendent's recommendation to appoint Ms. Linda Corral, Principal at Wiggs Middle School, to the position of Associate Superintendent, West Region; Mr. John Doran, Executive Director, Region 1, to the position of Associate Superintendent, Northeast Region; and Mr. Enrique Gallegos, Chief of Staff for Congressman Silvestre Reyes, to the position of Associate Superintendent, South/Central Region.

### Consultation with School District Attorney – Roshern J. Amie vs. El Paso Independent School District; EEOC Charge No. 361 97 1064 (Item #15, B.)

It was moved by Mr. Wever, seconded by Mr. Rosales, and carried unanimously that the Board take no action on the proposed settlement offer from the Equal Employment Opportunity Commission (EEOC), which in effect rejects the proposal.

### El Paso Independent School District, Petitioner vs. Susan Yturralde, Respondent; Docket No. 074-LH-400 (Item #15, C.)

It was moved by Mr. Rosales, seconded by Mr. Wever, and carried unanimously that the Board accept the settlement proposal for Susan Yturralde which includes a one-year term contract and a certified administrator position for the 2000-01 school year, with no specific assignment identified and no loss in pay or days on duty for the 2000-01 school year.

### El Paso Independent School District, Petitioner vs. Edmundo Reveles, Respondent; Docket No. 069-LH-400 (Item #15, D.)

It was moved by Mr. Wever, seconded by Mr. Rosales, and carried unanimously that the Board accept the settlement proposal for Edmundo Reveles which includes Mr. Reveles submitting a letter of resignation to be effective at the end of the 2000-01 school year; reassignment to another position within the District for the 2000-01 school year; and execution of settlement documents to be prepared by legal counsel containing other terms and provisions.

### El Paso Independent School District, Petitioner vs. Don Wofford, Respondent; Docket No. 067-LH-400 (Item #15, E.)

It was moved by Mr. Wever, seconded by Miss Garcia, and carried unanimously that the Board accept the settlement proposal for Don Wofford which includes Mr. Wofford submitting a letter of resignation to be effective at the end of the 2000-01 school year; reassignment to another teaching position for the 2000-01 school year; the completion of additional training during the summer of 2000; and execution of settlement documents to be prepared by legal counsel containing other terms and provisions.

**Meeting Adjourned**

**The meeting was adjourned at 10:25 p.m.**

**Date Approved: July 11, 2000**