

Minutes of Meeting of Board of Trustees
El Paso Independent School District
May 21, 2002
5:00 p.m.
Education Center-Boeing

Present Mr. Dan Wever, President
 Dr. Gene Finke, Vice President
 Miss Leonor Garcia, Secretary
 Mr. Sal Mena, Jr.
 Dr. Charles Roark¹
 Mr. Joe Rosales
 Mr. Richard Telles
 Dr. Gilberto Anzaldua, Superintendent
 Mr. Anthony Safi, School District Attorney²

The meeting was called to order at 5:10 p.m. by Mr. Wever. The Pledge of Allegiance was led by was led by Mr. Mena.

Recognition of Retiree with Most Years of Service (Item #1)

Mr. Enrique Munoz, locksmith in the Maintenance Department, was recognized by the Board of Trustees for 48 years of service to the El Paso ISD. Mr. Munoz was presented an engraved plaque and a check in the amount of \$1,000.00 in recognition of his years of service to the District.

Presentation of 30-, 35-, and 40-Year Service Award Pins (Item #2)

District employees who were employed by the EPISD for 30, 35, and 40 years were recognized by the Board of Trustees and presented with service pins for their years of service. The names of the recipients are attached to the permanent file of these minutes.

Awards to the District's Unsung Heroes (Item #3)

Members of the EPISD's Districtwide Educational Improvement Committee (DEIC) were recognized by the Board of Trustees as the District's Unsung Heroes. Each was presented an engraved pen set on behalf of the Board. The names of those recognized are attached to the permanent file of these minutes.

Recognition of All-State Band, Choir, Jazz Ensemble, and Orchestra Students (Item #4)

Twenty-six EPISD music students were recognized by the Board of Trustees for having participated in All-State competition at the Texas Music Educators Association convention in San Antonio, Texas, February 21 through 24, 2002. Recognition was also extended to the students' instructors. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees. A list of the names of All-State Band, Choir, Jazz Ensemble, and Orchestra students is attached to the permanent file of these minutes.

¹ Dr. Roark arrived at 5:30 p.m.

² Mr. Safi arrived at 7:30 p.m.

Recognition of Academic Competition Achievement (Item #5)

A. State Academic Decathlon Participants

The Burges and Coronado High School Academic Decathlon Teams were recognized by the Board of Trustees for their accomplishments at the Texas Academic Decathlon competition. Burges High School competed in the medium-school category in San Antonio, Texas, and Coronado High School competed in the large-school category in Wichita Falls, Texas. The students were presented with engraved plaques and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

B. Destination ImagiNation Global Finalists

The Lincoln Middle School Destination ImagiNation team was recognized by the Board of Trustees for having qualified for the annual Global Finals event to be held on May 21-26, 2002, in Knoxville, Tennessee. The students were presented with engraved plaques and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

C. National Speech Competition Participants

Four EPISD high school students were recognized by the Board of Trustees for having qualified to participate in the Speech Nationals competition on June 15-22, 2002, in Charlotte, North Carolina. The students were presented with engraved plaques and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

D. State UIL (University Interscholastic League) Academic Competition Participants

Fifteen EPISD high school students were recognized by the Board of Trustees for having qualified to participate in the State UIL (University Interscholastic League) Academic Competition. The students were presented with engraved plaques and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

Recognition of District Science Fair and Sun Country Science Fair Award Winners (Item #6)

Twenty-eight El Paso Independent School District students were recognized by the Board of Trustees for having received "Grand Prize" and "Most Outstanding" awards in the EPISD District Science Fair and the Sun Country Regional Science. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

Recognition of Gifted and Talented Students (Item #7)

A. *Connecting Worlds/Mundos Unidos* Students at Wiggs Middle School

Jimena Gandara and Karen Caylor, *Connecting Worlds/Mundos Unidos* students at Wiggs Middle School, were recognized by the Board of Trustees for having qualified as part of the top 2 percent of academically talented seventh graders in the state of Texas. The students participated in a talent search sponsored by Duke University to find America's

most academically talented seventh graders by taking the SAT test. The students will be recognized at Trinity University in San Antonio, Texas, this summer. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees.

B. National History Day Regional Award Winners

Eighteen students at Ross and Henderson Middle Schools were recognized by the Board of Trustees for having qualified to participate in the state National History Day Contest in Austin, Texas, in May 2002. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees (list of students attached to the permanent file of these minutes).

Recognition of Career and Technology Education Student Participants in State and National Competitions (Item #8)

Eighty-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. Each student was presented with an engraved plaque and congratulated individually by Dr. Anzaldua and the Board of Trustees. A list of the students, the awards received, and the teacher advisors is attached to the permanent file of these minutes.

Recognition of EPISD Police Services Canine Division for Participation in 2002 National Narcotics Detector Dog Annual Conference (Item #9)

The EPISD Police Department and Canine Division was recognized by the Board of Trustees for their participation in the 2002 National Narcotics Detector Dog Annual Conference held in Houston, Texas, on April 7, 2002. Four canine teams were recognized as follows: Officer Patrick Linam and "Snoopy"; Officer Eddie Orozco and "Medi"; Officer Phillip Deal and "Sem"; and Officer Ralph Nickels and "Roy."

Discussion and Possible Revision to Board Policies (Item #10)

- A. DC (Local), Employment Practices
- B. DK (Local), Assignment and Schedules

This item was placed on the agenda at the request of Mr. Wever, who expressed his concern with the language in DC (Local) and DK (Local) regarding employees that have been at a campus within the last three years and whether they would be allowed to interview for an administrative position at that campus. He stated that the Board should have the authority to waive any of its policies and that by excluding people from the interview process, the administration is denying the Board that opportunity. Mr. Wever stated that part of the current policy stipulates that all applicants are to complete the application form supplied by the District and that people at Coronado High School should have the opportunity to interview for the principal position at that campus.

Dr. Anzaldua advised that no interviews have been held for the principal position at Coronado High School. He stated that there is a list of 15 to 20 people that have applied and that those that will be interviewed will be selected from that list. He commented on the Board itself having initiated the policy language over two years ago, with Mr. Safi providing advice on the legality of the language. He stated that at the Board meeting on April 30, 2002, the Superintendent was directed to bring the policies back to the Board in December 2002, after the

three-year limitation had run its course. Dr. Anzaldua stated that it was his belief that the members of the Superintendent's Cabinet and the majority of the principals would recommend some revisions to the policies.

There was discussion on the importance of the Board not being selective in the application of the policies; following through on the timeframe and purpose of the policy language; the majority of principal vacancies being advertised internally only and not outside the District; prohibiting Coronado High School individuals from applying being consistent with the policies; and providing clarification on policy language related to the three-year limitation.

Mr. Safi provided an interpretation on DC (Local) and DK (Local) as they relate to a person who has left a school. He stated that DC (Local) talks about assignments from campus to campus but has a primary focus on promotions. The primary focus of DK (Local) is moving from one campus to another to follow an administrator. He reviewed specific language in each policy and advised that the language that speaks to promoting within the same campus is narrower than the language that deals with moving from one school to another. Mr. Safi stated that when both policies are read together the issue of a person's eligibility to apply for a position can be interpreted both ways. Mr. Safi recommended that to clarify the intent of the policy that DC (Local) be amended to stipulate that employees on a school campus or who have been assigned to that campus within the last X-period of time are not eligible for promotions within that campus.

Discussion continued on the intent of the language in DC (Local); whether the policies have resulted in increased or decreased applicant pools; the need to start the training academy again for people that want to be eligible for promotions; situations that have occurred under the current interpretation of the policies; if the language related to the time limit on applying for a position at a former campus should be clarified or left unchanged until December 2002; and the administration providing a report on issues about which the Board should be aware.

The following people requested to speak to this issue:

1. Mr. Gerald Cheek, President, El Paso Council of PTAs, spoke about the need to revise DC (Local) as soon as possible.
2. Mr. Mark Mendoza, Principal, Bliss Elementary School, spoke about policy needing clarification and principals selecting the best person to serve students at a campus.

It was moved by Mr. Wever and seconded by Mr. Rosales that Board Policies DC (Local), Employment Practices, and DK (Local), Assignment and Schedules, be presented to the Board Policy Committee and that input be provided from the administration before interviews are held for the principal position at Coronado High School.

Mr. Mena recommended that the motion be amended that those administrators that have left or are leaving an elementary, middle, or high school campus be qualified for an interview. Mr. Wever and Mr. Rosales did not accept the amendment.

There was further discussion on not delaying selection of Coronado High School principal; current policy having been applied to other schools; the Board coming up with language that is clear and understandable that will be adhered to except in the rarest and most unusual of circumstances; the administration's interpretation of the policies having excluded people from interviewing; and changing the policies for Coronado High School creating turmoil.

It was moved by Mr. Telles that the debate be closed and an immediate vote be taken on the pending question.

Mr. Wever withdrew his motion.

It was moved by Mr. Mena that the policies be taken to the Board Policy Committee and allow those who have left an elementary, middle, or high school campuses to apply and be interviewed. The motion died for lack of second.

It was moved by Mr. Telles, seconded by Dr. Finke, and carried unanimously that Board Policies DC (Local), Employment Practices, and DK (Local), Assignment and Schedules, be taken to the Board Policy Committee and brought back to the Board with input from the administration.

Meeting Adjourned

The meeting was adjourned at 8:50 p.m.

Date Approved: August 27, 2002