

Minutes of the Finance Committee Workshop

Tuesday,
January 20, 2026
5:00 PM



Central Office Board Room
821 NE G Avenue
Fabens, Texas 79838
P O Box 697
Fabens, Texas 79838

A Finance Committee Meeting of the Board of Trustees of Fabens ISD was held Tuesday, January 20, 2026, beginning at 5:00 PM in the Central Office, Board Room, 821 NE G Avenue, Fabens, TX 79838.

Members Present: Luis "Charlie" Estrada
Angel Ornelas Jr.
Crystal Ramirez
Julieta Sepulveda Ramirez
Greg Spence

Members Absent: Orlando Flores
Benjamin Morales

Administrators Present: Dr. Rogelio Segovia
Dr. Ana Galaviz
Mr. Michael Perez
Ms. Veronica Flores
Ms. Silvia Nunez
Ms. Aide Polanco

Maria T. Rodriguez

1. Call to Order, Roll Call and Pledge of Allegiance – 5:02 PM

The meeting was called to order at 5:02 PM by Board President, Mr. Luis "Charlie" Estrada. All members were in attendance except Mr. Orlando Flores and Mr. Benjamin Morales. The Pledge of Allegiance, Mission and Vision statements were recited by all present.

2. Communication and Visitors – 5:03 PM

No one signed up to address the Board.

3. Topics of Discussion

3.A. Process of Strategic Staffing and Reduction in Force – 5:04 PM

Ms. Aide Polanco, Human Resource Director, presented the item. She provided the Board information on the:

Proposed Strategic Staffing: Align staffing with student needs and instructional goals – use district resources efficiently and responsibly – Plan proactively for enrollment

changes/programs and budget constraints – Ensure staffing decisions are fair, objective and defensible.

Key Criteria's were covered – examples were given

Purpose of Reduction in Force

General Application rules were discussed – Qualifications – Performance – Extra Duties – Professional Background - Seniority

3.B. Restructure of Non-Chapter 21 Contracts – 5:21 PM

Ms. Polanco reviewed the reasons behind the restructure of the contracts.

3.C. Early Resignation Incentive Update – 5:25 PM

Ms. Polanco stated that as of December 17, 2025, 9 people had taken the Early Resignation Incentive.

3.D. Fiscal Year 2027 Budget Timeline – 5:26 PM

Ms. Silvia Nunez, Director of Finance, presented the item and provided the Board with the upcoming deadlines for our budget and what her staff will be doing to ensure all are met.

After all presentations, questions from the board were answered by the presenters.

4. Adjourn – 5:39 PM

There being no further business, Ms. Crystal Ramirez motioned and Mr. Angel Ornelas seconded to adjourn at 5:39 PM.

Motion Carried: 5 – 0

L. Estrada			A. Ornelas	C. Ramirez	J.S. Ramirez	G. Spence
Yes			Yes	Yes	Yes	Yes