

1. GENERAL FUNCTIONS-OTHER

1.A. Call to Order

Meeting was called to order at **5:03PM**

1.B. Roll Call

Trustees Present: Barmes, Borrego, Maldonado, Ortega, Rodriguez, Zuniga

Trustees Late: Martinez arrived at **5:15PM**

2. OPEN FORUM-OTHER

Any person wishing to address the Board during the period reserved for public comment at a Board meeting must sign up to be heard, in accordance with District policy BED(LOCAL):

Each participant will be limited to THREE MINUTES to make comments to the Board.

The Board is NOT permitted to discuss or act upon any issues that are not posted on the agenda for tonight's meeting.

For further information on those policies, contact the Superintendent's Administrative Assistant.

Mr. Dion Dorado – Regarding agenda items for tonight's agenda. Mr. Dorado expressed his concerns over the board of trustees' qualifications to micromanage CISD administration. He mentioned that Board of Trustees decisions are costing money, uncertainty, and anx. He believes that trustees do not meet the promises made during their candidacy and mentioned that trustees need to bring back the internal auditor position.

Mrs. Beronica Cambell – Regarding items 3.C. and 3.D. – Mrs. Campbell questioned how the “board operating procedures authorized the board to carry out decisions and possible actions for cost-saving purposes by the elimination of positions necessary for effective workforce planning which requires navigating through more than 180 labor laws aside from state compliance prior to onboarding supporting the school district through proper risk management methodologies along with insurance obligations and be ready for immediate emergency response to school district to support employees consultations is vital and it's vital to their operations i researched the board operating procedures board rules of conduct and could not locate where and how positions necessary for district safety compliance and operation and operations qualify for elimination identify the following reference within your procedures manual page five of the board of trustees creed item D as a member of board of trustees I deal directly with a superintendent or through the board president and do not attempt to handle school business matters with our district employees I also want to remind you that as your web page states there is no place for hate unfortunately these items seem that way”

Mr. Carlos Ontiveros – Board Requested Items – Mr. Ontiveros wanted to address the board regarding item 3.B. He shared his experience as a CISD employee and mentioned that the recent board member Maldonado's request is not following the appropriate reduction-in-force guidelines. Mr. Ontiveros stated “what legal or local policy is Ms. Maldonado referencing to make a request according to TEA legal policy DFFB reduction enforce the superintendent must make the recommendation to reduce staff and the policy needs to be applied equally district-wide and follow certain conditions this request does not follow this criteria since April the 10th when Lily Maldonado made her discriminatory request to demote the chief HR officer demote others in the HR department and eliminate my job I've had had anxiety and not been able to sleep miss

Maldonado's request to terminate my position was not recommended by TASB, was not recommended by our superintendent or administration, and was never included in the reduction force managing my daily responsibilities, including issuing contracts, organizing summer school, processing stipends, overseeing evaluations, and developing job descriptions compiling service records hiring employees is challenging in itself i consistently have had excellent performance evaluations i help implement various programs such as the Texas teacher allotment the UT tech UTEP teacher residency program the ACE program Creed National Bar Certification and many others i know it had a meaningful impact on the organization and contribute to the overall success of the district miss Maldonado's demand is a personal attack and an abuse of power as a school board member miss Maldonado is creating a hostile work environment and retaliating

on the HR department due to reasons I can't disclose because of my position and their sensitive nature I'm a professional and pride myself in my integrity and strong morals and treating people with respect and dignity a disgruntled former employee who is now a schoolboard member should not be able to negatively affect someone's employment and livelihood this agenda item has caused a great deal of stress and is wrong the HR department cut two staff members in 2024 and again cut two staff members in 2025 each one of us in the department has taken on more duties and responsibilities without complaint if this request was truly about cost savings why focus on one of the smallest departments in the district miss Maldonado's request does not comply with best practices for efficient operations for a district of our size we must rely on the advice of a professional assessment and personal staffing guidelines instead of a proposal from a single trustee who has no experience in HR or staffing I kindly request that you carefully consider the ongoing targeted discrimination by Lily Maldonado along with all relevant circumstances before making any decisions regarding this matter thank you”

Ruth Flores – Signed up via email and was unable to attend
David Esquivel – Signed up via email and was unable to attend.

3. **BOARD OF TRUSTEE BUSINESS**

3.A. **Secondary Program Offerings Redesign:**

- 3.A.1. To discuss and take final action on the proposed non-renewal of the term contract of the following individuals as a result of the District's reduction in force (RIF) and the program and staffing changes approved by the Board:

S. Sommerville, AMS teacher; C.Ontiveros, AMS teacher; P. Padilla, AMS teacher; J.Villalobos, AMS teacher; M. Bumgardner, CMS teacher; M.Crocker, CMS teacher; B.Brandenburger, CMS teacher; G.Ocanas, CMS teacher; G.Moran, CMS teacher; L.Anchondo, CMS teacher

Mr. Steve Blanco mentioned that the individuals presented on the Secondary Program Offerings Redesign were affected by the reduction in force and did not request a hearing. The hearing period has expired, and final action must be taken by the board.

Recommended Motion to take final action and approve non-notives of the term contracts of the following individuals in accordance with the Texas education

code section 21.208 and issue appropriate notice to each individual employee the individual employees affected this item would be S. Sommerville, AMS teacher; C.Ontiveros, AMS teacher; P. Padilla, AMS teacher; J.Villalobos, AMS teacher; M. Bumgardner, CMS teacher; M.Crocker, CMS teacher; B.Brandenburger, CMS teacher; G.Ocanas, CMS teacher; G.Moran, CMS teacher; L.Anchondo, CMS teacher

Motion By trustee Borrego, Second by Trustee Barnes

Trustee Maldonado clarified that they are dealing in the livelihood of 10 teachers and that those 10 teachers' lives are going to be affected.

Mr. Martinez arrived at 5:15 PM

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-No, Mr. Martinez-Yes, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes

Motion Passes.

3.B. **Campus Reorganization and Restructuring:**

3.B.1. To discuss and take final action on the proposed non-renewal of the term contract of the following individuals as a result of the District's reduction in force (RIF) and the program and staffing changes approved by the Board:

C. Erler, CHS teacher

Mr. Blanco recommended that the board of trustees adopt the following motion in response to the reduction in force:

"Motion to take final action and approve non-renewal and the term contract of C Earler a CHS teacher in accordance with Texas education code section 21.208, and issue appropriate notice to Mr. C. Earler."

Motion by Trustee Borrego, seconded by Mrs. Barnes.

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-Yes, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

3.C. Discussion and possible action on savings cost regarding the Chief Human Resources Officer title/position versus a Human Resources Executive Director title/position.

Community member Dion Dorado – Made a public comment regarding the agenda item. He asked the board why a need for a title/name change. He also asked the board if a change would save or cost the district money. He also questioned what else is attached to the possibility of changes.

Trustee Borrego – Could not believe the agenda item was added to the current agenda. She mentioned that the Board of Trustees seems to be micromanaging the administration and the Superintendent. She feels like this agenda item is "Oppression" and she doesn't want to deal with the legal implications of this.

Trustee Martinez questioned why or how the Executive Director position came to be. He mentioned that he had previously requested a breakdown of salaries by department. Mr. Martinez stated for the record "for the record to establish not have

a an executive director because before we know it we're going to have an executive director for technology, an executive director of police an executive director of finance and guess what going to end up the amount of money we're paying right now for Thank you"

Ms. Borrego commented that the board can request the superintendent to create a balanced budget, but they do not vote on the items brought by administration they simply need to keep working on it. She mentioned that telling the administration how to administer personnel is micromanaging.

Trustee Maldonado mentioned that she was the one who put it on the agenda. And that she wants to know what the justification is for why it used to be an executive director position, and suddenly, it went to a “Chief” position. She mentioned that other departments in the district all have directors or executive directors only. Mrs. Maldonado mentioned the agenda item that was requested in April but addressed at the May Special Meeting. She would like the board to reconsider changing the title and salary for the next school year before contracts are issued.

Trustee Barnes asked if the position will be up for next year. She asked if Martha Carrasco would be retiring at the end of the year. She mentioned that information was communicated to the campuses.

Mrs. Carrasco clarified that the information is not correct, as she has not submitted a formal intent to retire.

Mrs. Borrego mentioned that the title change is not a board decision but a superintendent one.

Ms. Barnes requested a comparison of job descriptions and compensation for the school year 2026-27

Mrs. Borrego mentioned that this is a possible proposal to bring to the next superintendent.

Mr. Rodriguez reiterated that the next superintendent may change his cabinet and that the board should not be dictating on personnel changes.

Dr. Galaviz mentioned that, as advised by legal, any changes that the board requests need to be effective for the school year 26-27. However, he believes that what the board sees as managing, he sees as micromanagement.

No Action Taken

3.D. Discussion and possible action regarding the cost savings on reducing the 3 Certification Specialist positions and eliminating the Senior Certification Specialist position.

Trustee Maldonado asked how many specialist certifications there are in the HR. Department.

Mrs. Carrasco mentioned that there is one Secondary, one Elementary, and one Senior Specialist. Mrs. Maldonado, why is a certification specialist making more than a teacher with a master's degree? Mrs. Carrasco replied by saying that the previous board of trustees had approved the compensation packets.

Trustee Borrego mentioned that Human Resources is critical for the district. Trustee Maldonado questioned what additional duties the Senior Certification Specialist has specifically. She also mentioned that most other districts do not have a Senior Cert. Specialist.

Mrs. Carrasco mentioned that compensation packets are calculated through TASB and approved by previous boards. She mentioned that TASB makes recommendations based on the market to retain a competitive compensation package. Mrs. Carrasco also stated that there was not enough specificity on the agenda item requested by trustee Maldonado. She stated that based on wording she did not know if the board sought to reduce personnel, compensation or something else.

No Action Taken

3.E. Discussion and possible action on retracting the 3% salary increase on all Central Office Administration to cut budget constraints.

Trustee Ortega mentioned that she had requested information about this agenda item and did receive it on April 22nd. She also stated that she believes that every little bit counts to solve the current deficit. She mentioned that the 46 thousand dollars on savings is a lot of money to consider

Trustee Borrego mentioned that even though every little bit counts, the board of trustees cannot take back the salary increases given to employees, as their livelihoods depend on those salaries.

Dr. Galaviz mentioned that they are forecasting a 1.5-million-dollar deficit for SY 26-27

Trustee Rodriguez mentioned that even though the budget needs to be balanced, district employees need to be paid correctly. Mr. Rodriguez mentioned that the board is hurting the community and employee pride.

Mrs. Maldonado mentioned that what is disheartening is being told her questions don't pertain. She mentioned that as trustees, they have taken training and read policies to know what needs to be done.

Trustee Martinez mentioned that the board needs to move forward and work with the superintendent to balance the budget on SY 26-27

No Action Taken

3.F. Discussion and possible action on creating a new policy concerning how trustee vacancies are filled, specific to elections.

Mr. Dion Dorado addressed the board to provide comments on the agenda item. He mentioned that the best approach would be to let people decide democratically. He stated that trustees need to be elected by the people

Trustee Ortega mentioned that she requested the item to have a policy created for consistency. Whether to choose the next up candidate or to hold elections.

Trustee Maldonado mentioned that her recommendation would be to handle it by going to the next candidate, as elections could be costly.

Trustee Borrego mentioned that she needs consistency and agrees on creating a policy to do things consistently in the future.

Trustee Barnes believes specifics need to be created to clarify the timeframe and other questions that could arise.

Steve Blanco mentioned to the Board that this same incident has happened at least 3 times since he could recollect. He also mentioned that even if the board creates a policy, the board could choose to waive such policy in the future.

Trustee Martinez asked Mr. Blanco if the district could create a policy setting the term for the next person in line for 4 years instead of 2.

Mr. Blanco explained that the Texas Election Code limits the vacancy term until the next trustee election or until the end of the unexpired term.

Trustee Maldonado motion to ask the administration to research if there is any existing policy with TASB with the intent of doing the democratic way by going down the list of candidates. Second by Trustee Ortega

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-Abstained, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

- 3.G. Discussion and possible action on changing policy so that a trustee can request items be added to the agenda without 2 other trustees.

Mr. Dion Dorado – Each trustee should be able to add items to the agenda. Do not be afraid to have long meetings.

Trustee Ortega mentioned that the current policy is to have 2 other board members support an item to be added to the agenda. She mentioned this complicates things unnecessarily.

Ms. Maldonado mentioned that, as per the Texas Education Code each trustee should be able to add items to the agenda.

Ms. Barnes mentioned that as per TASB policy BE (Local) and Texas Education Code they should be able to request any item and she doesn't understand why current Canutillo policy dictates otherwise.

Mr. Blanco explained current policy was enacted to give some control to the Superintendent and Board president in order not to have a packed agenda.

Trustee Maldonado motioned to create a policy that states, and it is being supported by the education code that any trustee Can request an item to be placed on the agenda. Trustee Ortega seconded the motion.

It was also clarified that any trustee can request any agenda item and board president needs to provide appropriate notice to requester if item is not placed on the agenda.

Trustee Barnes motioned for administration to make a revision to local policy BE for adding agenda items following the TASB code. Second by trustee Ortega.

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-Yes,
Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

4. EXECUTIVE SESSION

Meeting was closed at **6:53 PM**

To Consult with Attorney Under Sections 551.071, 551.072 and 551.074 of the Texas Government Code:

(A certified agenda or recording of a closed meeting is confidential and is not available to the public except by court order. A person who knowingly and without lawful authority makes a certified agenda or recording public commits a Class B misdemeanor. Any exceptions will be communicated in accordance with applicable policies and regulations)

4.A. Discussion with administration regarding the potential sale of district owned property located at [RFO 2025-18 Possible Sale of Property 6300 Strahan Road]

4.B. Discussion regarding possible amendments to the contract of Superintendent P. Galaviz to include retirement plans and amendments to current contract of employment.

4.C. Discussion with legal counsel regarding the process for selection superintendent search firm and the appointment of interim or acting superintendent.

4.D. To conduct a hearing to address the proposed non-renewal of the term contract of T. Avent.

5. NEW BUSINESS (continued); OTHER

Meeting Resumed at 8:44 PM

5.A. Discussion and possible action regarding the potential sale of district owned property located at [RFO 2025-18 Possible Sale of Property 6300 Strahan Road] Mr. Blanco explained that Board considered proposals submitted under closed session and Administration is recommending approval of the proposal submitted by Edwards Homes and authorize administration and legal counsel to create and prepare the documents necessary for sale of described property.

Motion by Trustee Borrego, Seconded by Mrs. Maldonado

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-Abstained, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

5.B. Discussion and possible action to approve amendments to the contract of Superintendent P. Galaviz to include retirement plans and amendments to current contract of employment.

Mr. Blanco explained that the board went over the proposed amendment for the superintendents retirement plan. He mentioned that there were a couple of items that needed to be amended, and the board and superintendent agreed upon.

Superintendent will be retiring effective December 31st, 2025, and will be entering emeritus status as of August 1st, 2025, until December 31st. Mr. Blanco will be making appropriate revisions and submitting it to Dr. Galaviz for approval and President Rodriguez for final approval.

Administration asks the board to authorize the the board president and Mr. Blanco to approve an amendment to the contract of Dr. Galaviz to include his retirement plans and amend the contract of employment to establish him as superintendent emeritus per the terms discussed in closed session.

Motion by Trustee Barnes, Seconded by Mrs. Zuniga

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-
Abstained, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

5.C. Discussion and possible action to initiate process for superintendent search and other matters related and incident thereto.

Mr. Dion Dorado addressed the board about Dr. Galaviz's retirement. He mentioned that he has the experience and education to manage the district. He also stated that the board tried the superintendent to the point of resignation. He mentioned that the community trusted superintendents to have their children educated. He also mentioned that the community will face the cost of having to pay him to retire as well as searching for a replacement for the superintendent.

Mr. Blanco mentioned that there are 2 items related to this agenda item. Recommendation by the administration based on the discussion for the board to authorize the administration to issue an RFQ/RFP for interest and search for the selection of the future superintendent spot.

Motion by Trustee Borrego, Seconded by Mrs. Ortega

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-
Abstained, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

Mr. Blanco mentioned that because of Dr. Galaviz pending retirement and new Emeritus status. The board needs to consider the authorization of an interim superintendent. The recommendation is for the board's May 27th meeting. That any board member who identified somebody who might be a good interim superintendent to bring names forward for consideration. Also, to authorize the PIO department to issue a PR notice asking for any interested people who would like to be considered to submit a resume and letter of interest to any board member.

Motion by Trustee Barnes, Seconded by Mrs. Martinez

Mrs. Barnes-Yes, Mrs. Borrego-Yes, Maldonado-Yes, Mr. Martinez-
Abstained, Mrs. Ortega-Yes, Mr. Rodriguez-Yes, Mrs. Zuniga-Yes
Motion Passes.

5.D. Discussion and possible action regarding the proposal to non-renew the term contract of T. Avent.

Mr. Blanco explained that the item is being removed as the interested employee has cancelled and requested a hearing at a later date.

Meeting Minutes
Special Board Meeting
Tuesday, May 20, 2025 5:00 PM

Canutillo ISD Administration Office
7965 Artcraft
El Paso, TX 79932

6. **ADJOURNMENT**

The meeting was adjourned at **8:57 PM** under unanimous consent.

Presented to the Board of Trustees for approval on **June 24, 2025**. The minutes reflect all agenda items in the order as originally posted and do not necessarily reflect the order in which they were discussed.