

Minutes of a Regular Board Meeting

Board of Trustees
Fabens ISD



A Regular Meeting of the Board of Trustees of Fabens ISD was held Wednesday, May 21, 2025, beginning at 6:30 PM in the Central Office, Board Room, 821 NE G Avenue, Fabens, TX 79838.

Members Present: Luis “Charlie” Estrada
Orlando Flores
Benjamin Morales
Angel Ornelas Jr.
Crystal Ramirez
Julieta Sepulveda Ramirez
Greg Spence

Members Absent: None

Administrators Present: Dr. Rogelio Segovia Mr. Jesus Barba
Mr. Jason Blair Ms. Veronica Brashear
Ms. Diane Flores Mr. Justin Kleist
Mr. Richard Orozco Mr. Michael Perez
Ms. Aide Polanco Ms. Jessica Yildirim

Maria T. Rodriguez

1. Call to Order, Roll Call, Pledge of Allegiance, Mission and Vision Statements

The meeting was called to order at 6:30 PM by Board President, Mr. Luis “Charlie” Estrada. All members were in attendance. The Pledge of Allegiance, Mission and Vision statements were recited by all present.

2. Superintendent Recognitions and Updates

2.A. Superintendent Monthly Update

Ms. Sofia Maciel, District Media Specialist, presented the video update for the highlights during the month of May.

2.B. Migrant Department Recognitions

Migrant staff members: Mr. Jorge Estrada and Mr. Andres Ontiveros were recognized for the presentations given at the state and national level.

2.C. Fabens ISD Athletic Recognitions

2.C.1. FMS Basketball Program

2.C.2. Soccer Program

2.C.3. Track Program

2.C.4. Tennis Program

2.C.5. Softball Program

2.C.6. Baseball Program

Coaches for each of the athletic programs presented highlights for each of their sport and recognized their players.

2.D. Fabens ISD Transportation Department

Mr. Raul Ugarte, Transportation Supervisor, highlighted the work and effort that the department plays in transporting all students safely to and from school. Department personnel were all recognized.

2.E. Property Casualty Alliance of Texas - District Bus Driver of the Year - Saul Rodriguez

Mr. Raul Ugarte, Transportation Supervisor, highlighted Mr. Saul Rodriguez as the District Bus Driver of the Year.

2.F. Special Education Team and Special Olympic Athletes

Ms. Diane Flores, Special Education Director, presented medals to all Special Olympic athletes and recognized all her department for all their work.

3. Communication and Visitors

Under this portion of the meeting, no one signed up to address the Board.

4. District Employees and Officers

4.A. 2024 - 2025 New Hires

Ms. Aide Polanco, Director of Human Resources, introduced our newest employees: Ms. Laura Campos Gutierrez, Ms. Silvia Liliana Nunez, and Mr. Jose Gilberto Portillo.

5. Consent Agenda

5.A. Minutes of the Workshop Board Meeting, April 11, 2025

5.B. Minutes of the Special Board Meeting, April 11, 2025

5.C. Minutes of the Regular Board Meeting, April 16, 2025

5.D. Minutes of the Budget Workshop Board Meeting, May 6, 2025

5.E. Fabens ISD Monthly Financial Reports / Expense by Function Summary Report / Federal Expenditures

5.F. Approval of Fabens ISD 2025 Summer School Schedule

5.G. Restated and Amended Interlocal Agreement between El Paso County Community College District and Fabens Independent School District for the Operation of Fabens High School Pathways in Technology Early College High School

Dr. Rogelio Segovia opened the item, Mr. Orlando Flores motioned, and Mr. Angel Ornelas Jr. seconded to approve the Consent Agenda item as presented.

Motion Carried: 7 - 0

6. Board of Trustees Business

6.A. Update on Fabens ISD Maintenance Department

Mr. Jesus Barba, Director of Facilities and Operations, presented the item and provided a Power Point update on the department.

6.B. Discussion and Possible Action of Summer 2025 Four (4) Day Work Week Schedule – 8:03

Ms. Aide Polanco, Director of Human Resources, presented the item and provided a copy of the schedule, if approved would be followed from June 9 – July 18, 2025, working four days a week. After the presentation, Mr. Greg Spence motioned, and Mr. Ben Morales seconded to approve the Summer Work Week Schedule as presented.

Motion Carried: 7 - 0

6.C. Discussion and Possible Action to Approve the Early Resignation Incentive for the 2024 - 2025 School Year – 8:02 PM

Ms. Silvia “Lily” Nunez, Director of Finance, presented the item. The Board had received a memo in their packet explaining the Early Resignation Notice Incentive Pay:

An early resignation notice incentive is a cash incentive to employees under Chapter 21 or Non- Chapter 21 employment contract, who already intend to resign at the end of the school year in return for early notice of resignation. At- will, temporary, or part-time employees are not eligible. The Texas Education Code allows educators employed under probationary, term, or continuing contracts to provide notice of resignation, without penalty, at any time up until 45 days before the first day of instruction of the following school year (TASB, 2020).

The early resignation notices will provide the administration with the opportunity to plan for staffing levels for the following school year. The proposed early resignation incentive amount per employee is \$5,000 for a maximum of 20 employees.

After her presentation, Mr. Orlando Flores motioned and Mr. Angel Ornelas seconded to approve the Early Resignation Incentive for the 2024 – 2025 school year as presented.

Motion Carried: 7 - 0

6.D. Approval of Superintendent Recommendations Regarding Renewal of Employment: Contract Status of Administrators, Other Non-Administrative Personnel and Classroom Teachers: Re-employ Probationary Contract Employees, Renew Term Contract Employees and Continuing Contract Employees (Contract Letter)

Board President, Mr. Luis "Charlie" Estrada announced all the following items below would be taken into Executive Session per Texas Government Code: 515.072, 551.074 and 551.076 at 8:08 PM

6.E. Closed Session per Texas Government Code 551.072 for Discussion of Purchases, Exchange, Leases or Value of Real Property (1925 Fabens High School)

6.G. Closed Session per Texas Government Code 551.076 for Intruder Detection Audit Summary

6.I. Closed Session per Texas Government Code 551.074 for Review of Fabens High School Principal Recommendation

The Board reconvened at 9:38 PM from the Executive Session and made the following announcements for each item:

6.F. Reconvene to Open Session for Possible Action from Discussion of Purchases, Exchange, Leases or Value of Real Property (1925 Fabens High School)

Mr. Greg Spence motioned and Mr. Orlando Flores seconded to approve the following resolution:

WHEREAS the 1925 school building, which has not been used as a high school for more than 60 years, has sustained significant fire damage; and

WHEREAS the Board of Trustees wishes to have the building restored and preserved, but the District does not have the financial resources to restore the building; and

WHEREAS the Board does not wish to demolish what remains of the building; and

WHEREAS such restoration would be financially feasible only if a third party purchases the property; and

WHEREAS the 1925 school building is surplus to the current educational needs of the District;

THEREFORE BE IT RESOLVED that the Board authorize the Superintendent to proceed to advertise the 1925 school building for sale or **lease**, conditioned on any purchaser agreeing to restore and maintain the building in a way that will preserve it and provide a public and educational benefit to the Fabens Independent School District students and community, with the terms and conditions of any sale or **lease** to be brought back to be Board of Trustees for final approval at a future meeting.

6.H. Reconvene to Open Session for Possible Action on Intruder Detection Audit Summary

No action was taken on the item.

6.J. Reconvene to Open Session for Possible Action on Fabens High School Principal Recommendation

Mr. Orlando Flores motioned and Ms. Crystal Ramirez seconded to approve Ms. Roxana Amador for Fabens High School Principal.

Motion Carried: 7 - 0

7. Adjourn

There being no further business, Mr. Angel Ornelas motioned and Mr. Orlando Flores seconded to adjourn at 9:42 PM.

Motion Carried: 7 - 0