

Agenda of Special Meeting by Videoconference During Disaster Due to COVID - 19

The Board of Trustees San Elizario ISD

A Special Meeting by Videoconference During Disaster Due to COVID - 19 of the Board of Trustees of San Elizario ISD will be held November 12, 2020, beginning at 5:30 PM SEISD Administration Office, 1050 Chicken Ranch Road, San Elizario, TX 79849.

Due to health and safety concerns related to the COVID-19 coronavirus, this meeting will be conducted by videoconference and teleconference. At least a quorum of the board will be participating by videoconference in accordance with the provisions of Sections 551.125 or 551.127 of the Texas Government Code that have not been suspended by order of the governor.

A Board packet can be found at [San Elizario ISD Public View - BoardBook Premier](#)

Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Public comments may be submitted to chcuevas@seisd.net at any time prior to the board meeting time.

The open portions of this meeting will be recorded and made available to the public upon request.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. **GENERAL FUNCTIONS**

Mrs. Sandra Licon, Board President

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. San Elizario ISD Mission Statement

Mrs. Sandra Licon, Board President

2. **OPEN FORUM** (five minute limit)

3. **NEW BUSINESS / BOARD ACTION ITEMS**

- A. Discussion and possible action to end the Board Resolution amended and approved on June 15, 2020 regarding the District's employee compensation plan during its Emergency Closure
Mrs. Blanca Cruz, Human Resources Director and Mrs. Priscilla Mata, Legal Counsel

- B. Discussion and possible action to approve a Board Resolution regarding the District’s employee compensation plan during the modified work schedule period amid continuing concerns of community spread during the COVID-19 pandemic. Mrs. Blanca Cruz, Human Resources Director and Mrs. Priscilla Mata, Legal Counsel 4
 - C. Discussion and possible action to accept resignation of SEISD Board Trustee Mrs. Irene Jaquez 9
Board of Trustees
4. Adjournment

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hours, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- 551-071 Private consultation with the board’s attorney.
- 551-072 Discussing purchases, exchange, leases, or value of real property.
- 551-073 Discussing negotiated contracts for prospective gifts or donations.
- 551-074 Discussing personnel or to hear complaints against personnel
- 551-076 Deliberation regarding security devices
- 551-082 Considering discipline of a public school child, or complaint or charge against personnel
- 551-083 Considering the standards, guidelines, terms or conditions the board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.
- 551-084 Excluding witnesses from a hearing.

Should any final action, decision, or final vote be required in the opinion of the school Board with regard to any matter considered in such closed or executive meeting or session, then the final action, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

OPEN FORUM PROCEDURES

The following Open Forum Procedures have been amended per HB2840, pending guidance from TEA and TASB.

The following should be read by the Board President at the beginning of open forum, before any speakers take the podium:

At regular meetings, the Board of Trustees will allow Open Forum to hear persons who desire to make comments to the Board. Persons who wish to participate in this portion of the meeting shall sign up with the presiding officer or designee before the meeting begins and shall indicate the topic about which they wish to speak. Individual speakers may choose to speak before or during the Board's consideration of the item

1. Each participant will be limited to five minutes to make comments to the Board.
2. **The Board shall not allow negative comments in public session about individual employees or students.**
3. Speakers shall limit comments to items on the board meeting agenda. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels. **Employees or members of the public are reminded that they must follow and exhaust all administrative remedies with respect to complaints about a student matter or district personnel to the Board.** The presiding officer or designee shall determine whether a person addressing the Board has attempted to solve a matter administratively through resolution channels established by policy.
4. The Board does not respond directly to comments nor answer questions asked by speakers. Texas law does not allow the Board to discuss or take action on any issue that has not been posted on the meeting agenda. Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any issue that is not included on the agenda posted with the notice of the meeting.



San Elizario ISD
P.O. Box 920
San Elizario, TX 79849
Phone 915.872.3900
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MEMORANDUM

To: Members of the Board of Trustees
From: Blanca I. Cruz, Director of Human Resources
Subject: Compensation Resolution of the Board of Trustees during Modified Schedule Duration
Date: November 12, 2020

HISTORY: On June 15, 2020, the Board of Trustees approved a compensation resolution to continue compensating idle employees during the duration of the district's closure.

RATIONALE: The district will officially reopen for all students whose parents opted for in-person instruction starting on November 9, 2020. Thus, under the current compensation resolution (as written), the district would not be able to compensate idle employees after November 9, 2020. Given the current numbers of COVID-19 cases in El Paso County, starting on November 2, 2020, SEISD Administration found it necessary to place all district personnel on a multitrack color system schedule. The multitrack color system schedule allows the district to reduce the number of individuals who are on campuses and departments districtwide while still allowing the district to remain operationally sound. The resolution presented today will allow the district to continue compensating idle employees who are instructed not to report to work and who may suffer a loss of pay if they do not report for work due to not having an option for remote work retroactively starting with the pay period of November 9, 2020. The modified schedule serves the public purposes of protecting students and staff, maintaining morale, and reducing turnover.

BUDGET IMPACT: The amount of compensation would not exceed the annual compensation amount for any employee that was already budgeted.

ADMINISTRATIVE RECOMMENDATION: The administrative recommendation is for the Board of Trustees to approve the resolution as presented, to retroactively provide paid leave for all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work due to the modified schedule unless the Board takes action to authorize leave for a longer duration.

Please check one: For approval Report / Information only Recognition only

San Elizario ISD's mission is to graduate students with skills to meet the demands of a changing world by promoting student success as non-negotiable, channeling resources to match learning needs of students, employ and retain a quality staff so that San Elizario is a proud, innovative and academically superior district

Resolution of the Board Regarding Employee Compensation Plan During the District's Modified Work Schedule Period Amid Continuing Concerns of Community Spread During the COVID-19 Pandemic

WHEREAS, in December 2019, a novel coronavirus, now designated COVID-19, was detected in China and has since reached European Countries, the United States and most recently, El Paso, Texas and its sister city of Ciudad Juarez, Chihuahua, Mexico; and

WHEREAS, on March 11, 2020, the World Health Organization characterized COVID19 as a pandemic; and

WHEREAS, on March 13, 2020, the Governor of the State of Texas declared a state of disaster and the President of the United States of America declared a national emergency in relation to COVID-19; and

WHEREAS, the City of El Paso also declared a local state of emergency in relation to COVID-19; and

WHEREAS, on May 12, 2020, the Governor of the State of Texas issued a proclamation renewing, and thus extending, the March 13 declaration of state of disaster and stating that the novel coronavirus (COVID 19) poses an imminent threat of disaster for all counties in Texas.

WHEREAS, the District's Superintendent is authorized by Policy EB (Local) to close schools for reasons of public health; and

WHEREAS, on March 13, 2020, the Superintendent in fact closed schools, beginning the week following Spring Break from March 23 through March 27, 2020, for reasons of public health in light of the City's announcement of the first presumptive positive case of COVID-19 in El Paso County, Texas (hereinafter the District's "Emergency Closure"); and

WHEREAS, on March 15, 2020, the Superintendent extended the duration of the District's Emergency Closure from March 23, 2020, until April 3, 2020, pursuant to the guidance and directives issued by the Department of Public Health; and

WHEREAS, on April 17, 2020, the Superintendent extended the duration of the District's Emergency Closure until the end of the 2019-2020 School Year pursuant to Executive Order No. GA-16 issued by Texas Governor Greg Abbott;

and

WHEREAS, the emergence and spread of COVID-19 within El Paso continues to pose an imminent threat of widespread illness resulting from an epidemic that requires emergency action; and

WHEREAS, on June 15, 2020, the District's Superintendent extended the District's Emergency Closure as authorized by Policy EB (Local) remain closed for reasons of public health as it prepares for student instruction and district operations for the 2020-2021 school year; and

WHEREAS, on August 3, 2020, the District began its 2020-2021 school by virtual means along with its transition period limiting on-campus instruction in conformance with guidance from the Texas Education Agency ("TEA"); and

WHEREAS, on November 9, 2020, the District ended its transition period limiting on-campus instruction under its previously board and TEA-approved waivers, and implementing for employees a Modified Work schedule starting November 9, 2020, with the intent of staggering and reducing personnel capacity and interaction, and minimizing further community spread of COVID-19 in El Paso County region, while maintaining morale, reducing turnover, and ensuring operational continuity; and

WHEREAS, the Board of Trustees of the San Elizario Independent School District (the "Board") is authorized by Texas Education Code section 45.105 to expend funds of the San Elizario Independent School District (or the "District") for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, the Board acknowledges that during beyond the District's extended Emergency Closure and beyond, the District will continue to instruct certain employees not to report for work; and

WHEREAS, the Board acknowledges that during the District's period during which Modified Work Schedules are implemented, certain District employees, that do not have the telework option due to the nature or demand of their jobs, may be instructed not to report for work; and

WHEREAS, the Board finds that a need exists to address wage payments for those employees who are idled during the District's Modified Work period; and

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed unless the

workdays are made up at a later date; and

WHEREAS, the Board concludes that continuing compensation or wage payments to all current regular full-time or part-time employees actually employed by the District—this includes contractual and noncontractual, salaried and non-salaried—who would otherwise suffer a loss in pay due to the District’s Modified Work period beginning on November 9, 2020 and continuing until the Board takes subsequent action to end payment hereunder, serves the public purposes of minimizing further community spread of COVID-19 in the El Paso County region, maintaining morale, reducing turnover, and ensuring continuity of District staffing and operations during the school year; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the San Elizario Independent School District authorizes continued wage payments to all current regular full-time or part-time employees—contractual and noncontractual, salaried and non-salaried—who were instructed not to report to work during the District’s Modified Work period on or after November 9, 2020, and continuing until the Board takes subsequent action to end payment hereunder.

The authority granted by this Resolution, effective immediately, to continue payments to idle employees as defined in this Resolution during the District’s Modified Work period beginning November 9, 2020, and continuing until the Board takes subsequent action to end idle pay, is hereby adopted on the date signed below.

Adopted this **12th** day of **November, 2020**, by the Board of Trustees.

Sandra Licon
SEISD Board President

Fernie Madrid
SEISD Board Secretary

Dr. Jeannie Meza-Chavez
SEISD Superintendent

Approved as to form:

Priscilla de Mata, Esq.
Blanco Ordoñez Mata & Wechsler, P.C.
General Counsel for San Elizario Independent School District

November 8, 2020

Dear Madam Chair Licon, Board Members, and Dr. Meza,

This is to let you officially know of my resignation from my position on the San Elizario ISD School Board to pursue a different path to my political career. To take effect as of Thursday Nov 12, 2020. It is with bittersweet sentiment I write this because of the time, energy, and relationships I was able to form throughout these past almost 15 years. This time spent has helped me grow personally and professionally. I have served with great pleasure watching our district grow to what it is today and feel confident it will continue to rise with you all at the helm. As a new board member when you sign up for this important position the learning curve can be demanding. We all go through it and then you realize you're a part of the team and what one does has to be done as a team. I know coming in new may be confusing or surprising, at times frustrating, but in the time of so many changes to the board we have come a long way in a short time. Starting with Mrs. Sandra Licon leading the board, I am so proud of you and all you have overcome to be the leader that emerged and knew was in you. You were challenged to be out of your comfort zone and took on a new way for the board to be accountable. Even I was out of my comfort zone, but you persisted because you knew this would be overall good for our students. I want to let the rest of the board know how much I appreciate your energy and hard work in learning so much in such little time. I feel confident in your work that our students will be in good hands, that your decision making will be for the good of all. May our legacy continue in future generations through your example. I wish continued success to all involved with the children of our community and hope my new position can be part of continued good for all. A lesson that sticks out for me is that of one of our TASB General Session Speakers author and real-life Freedom Writer Manny Scott he talked about reaching our students. In his words "If you can reach THAT kid, there is hope", to "humble yourself and become your student's student", and "you can never be paid enough, but you're living." He ended with saying that "we are the salt of the earth, stay salty." I take this to heart because I am my father's daughter and our work is bigger than us and we must not forget what our mission is on this Earth. May God bless you all and the work that you will continue to do.

Yours in education,

A handwritten signature in cursive script that reads "Irene D. Jaquez". The signature is written in black ink and is positioned above the printed name.

Irene D. Jaquez