

Budget Workshop/Special Called School Board Meeting

April 30, 2026

Minutes of the Budget Workshop/Special Called School Board Meeting of the Board of Trustees of the San Felipe Del Rio Consolidated Independent School District held Thursday, April 30, 2026, in the Student Performance Center and Administration Building Auditorium, 315 Griner Street, Del Rio, Texas.

Members of the public were able to access this meeting by viewing it on the San Felipe Del Rio CISD webpage, Spectrum Digital Channel #1301, and San Felipe Del Rio CISD YouTube Channel.

CALL TO ORDER AND ROLL CALL

Mr. Raymond Meza called this Budget Workshop/Special Called School Board Meeting to order at 5:30 p.m.

Mr. Jesus Galindo called roll and confirmed a quorum was present.

<u>Trustee</u>	<u>Present</u>	<u>Absent</u>	<u>Late Arrival</u>
Mrs. Rebekah L. Chavez	X		
Mr. Diego M. Almaraz, Jr.		X	
Mr. Joshua D. Overfelt			X
Mr. Raymond P. Meza	X		
Mrs. Linda Guanajuato-Webb	X		
Ms. Amy Haynes	X		
Mr. Jesus Galindo	X		

Others present: Dr. Carlos H. Rios, Ms. Amy Childress, Mrs. Sandra T. Hernandez, Mrs. Jane M. Villarreal, Mr. Carlos Barrera, Mr. Hector Chapa, and others.

A moment of silence was observed for personal reflection.

The Pledge of Allegiance to the Flag of the United States of America recited.

OPENING CEREMONIES

None

BUDGET WORKSHOP

- A. Texas Association of School Board (TASB) Salary Study Report
(Amy Childress)

B. Strategic Compensation Plan Update
(Amy Childress)

Budget Workshop was tabled to be presented after Reconvene to Open Session

ADJOURN BUDGET WORKSHOP

OPEN MEETING

The Special Called School Board Meeting Opened at 5:32 p.m.

RECOGNITIONS – There are no items for this meeting.

CITIZENS TO BE HEARD

None

PUBLIC HEARINGS – There are no items for this meeting.

BOARD MEMBERS' REPORT – There are no items for this meeting.

REPORTS – There are no items for this meeting.

CONSENT AGENDA

- A. Minutes from the Meetings – There are no items for this meeting.
- B. Financial Statements – There are no items for this meeting.
- C. Awarding of Bid/RFP/RFQ Items – There are no items for this meeting.
- D. Tax Refunds – There are no items for this meeting.
- E. Donations – There are no items for this meeting.
- F. Purchase Order over \$25,000.00
 - 1. Consideration to approve a Purchase Order over \$25,000.00 to HMH Education Company for Texas Into Reading 2026 version 2 for grades K-6 in the amount of \$1,011,889.80 (Funding Source: Fund 410 Instructional Materials Allotment Budget – State Developed Open Education Resource Entitlement and SBOE Approved Instructional Materials Entitlement) for a

complete Teacher Resource Package Print and Student Resource package including a 2-year digital program.

(Jane M. Villarreal)

Recommended Action: Approval

2. Consideration to approve a Purchase Order over \$25,000.00 to Carnegie Learning for Texas Bluebonnet Learning Secondary Middle School Math grades 6th-8th in the amount of \$154,711.00 (Funding Source: Fund 410 Instructional Materials Allotment Budget – State Developed Open Education Resource Entitlement and SBOE Approved Instructional Materials Entitlement) for Teacher Program (printed and digital) including MATHia supplemental bundle and a one-year Student Program.

(Jane M. Villarreal)

Recommended Action: Approval

G. Contracts over \$5,000.00

1. Consideration to approve a Contract over \$5,000.00 with Red Rover Technologies, LLC in the amount not to exceed \$24,950.00 (Funding Source: Fund 168 General Funds – Human Resources) for Absence Management System – Annual Subscription and one-time implementation.

(Amy Childress)

Recommended Action: Approval

H. Second Reading and Adoption of Policy Revisions – There are no items for this meeting.

I. Quarterly Investment Report – There are no items for this meeting.

Amy Haynes made motion to approve, and Linda Guanajuato-Webb seconded

Aye: Rebekah L. Chavez, Raymond P. Meza, Jesus E. Galindo

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

ADMINISTRATION – There are no items for this meeting.

CURRICULUM AND INSTRUCTION – There are no items for this meeting.

TECHNOLOGY AND OPERATIONS – There are no items for this meeting.

BUSINESS AND FINANCE

- A. Consideration to approve the Memorandum of Understanding between San Felipe Del Rio Independent School District, The City of Del Rio and The County of Val Verde, Texas, a Political Subdivision of the State of Texas in regard to Lone Star Consulting and Consideration to approve a Purchase Order over \$25,000.00 to Lone Star Consulting in the amount of \$16,000.00 (Funding Source: Fund 185 General Fund – CFO) for Federal Advocacy Services.
(Gilbert E. Sanchez)
Recommended Action: Approval

Linda Guanajuato-Webb made motion to approve, and Jesus E. Galindo seconded

Aye: Rebekah L. Chavez, Raymond P. Meza, Amy Haynes

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

- B. Consideration to approve the Memorandum of Understanding between San Felipe Del Rio Independent School District, The City of Del Rio and The County of Val Verde, Texas, a Political Subdivision of the State of Texas in regard to Andrade Van Putte and Consideration to approve a Purchase Order over \$25,000.00 to Andrade Van Putte in the amount of \$22,000.00 (Funding Source: Fund 185 – General Fund – CFO) for State Advocacy Services.
(Gilbert E. Sanchez)
Recommended Action: Approval

Jesus E. Galindo made motion to approve, and Rebekah L. Chavez seconded

Aye: Raymond P. Meza, Amy Haynes, Linda Guanajuato-Webb

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

HUMAN RESOURCES

- A. Discussion and possible action to approve Employee Job Descriptions and Evaluation Forms:
(Amy Childress)
Recommended Action: Approval

- Electrical Maintenance/Cafeteria Equipment Coordinator – New
- Child Nutrition Coordinator – Update
- Food Service Supervisor – Update

Rebekah L. Chavez made motion to approve, and Linda Guanajuato-Webb seconded.

Aye: Raymond P. Meza, Jesus E. Galindo, Amy Haynes

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

- B. Consideration to approve the conversion of a Master Electrician to Electrical Maintenance/Cafeteria Equipment Coordinator.

(Amy Childress)

Recommended Action: Approval

Amy Haynes made motion to approve, and Jesus E. Galindo seconded

Aye: Rebekah L. Chavez, Raymond P. Meza, Linda Guanajuato-Webb

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

- C. Consideration to approve the updated 2025-2026 District Compensation Plans.

(Amy Childress)

Recommended Action: Approval

Jesus E. Galindo made motion to approve, and Linda Guanajuato-Webb seconded

Aye: Rebekah L. Chavez, Raymond P. Meza, Amy Haynes

Other: Joshua D. Overfelt (late), Diego M. Almaraz, Jr. (absent)

Motion Passed

STUDENT SERVICES – There are no items for this meeting.

SECURITY – There are no items for this meeting.

The board adjourned into executive session at 5:43 p.m.

CLOSED SESSION

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.084, 551.087 of the Government Code (The Texas Open Meetings Act). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

A. Pursuant to 551.074: Personnel Matters and 551.071 Consultations with Attorney

1. Consideration to approve the Personnel Report to include the following:
 - New Hires
 - District Vacancies: Retirements/Resignations
2. Discussion and possible action to approve the position of the Early Literacy Curriculum Coordinator.
3. Vulnerability Audit Report

The board reconvened at 6:23 p.m.

RECONVENE TO OPEN SESSION

The Board may vote upon, and/or take action as to, any or all of the items considered under "Closed Session".

A. Consideration to approve the Personnel Report to include the following: (Amy Childress) Recommended Action: Approval

- New Hires
- District Vacancies: Retirements and Resignations

Rebekah L. Chavez made motion to approve, and Amy Haynes seconded

Aye: Joshua D. Overfelt, Raymond P. Meza, Jesus E. Galindo, Linda Guanajuato-Webb

Other: Diego M. Almaraz, Jr. (absent)

Motion Passed

- B. Consideration to approve the position of the Early Literacy Curriculum Coordinator
(Amy Childress)
Recommended Action: Approval

Ana Laura Amezcua – Curriculum & Instruction Department – Early Literacy Curriculum Coordinator – 12 Month Term 2 Contract

Jesus E. Galindo made motion to approve, and Rebekah L. Chavez seconded

Aye: Joshua D. Overfelt, Raymond P. Meza, Amy Haynes, Linda Guanajuato-Webb

Other: Diego M. Almaraz, Jr. (absent)

Motion Passed

SUPERINTENDENT’S REPORT – There are no items for this meeting.

ADJOURNMENT

Mr. Raymond Meza made the recommendation to adjourn the meeting.

Jesus E. Galindo made motion to approve, and Amy Haynes seconded

Aye: Rebekah L. Chavez, Joshua D. Overfelt, Linda Guanajuato-Webb

Other: Diego M. Almaraz, Jr. (absent)

Motion Passed

The Special Called Meeting adjourned at 6:23 p.m.

BUDGET WORKSHOP

Budget Workshop began at 6:24 p.m.

A. Texas Association of School Board (TASB) Salary Study Report
(Amy Childress)

Amy Childress introduced Erin Kolecki, TASB Senior HR and Compensation Consultant, who presented to the Board of Trustees the following report:

San Felipe Del Rio CISD Pay Systems Maintenance

- TASB Pay Study Process
- Compensation Concepts
 - Pay System Objectives
 - Pay System Controls
- Findings
 - Market Sources
 - Teacher Demographics – Experience Current Teachers
 - Teacher Demographics – Experience Newly Hired Teachers
 - Teachers Market Graph
 - Teachers' Market Salaries
 - Teachers Market Stipends
 - Other Pay Groups Market Salaries
- Recommendations

B. Strategic Compensation Plan Update
(Amy Childress)


Amy Childress presented to the Board of Trustees the following report:

Enhanced TIA – Principal Compensation System Overview

- HB 2 Goals
- San Felipe Del Rio CISD Implementation Plan
- Why Redesign Principal Compensation
- Principal Engagement as a Design Pillar
- System Overview
- The Effectiveness of Scorecard
- Draft of Principal's Scorecard
- Components of Principal Scorecard
- Scorecard Levels
- Example of Salary Growth Scenario from 2026-2033
- Implementation Timeline
- High-Priority Campuses
- Distinction Designations
- Next Steps

ADJOURN BUDGET WORKSHOP

Budget Workshop adjourned at 7:22 p.m.



President



Secretary