

**NORTHSIDE INDEPENDENT SCHOOL DISTRICT  
5900 EVERS ROAD, SAN ANTONIO, TEXAS 78251**

**Meeting of the Board of Trustees  
Tuesday, June 27, 2023  
6:00 p.m.**

**Members present**

**Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido**

**Staff present**

**Dr. Craft, Ray Galindo, Janis Jordan, Rene Barajas, Ben Muir, Leroy San Antonio, Eric Tobias,  
Valerie Sisk, Nicole Franco, Lori Jones, Dr. Jerry Woods, Deonna Dean**

**1. Notice of Meeting**

No virtual link provided

**2. Public Hearings**

Information: A. There are no items for this meeting.

**3. Meeting Opening**

Procedural: A. Call Meeting to Order

Procedural: B. Invocation and Pledges of Allegiance  
David Salcido

**4. Superintendent's Report**

Information, Reports: A. The Superintendent will report about current events, announce achievements or special recognitions, and share other information that may be of interest to Trustees or citizens. No action is required.

- STEM Sisters. STEM Sisters Summer Camp was held at two locations, with four middle schools participating. Dr. Craft visited the Ross location and was impressed with the passion and ingenuity of both the teachers and the students. STEM Sisters Summer Camp is two weeks of girl power with lots of STEM activities to spark the interest of females who are often underrepresented in this field.
- History Camp. The Northside Museum Association held its first-ever summer history camp. Retired NISD teachers and Museum members taught the camp. Students learned how to press flowers and design a lunch pail, played "oldtimey" games, visited the Huebner-Onion Homestead, and learned about Texas history and life from 100 years ago. Dr. Craft commented it was great to see the kids interacting and playing without electronics.
- Newcomer Summer Literacy Academy. The ESL program holds a showcase for middle school newcomer students at the end of their Summer Literacy Academy. They showcased our newcomer refugee and immigrant students' narrative stories as well as displayed their final projects from their course of study. It was a great way to celebrate diversity in the District. He noted that 90% of the students were from Afghanistan. Craft gave a special thanks to Damaris Gutierrez, ESL teacher and EL Coordinator at Rawlinson MS, and all the teachers who assisted with the academy.
- Hiring Update. We are still looking for general education and special education teachers, bus drivers, custodians, school nutrition employees, aids, and police officers. He is hoping that the 3% general pay increase and Retention Payment will be an incentive for people to remain. Dr. Craft also thanked the Board for the Juneteenth Resolution that allowed most employees to have an extra day off this year.
- Teacher Incentive Allotment (TIA). The District has begun exploring the Teacher Incentive Allotment program to assist with teacher recruitment and retention efforts and reward high-performing educators.
- Legislative Update. Dr. Craft provided an update on several legislative items, including HB 3, which adds multiple school safety requirements without full funding; HB 114, which requires DAEP placement for E-cigarette violations, including possession; SB 10, which provides a supplemental payment to certain TRS employees and includes a Cost of Living Adjustment if voters approve of the measure in November; pending Senate and House legislation providing property tax relief, and more.
- Board/Superintendent Goals. We will start working on the Board/Superintendent Process and Goals in August when all Trustees can be in attendance.
- 2024-25 and 2025-26 District Calendar Process. We will be establishing a calendar committee and working with the Northside Communication Network and the Northside Education Improvement Committee and will be surveying to collect important pre-committee information. 2 BOARDTalk 2022-2023 published by the Communications Department, Northside Independent School District

- 2023 Commencements. Dr. Craft commended all the high school principals during their recent June Commencements and reported that 6,895 graduates walked, with Brandeis High School being the most efficient for a traditional comprehensive high school with 1 hour and 25 minutes. Taft/Communications Arts High School came in at 1 hour 36 minutes for a high school with a magnet school.
- Video Moment: The video moment is a wrap-up and a look back at our 2023 graduation ceremonies.

## 5. Board Member's Report

Reports: A. Board Members who wish to speak will report about current events, announce achievements or special recognitions, and share other information that may be of interest to Trustees or citizens. No action is required.

- Trustee David Salcido visited Rhodes Elementary School for a PreK promotion ceremony and was impressed with the many different ways that Principal Vicki Kilpatrick and staff work to educate children including painting multiplication tables on the stairways. He also talked about meeting with a custodian who loves working for NISD.
- Trustee Gerald Lopez commended the Fine Arts program and all they do during the summer months to keep students engaged.
- Trustee Bobby Blount recently attended the STEM Sisters Camp and said it was great to meet the girls and see their excitement and knowledge. He also gave several presentations at the TASB Leadership Institutes in both San Antonio and Fort Worth. He challenged trustees across the state to really understand the Education Code and take to heart the idea that we are to prepare kids for society by encouraging more partnerships.
- Trustee Corinne Saldana thought graduations were awesome and remarked these are her favorite days of the year. She congratulated those who were recognized at the recent Retirement and Recognition ceremony and the Partner of the Year events. She also praised Joe Espinoza and his ISM presentation that she attended with Dr. Harle at Clark High School. She thanked Principal Lawrence Carranco for inviting her to give out paletas at Hobby Middle School during their 8th grade field day and thanked the parent volunteers for making it so successful. Saldana attended the recent summer TASB Leadership Institute and enjoyed the three days spent learning more about how to be good trustee.
- Trustee Carol Harle introduced Renee Vasquez, who is a 2016 graduate of Communications Arts High School, and the current reigning Reina de la Feria de las Flores. She has a passion for giving back to the community and strives to encourage the youth of San Antonio to believe in themselves and their dreams. She also praised the success of all the graduations this year and commented that each trustee shook about 900 hands and added that it is such a joyful time and the highlight of the year. Harle attended the Rising Stars production of Lion King, Jr. and praised the students from Jay and Holmes high schools, Hobby, Jones, Neff, Pease, Rayburn, Ross, Rudder, and Zachry middle schools, for their incredible performances.
- Trustee Karen Freeman also attended the Lion King, Jr. performance and praised all the students for their great stage presence, along with the costuming and makeup, and set design. She congratulated the Trustees and Dr. Craft on a successful graduation week. Freeman attended a San Antonio City Council meeting with Trustee Blount and former Trustee M'Lissa Chumbley, where the Board was recognized for being named the Outstanding Board by HE-B. She thanked Trustee Blount for his comments during the recognition.

## 6. Recognitions

Recognition: A. Senator Menendez will be presenting Dr. Woods with a gavel for his retirement.

Special Recognition. Senator Jose Menéndez presented Dr. Brian Woods, retiring NISD Superintendent, a gavel as well as a resolution from the Bexar County Legislative Delegation recognizing his 31 years of service to the students and staff at NISD. Senator Menéndez also commended the Board for being named the Outstanding Board by the HE-B Excellence in Education program.

## 7. Reports

Reports: A. 22-23 School Health Advisory Council (SHAC) Annual Report

- Enrollment update
- Safety Center Audits
- Excel Award to Jasmin Thompson 1st grade Braun Station
- Redistricting feedback
- Declaration of respect

Video Moment: National Custodial Appreciation Day is actually Oct. 2, but we thought this was a great time to highlight one of our very special custodians. One who has been at Helotes Elementary School for 45 years! He has seen generations of students come and go through those hallways, in fact, he was once a student there himself. Watch this "NISD Cares" video segment.

## 8. Citizens to be Heard

Procedural: A. Citizens wishing to address the Board regarding matters not listed on the posted agenda will be heard at this time.

Terri Zablocki - Socks or clocks for retirement

## 9. Consent Agenda

Approval: A. The Consent Agenda includes items that are considered routine and/or are of a recurring nature. All items listed under the Consent Agenda will be acted upon in one motion.

Action (Consent): B. Minutes from the Meetings of May Board Meetings

Action (Consent), Approval: C. Awarding of Bids, Request for Proposals, and Purchases over \$50,000

Action (Consent), Approval: D. Resolution to Approve Waiver of Penalty and Interest on Tax Account: 04481-201-1950

Action (Consent), Approval: E. Resolution to Approve Waiver of Penalty and Interest on Tax Account: 04390-502-0170

Action (Consent), Approval: F. Resolution to Approve Waiver of Penalty and Interest on Tax Account: 16385-009-0070

Action (Consent), Approval: G. Resolution to Approve Waiver of Penalty and Interest on Tax Account: 04400-994-0020

Action (Consent), Approval: H. Staff Development Waiver

Action (Consent), Approval: I. TEA Waiver Request for 7th Grade NWEA Map Reading Fluency Assessment

Action (Consent), Approval: J. Drainage Upgrades - John Paul Stevens High School - RFCSP #2023-065

Action (Consent), Approval: K. Generator & UPS Replacement - Richland Hills Data / Support Services - RFCSP #2023-053

Action (Consent), Approval: L. Ramp Replacement Project - Sandra Day O'Connor High School - BuyBoard #637-21 RFQ Project #2023-05-001

Action (Consent), Approval: M. Rehabilitation of Structural Piers - John Glenn Elementary School - IDQ RFP #2022-164 Project #22-009-164

Action (Consent), Approval: N. Roof Replacement - Mary Hull Elementary School - RFCSP #2023-112

Action (Consent), Approval: O. Change Orders

Action (Consent), Approval: P. Consultant Appointments

Action (Consent), Approval: Q. Construction Delivery Methods

Motion by Karen Freeman, second by Corinne Saldana.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

## 10. Curriculum and Instruction

Action, Approval: A. 23-24 Optional Flexible School Day for Chavez Academy

The goal of the Optional Flexible School Day Program in NISD, the Chavez Excel Academy, is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or who are behind in core subjects. The provisions of the program and assurances are outlined in the attachments as well as the student performance data. Approval is requested to submit the application.

Trustees approved an optional flexible school day for the Chavez Academy for the 2023-2024 school year. This is an annual application that must be submitted to TEA if districts plan to participate in the Optional Flexible School Day Program. The goal of this program in NISD's Chavez Excel Academy is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or who are behind in core subject courses

Motion by Karen Freeman, second by Carol Harle.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

## 11. Facilities and Operations

### 12. Business and Finance

A. There are no items for this meeting.

### 13. Human Resources

Action, Discussion and Possible Approval: A. Alternative Certification Reimbursement Program

In an effort to expand the teaching pool, especially in the areas of CTE, special education, math, science, and English, Trustees approved the Alternative Certification Reimbursement Program allowing those with a Bachelor's Degree to explore the opportunity to teach. The Alternative Certification Reimbursement Program would reimburse candidates up to \$5,000

Motion by Corinne Saldana, second by Carol Harle.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

### 14. Technology Services

A. There are no items for this meeting.

## **15. Administration**

Action, Discussion and Possible Approval: A. Low Attendance Waivers

### **Low Attendance Waiver for Bernal MS, Sotomayor HS and Langley ES – April 3, 2023**

On Thursday, March 30, 2023 a possible threat to Bernal Middle School was received. This post was immediately reported to NISD Police Department for investigation. The principal sent out a message to the Bernal community stating they did not believe the threat was credible but was being investigated. Another threat to Bernal Middle School was received over the weekend. The principal sent out a second message to the community stating they did not believe the threat was credible but was being investigated.

Sotomayor HS also received a possible threat over the weekend of April 1, 2023. This post was also reported immediately to NISD Police Department for investigation. A message was sent out to the Sotomayor community stating they did not believe the threat was credible but was being investigated.

Langley ES is located next to Bernal MS. Their attendance on April 3, 2023 was at 79.93%.

The average Bernal MS attendance rate for 2021-22 school year was 94.5%.

Sotomayor HS is a new campus; therefore, previous year attendance data is not available. The NISD attendance rate for 2021-22 was 91.57% and the HS average as a district was 90.6%. Sotomayor HS relieved Harlan, Brennan and Taft High Schools and their 2021-22 attendance averages respectfully were 92.6%, 92.8% and 91.9%.

Based on the fact that the attendance for Bernal was 53% lower, Langley ES was 13.5% lower and Sotomayor's was at least 22 points lower than the HS average in NISD, we are requesting a low attendance waiver for these three campuses for Monday, April 3, 2023.

### **Low Attendance Waiver for Straus Middle School – April 4, 2023**

On Monday, April 3, 2023 a possible threat to Straus Middle School was received. This post was immediately reported to NISD Police Department for investigation. The principal sent out a message to the Straus MS community stating they did not believe the threat was credible but was being investigated. Another threat was received on April 4, 2023. The principal sent out a second message stating they did not believe the threat was credible but was being investigated.

The average Straus MS attendance rate for 2021-22 school year was 95.5%.

Based on the fact that the attendance for Straus was 10% lower than previous year, we are requesting a low attendance waiver for Tuesday, April 4, 2023.

### **Low Attendance Waiver for Clark, Holmes, Marshall, O'Connor HS & Howsman ES– May 5, 2023**

On Friday, May 5, 2023 several possible threats to Northside ISD schools were received. The District sent out a message to the communities stating they did not believe the threats were credible, yet they were being investigated with heightened caution. The following five campuses reported lower than normal attendance on this day.

#### **May 5 Attendance 2021-22 Average**

Clark HS 79.91% 91.2%  
Holmes HS 75.44% 88.3%  
Marshall HS 75.97% 88.5%  
O'Connor HS 76.41% 92.6%  
Howsman ES 74.33% 87.7%

Based on the fact that all five campuses had over 10% difference, we are requesting a low attendance waiver for Friday, May 5, 2023.

### **Low Attendance Waiver for John Jay HS – May 17, 2023**

On Tuesday, May 16, 2023 a possible threat to John Jay High School was received. This post was immediately reported to NISD Police Department for investigation. The principal sent out a message to the John Jay HS community stating they did not believe the threat was credible but was being investigated.

The average John Jay HS attendance rate for 2021-22 school year was 85.9%. Based on the fact that the attendance for John

Jay was 26% lower than their average previous year, we are requesting a low attendance waiver for Wednesday, May 17, 2023.

Motion by Corinne Saldana, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

## **16. Superintendent**

Discussion, Procedural: A. Proposed Draft of 2023-2024 Board and Superintendent Goals

Provide the opportunity for Trustees to engage in the initial dialogue to establish the 2023-2024 Board/Superintendent Goals and initiatives. The draft will be revisited at future meetings in July.

Topics of Discussion:

- Lopez - Limits cell phone and challenge as a goal
- Freeman - Parents would need to be involved in this discussion
- Craft - Policy conversation
- Blount -Do we want to have something separate for the Board vs One goals for Supt. and Board Goals
- Harle - gather info on progress or impact?

Action, Approval: B. Consideration of Board Committee Assignment Positions

Trustees voted on Board appointments to several organizations:

TASB Delegate Assembly: David Salcido as delegate with Gerald Lopez as alternate

Northside Education Foundation: Dr. Karla Duran Northside representative

Northside representative to the TASB Board of Directors: Dr. Carol Harle

Motion by Karen Freeman, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

Action, Discussion and Possible Approval: C. Consideration of Safety and Security Committee Representatives

District Safety Committee: Bobby Blount and David Salcido

Motion by Carol Harle, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

Action, Approval: D. TASB Resolutions

Trustees approved seven advocacy resolutions for submission to the Texas Association of School Boards' Delegate Assembly.

- Harle mental health/wellness and SEL needs to be included in safety and security
- One line proactive in mental health and wellness would not need these as much
- Move with approved resolution as identified with #3 amendment

Motion by Carol Harle, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

Information: E. Future Agenda Items

## **17. Executive Session**

Information: A. 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, 551.084 of the Government Code (the Open Meetings Law). 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.

President Freeman announced that, in accordance with Texas GovernmentCodeSection551.071theBoard would convene in closed session at 8:03pm

Discussion: B. Pursuant to Texas Government Code Sections 551.076 and 551.089, consider and discuss TxSSC intruder and detection audit

Discussion: C. Appointment of Director of Student Information Systems

Discussion: D. Appointment of Principal at Rhodes ES

Discussion: E. Appointment of Associate Principal at Allen ES

Discussion: F. Appointment of Associate Principal at Boldt ES

Discussion: G. Appointment of Associate Principal at Construction Careers Academy

Discussion: H. Appointment of Associate Principal at Esparza ES

Discussion: I. Appointment of Associate Principal at Leon Springs ES

Discussion: J. Appointment of Associate Principal at Glenoaks ES

Discussion: K. Appointment of Associate Principal at Hoffmann ES

Discussion: L. Appointment of Associate Principal at Powell ES

Discussion: M. Appointment of Associate Principal at Steubing ES

Discussion: N. Appointment of Associate Principal at Warren HS

Discussion: O. Appointment of Assistant Principal at Harlan HS

Discussion: P. Appointment of Assistant Principal at Sotomayor HS

## 18. Open Session

Information: A. Any required action by the Board concerning matters considered in closed meeting will be taken in open session.

The Board reconvened into open session at 8:36 p.m.

Discussion: C. Appointment of Director of Student Information Systems

Discussion: D. Appointment of Principal at Rhodes ES

Discussion: E. Appointment of Associate Principal at Allen ES

Discussion: F. Appointment of Associate Principal at Boldt ES

Discussion: G. Appointment of Associate Principal at Construction Careers Academy

Discussion: H. Appointment of Associate Principal at Esparza ES

Discussion: I. Appointment of Associate Principal at Leon Springs ES

Discussion: J. Appointment of Associate Principal at Glenoaks ES

Discussion: K. Appointment of Associate Principal at Hoffmann ES

Discussion: L. Appointment of Associate Principal at Powell ES

Discussion: M. Appointment of Associate Principal at Steubing ES

Discussion: N. Appointment of Associate Principal at Warren HS

Discussion: O. Appointment of Assistant Principal at Harlan HS

Discussion: P. Appointment of Assistant Principal at Sotomayor HS

Motion by Karen Freeman, second by Corinne Saldana.

Final Resolution: Motion Approved

Yes: Carol Harle, Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido

19. Adjournment

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 8:37 p.m.

APPROVED ON JULY 25, 2023