

**NORTHSIDE INDEPENDENT SCHOOL DISTRICT  
5900 EVERS ROAD, SAN ANTONIO, TEXAS 78238**

**Called Meeting of the Board of Trustees  
Tuesday, August 8, 2023  
6:00 PM**

**Members present**

Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

**Staff present:**

Dr. Craft, Ray Galindo, Ben Muir, Leroy San Miguel, Ben Muir, Nicole Franco,  
Steve Daniel, Rene Barajas, Barry Perez, Janis Jordan, Kris Trejo, Kelly Rasti

**1. Notice of Meeting**

No virtual link required

Information: A. No Virtual Link Required

**2. Meeting Opening**

Procedural: A. Call Meeting to Order  
6 pm

Procedural: B. Invocation and Pledges of Allegiance  
C. Saldana

**3. Public Hearings**

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

**4. Superintendent's Report**

Information, Reports: A. This item will not be considered a part of the agenda.

**5. Board Member's Report**

Reports: A. This item will not be considered as part of the agenda.

**6. Recognitions**

Recognition: A. New Central Office and Campus Administrators

Dr. Craft congratulated and welcomed the new/admin.

Galindo - Introduction of Board and Congratulations to all that are new to the position starting in August of last year

**7. Reports**

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

**8. Citizens to be Heard**

Procedural: A. This items will not be considered a part of the agenda.

**9. Consent Agenda**

Action (Consent), Approval: A. Second Reading and Adoption of TASB Update 121  
2nd reading of Update 121

Motion by Karen Freeman, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

## **10. Curriculum and Instruction**

### **11. Facilities and Operations**

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

### **12. Business and Finance**

Action, Approval: A. Notice of Public Meeting to Discuss Budget and Proposed Tax Rate

The Board of Trustees is required by Section 44.004 of the Texas Education Code to provide for the publication of Notice of Public Meeting to Discuss Budget and Proposed Tax Rate ("Notice"). The Notice must contain the District's proposed tax rate for the year 2023, presented in two separate components: the Maintenance & Operation (M&O) Rate and the Interest & Sinking (Debt) Rate. The tax rate that is ultimately adopted for the year 2023 may not exceed the proposed rate shown in the Notice unless the District publishes a higher proposed tax rate in a revised notice and holds another public meeting to discuss the second notice.

The Board will vote on adoption of the final tax rate for the year 2023 at a later date.

It is recommended that the Board call a public meeting for August 22, 2023, to discuss the budget and proposed tax rate.

Ask of Trustee Freeman - Cost of advertisement in Friday Letter

Motion by Gerald Lopez, second by Karla Duran.

Final Resolution: Motion Approved

Yes: Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

### **13. Human Resources**

Discussion: A. Staffing Update

Ben Muir presents efforts on Staffing - Updates.

Hiring Data New Teachers: 780 Alternative Certification: 56 Retire/Rehire: 27 Substitute Pool: 2500

Northside ISD Total

Instructional Assistants 126

Maintenance 106

Transportation 149

63 CDL Drivers

5 Non-CDL

Drivers 81

Assistants Custodians 205

177 Custodians

4 Head Custodians

24 Asst Head Custodians

Police 15

7 Patrols

8 Campus

Child Nutrition 45

21 Food Service Workers

24 Management

Continued Recruiting Efforts

Certification Pathways Informational Session - July 27th - 80 candidates attended @ NAC

JBSA Career Summit - Hiring Our Heroes - August 1 & 2 @ Boeing Center @ Tech Port

\$2500/\$1200 Retention Payment in September 2023

\$300 Referral Program - Got Friends?

Retire/Rehire

### **14. Technology Services**

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

### **15. Administration**

Action, Discussion, Information: A. Student Code of Conduct

Presenter - Galindo/Tracy

Student Code of Conduct-Vaping

- HB 114 New Hearing Officer
- Approve Hearing Officers - next Board meeting
- Second Chance Academy - Clean record 1st offense - Counselors/parents/ motivational speakers
  1. Example of JP Ruiz - the sentence is directed towards education classes if student is failing class.

Saldana -Reponse to Bullet point 3 #1

1. #1 -careful that we don't give the impression that there is no penalty
2. #2 - what are we doing before school starts about notifying students the law has changed

Suggestion - Bexar County Coalition meeting - Get it on TV stations for parents notifying of changes

Response to Saldana -

1. Student will not go back into the classroom or alternative location
2. Advised admin to include in the B.O.Y. meeting with parents
3. Notices around campus, bathrooms, social media, etc

Freeman - RE: Judge Ruiz topic -

1. Tutoring as disciplinary actions "partnering" need to take a stand on what is considered appropriate consequences before those disciplinary actions are made by judges.

Alternative Locations - will be monitored for # of students

Motion by Karen Freeman, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

Discussion: B. First Reading of AF (LOCAL) Policy

Northside ISD 015915 INNOVATION DISTRICTS AF (LOCAL)

Add Policy 7-20-2023 1 of 1 AF(LOCAL)-IDA ADD POLICY In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an innovation plan.1 1 Innovation Plan:  
<https://www.nisd.net/>

## **16. Superintendent**

### **Discussion: A. School Safety Update**

Streamline language across the board

Number all exterior doors for emergency response teams

All HS students to wear visible ID badges

Staff wearing ID as well

Police Officers - we will be bringing 20 additional officers for approval

Doors will alert if left open, not operating prop. etc

Adding another possible K9 unit

Proposing 12 million in school safety initiatives

PSA to parents regarding vape consequences. assoc. w/ vaping

ID badges etc.

Lopez -Questions

1. Mandatory Student ID HS campus (Identification only)
2. Will this be included in the Student Code of Conduct??? Will be written into the SCC as insubordination

Response:

1. HS admin are aware and they understand consistency is key
2. MS (some) are looking to follow suit makes for an easier transition

Saldana - Sec C of the SCC is not included (ID badges)

Bobby-Questions

1. Could this be Local Policy down the road?
2. Police Dept. visit to be scheduled

Dr. Craft -

- HB 3 LOCAL and Legal in near future
- TEA rule-making will dictate policy
- We can write our own local policy.

Action, Discussion and Possible Approval: B. Discussion of Internal Audit Position

CRAFT - 2 Positions

Interviews and being sensitive to time

Director and assistant by law report directly to B.O.T.

Changed -Under the direction of the Board of Trustees and in coordination with the office of the Superintendent, the Director of Internal Audit directs the broad and comprehensive internal audit function of the school district. This position provides assurance to the Superintendent, Board of Trustees and administration through various audit reports that the district's financial obligations are properly managed and safeguarded. Provides oral and written reports to the District managers, administrators, the Superintendent, and the Board of Trustees, as appropriate.

Scheduling: Risk Assets, Data, I

Under Major Responsibilities:

#5 Direct, coordinate, and monitor work performed by audit staff.

#7 Research and help implement accounting software packages for business applications and campus activity funds.

#12 Complete special projects and audits as assigned by the Board of Trustees

Saldana - Suggestion

Bring back the prior director to help in the process (at no cost)

Lopez - Suggestions

Hire a Director or go with an outside auditor?

Board elects which department that needs to be audited

Will they be well-rounded if NISD hires? - On-the-job training.

Outside vendor could hire experts in their specific field

Duran - Suggestion

\*Not a precursor - To pre-audit to the financial audit

Keep separation from employee to external - position to be selected by B.O.T.

Craft - Suggestion

If more information is needed we can wait on motion.

Saldana - No issue with posting what is currently in place.

Lopez - Clarification

We are only approving job posting not anything else that is up for discussion.

Motion by Gerald Lopez, second by Corinne Saldana.

Final Resolution: Motion Approved

Yes: Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

Discussion: C. Discuss Naming Process of New Elementary- Village at Westpointe West

Ask - Name by Sept. 26, 2023.

CW LOCAL -Bobby explains the process of naming

Aug 22 - Submission

9/12 Board Retreat - Trustees submit the names

Possible for action depending on how many names bringing to the Board meeting.

Freeman- Concerns from community members

1. Hard time finding form

2. The community is not aware of a school's being named or when new schools will be starting

Recommendation:

- To be placed on the front page of website.
- Sept. 12 - Board Retreat. Discuss nominations
- Sept. 26 - Agenda Item - Naming School

Craft- Ask

- Names updated/submitted by the end of the month 8/31
- Add to Friday Letter Sept. 1

## 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 8:15 pm

Discussion: B. Discussion regarding Consultation with District's Legal Counsel

Discussion: C. Appointment of Associate Principal at Fields ES

Discussion: D. Appointment of Associate Principal at Carlos Coon ES

## 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 8:40 pm

Action, Approval: C. Appointment of Associate Principal at Fields ES

Action, Approval: D. Appointment of Associate Principal at Carlos Coon ES

Motion by Corinne Saldana, second by Gerald Lopez.

Final Resolution: Motion Approved

Yes: Gerald Lopez, Bobby Blount, Karen Freeman, Corinne Saldana, David Salcido, Karla Duran

## 19. Adjournment

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 8:41 p.m.

Approved on 9/26/23