

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

**Regular Meeting of the Board of Trustees
Tuesday, September 26, 2023
6:00 p.m.**

Members present

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

Staff present

Dr. Craft, Ray Galindo, Janis Jordan, Rene Barajas, Leroy San Miguel, Monica Faulkenbery, Andi Sosa, Kim Ridgley, Ben Muir, Nicole Franco, Leticia Ramirez, Jacob Villarreal, Jessica Palomares, Debbie McNierney, Adriana Garza, Barry Perez, Kelly Rasti.

1. Meeting Opening

Procedural: A. Invocation and Pledges of Allegiance
D. Salcido

Procedural: B. Call Meeting to Order
6:00 p.m.

2. 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.

- Team Northside spirit stick. The Spirit Stick from Convocations has made its way around the district keeping the Northside spirit alive. So far, recipients have included the Fine Arts Department, Maintenance & Facilities, Reed Elementary, Marshall HS/Marshall Law and Magnet Services, and Tomlinson ES.
- Higher Education Partners. Dr. Craft met with Dr. Salvador Ochoa, the new president of Texas A&M University/San Antonio, which is the fastest-growing University in the A&M System currently. The University made a significant announcement of expanding upon the Achiever Promise program, which covered the top 10% of high school seniors. The new Jaguar Promise casts a wider net to serve even more students across the state. Eligibility requirements have expanded to include the top 11% to 35% of seniors graduating from a Texas high school with a family-adjusted gross income of \$70,000 or less; students graduating from an Early College High School with at least 30 credit hours; and transfer students with an associate degree or 60 credit hours who have a family-adjusted gross income of \$70,000 or less. Dr. Craft also met with Dr. Amy Bosley, the new President of Northwest Vista College. They had a great conversation regarding the dual credit program and ways to potentially grow a partnership, programming, and expand opportunities for NISD students in the future. He plans to meet with UTSA leadership in the future.
- Northside Leadership Academy. Dr. Craft reported that the Northside Leadership Academy had its second meeting of the year and commended the Leadership development team for their hard work.
- CAST Teach Pinning Ceremony. Dr. Craft, CAST Teach HS Principal Ericka Olivarez, and Executive Director of CAST Schools Jeanne Russell participated in the pinning ceremony of the incoming freshmen and sophomores (and future educators) at CAST Teach HS.
- KSAT Conversation on Vaping. The District continues to push education and awareness to students and parents on the adverse effects of vaping. Dr. Craft recently participated in a conversation with KSAT on this topic.
- PTA Delegate Meeting/Kick-Off. It was a packed Northside Activity Center for the first meeting with the NISD PTA Council.

- Colonies North building improvements. The Colonies North Elementary School campus improvements, originally included in the 2022 Bond Proposal which the community graciously approved, included the first phase of facility improvements. The original scope of work is being amended to address structural deficiencies. As a result, Dr. Craft met the staff and Citizen Bond Advisory Committee to present the revised plan.
- Region 20 Safety Audits. School safety audits will continue this school year and will be conducted by the Education Service Center, Region 20.
- Raise Your Hand Texas Event. Several local lawmakers were recognized by Raise Your Hand Texas (RYHT) at an event hosted at CAST Teach HS. Honored by the RYHT group were State Senator José Menéndez, and State Representatives Trey Martinez-Fisher and Josey Garcia. The group also had the opportunity to tour the District's newest high school magnet program.

3. 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 as a first-year Trustee has set a goal to visit all of the District's campuses. To date, he has visited 21 schools.
- Trustee Gerald Lopez announced that the Alamo Colleges District will be hosting an event on Oct. 7 in honor of Hispanic Heritage Month. Lopez honored local realtor Michael Williams for his generous donation of food and clothes to the Ross MS community.
- Trustee Karla Duran invited Trustees to attend a Dual Credit Conference being held on Oct. 14 at St. Philip's College where Dr. Craft will be a featured speaker. In honor of Human Resources Professionals Day, Duran thanked the NISD HR team for their hard work.
- Trustee Bobby Blount attended the pre-conference of the Mexican-American School Board Association (MASBA). He shared that school district trustees will have many opportunities to collaborate this month with the various conferences and professional development opportunities available to them.
- Trustee Corinne Saldana is proud to say that the football season is her favorite time of year and she has enjoyed attending many NISD football games. She has enjoyed seeing so many parents in attendance. Saldana thanked the coaches, trainers, student trainers, and stadium personnel for their work and efforts. She enjoyed visiting CAST Teach and Holmes high schools. Saldana had the opportunity to visit a Northwest Vista math class and enjoyed visiting with a NISD student in the class. She looks forward with
- Trustee Carol Harle feels the school year is off to a great start and enjoyed visiting Rawlinson MS on the first day. She acknowledged NISD librarians Lucy Podmore and Sheryl Stoeck for a successful Library Palooza Book Reveal event. Harle then attended an e-sports kick-off event which had a great turnout from both students and families. Harle thanked Dr. Kim Ridgley, Assistant Superintendent of Whole Child, for her facilitation of the District's Be Well, Stay Well initiative. She also honored Health Careers HS graduate and author Lorenzo Gomez for his ability to share his personal experiences so meaningfully in his writing. Harle also attended the Mayor's Fitness Council Student Ambassadors Community Partner Night where several NISD students were honored: Lewis Haynes, Zackeri Carrasco, Tessa Fontenot, and Mayrah Arain.
- Trustee Karen Freeman said the recent Raise Your Hand Texas event hosted at CAST Teach HS was a wonderful opportunity to honor several elected officials and to tour the campus.

4. Recognitions

A. Recognition of Dominique Roose, Folks MS, 2023-24 KENS 5 EXCEL Award Winner

EXCEL Award Winner. Dominique Roose, an eighth grade Social Studies teacher at Folks Middle School, was named the 2023-24 KENS 5 EXCEL Award Winner during a surprise announcement at the school. The video of the news story was shown and is found [here](#).

B. Recognition of Jackson Gutierrez, JSEA, 2023-24 KENS5 All-Star Athlete

All-Star Athlete. Jackson Gutierrez, a senior at Jay Science and Engineering Academy, was selected as the 2023-24 KENS5 Great Day SA All-Star Athlete.

Procedural, Recognition: C. Signing of NISD Declaration of Respect

Trustees sign Declaration of Respect. On Oct. 6, all NISD students and staff will be invited to sign a Declaration of Respect as part of the District's anti-bullying initiatives. Counselors have been equipped with training, materials, and lessons for classroom presentations that teach necessary skills to students to promote a safe, respectful, and healthy school climate. Members of the Board of Trustees signed their own Declaration of Respect, as a show of support for the program spearheaded by the NISD Counseling Department led by Mary Libby. Dr. Craft signed on behalf of NISD staff

5. 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.

Janet Ray - President of the San Antonio Alumnae Chapter, Delta Sigma Theta
Recognized Ruth Jones Trailblazer Award on behalf of the chapter
Awarded to Robert Bobby Blount

Linda Belard - 4 Bowlers
Aidan Gonzales - learned and grew friendships, memories, support given and received, having fun, perseverance as a team, and experience are amazing and competitiveness

Jamie Espara (Marroquin) - August 2021 removed from board room and then later issued CTW
7 pillars directed towards Duran in comparison to her actions. Why was her punishment held to this level when Duran is still on the Board?

Celom Beya - Outcry 7th grade Child Safe provided trauma therapy - Student that committed the assault was not charged
NISD admin was asked to help - could offer admin transfer for safety vs a parent request. Can transportation be provided by a case to case?

Billingsley - Justice
Sensor one of your own as another district did in SA.
Taxpayers request you to sensor Karla Duran for her arrest.
Her apology was at best bad grammar and fake. "fraternal direction"

Terry Zablocki -
Vouchers and the cost of private school

Retirement:
Donate vs clocks - option to donate money check a box
Take positive actions

Jesse Cardenas - 30 years addressing the board. Oak Hills Terrace after M'Lissa Chumbley
Pride in teachers, cleaning, feeding, driving, etc.
Duran brought embarrassment to the Board

Robert Gonzalez - Duran to be held responsible and accountable
As trustees you provide trust and mentorship - You can't provide that with actions shown
questioning the example of being set
No outcome - got away with behavior they shouldn't have
Death could have occurred or injury could be a reality

Crockett - Member of Mad
Drunk driver killed a family member addressing Duran. There is no shame. Step down.
Think about the legacy you are leaving to your family. You have lost the trust of the people.

6. 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), Approval: B. Minutes from the Meetings of August Board Meeting

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

Action (Consent), Approval: D. Purchasing Cooperative Fees Paid by Northside Independent School District

Action (Consent), Approval: F. 2023-2024 School Boundary Advisory Committee (SBAC)

Freeman - addressing the hardship of volunteers 2 reps for the SBAC Committee meeting.
Response Galindo explains

Action (Consent), Approval: G. Certified TTESS Appraisers

Action (Consent), Approval: H. 23-24 Homebound Instruction Waiver

Action (Consent), Approval: I. Bexar County 4-H Adjunct Faculty and Extracurricular Requests

Action (Consent), Approval: J. Interior Colors for Administration Suite Replacement & Energy Control Upgrades - Sam Rayburn Middle School

Action (Consent), Approval: K. Contractor for Boiler Replacement - Earl Rudder Middle School - RFCSP #2023-093

Action (Consent), Approval: L. Contractor for Chiller & Energy Controls Replacement - Sandra Day O'Connor High School - RFCSP #2023-092

Action (Consent), Approval: M. Contractor for Mechanical Upgrades - Ed Cody Elementary School - RFCSP #2023-079

Action, Approval: N. School District Teaching Permits

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, Karla Duran

7. Curriculum and Instruction

Discussion: A. 24 Month ESSER Update

It is a requirement to provide an update to the Board of Trustees at six-month intervals regarding the use of Elementary and Secondary School Emergency Relief (ESSER) funds. The evening's presentation represented a 24-month update.

106 responses from parents

Question asked: what are we doing well?

Ask - need to continue to provide teacher support

- Budget summary at 24 months 77% of ESSER BUDGET
- Direct services to children and campuses 20% we are at 66%
- Conclusion Sept. 2024 all funds will be spent
- 425 positions - 85% filled
- vacant follow a pattern hard position to hire and hold
- 72 learning tree revolving door
- Program evaluations - for continuation

Initiatives - existing and expanding

PRE K AND ECSE

New - Reading & Mathematics Enrichment & SEL Support and Engagement

Retention and Payment - possibility 33,288, 281

Goal: High-Quality Teacher _ ESSER funds to make it happen.

Has this made a difference? Evaluation and data Spring 2023 STAAR scores performed better excluding 7th-grade reading

Reading 3rd grade - % of students 23 meet approaches - surpassed pre-pandemic.

Math STAAR FROM 22 TO 23-Improved in every level.

3rd still needs to improve but still better pre-pandemic.

Plan - Next steps

Esser programs to be cont. to be funded in 20204

Remaining funds will go to summer school 2024

G. Lopez - Congrats looks like things are heading in the right direction

Wrap-around services - what does that encompass?

We provide to students and families clothes closets, backpacks, and mental health. SEEDS teams partner with circle entire families having extensive needs.

Statics or data we have provided - Yes 1 of the initiatives called SSF at MS TRIAD with principal assistant principal, counselor # of counseling- Ask: that data can be shown to the Board s

Spanish Speaking Surveys are in both English and Spanish 106 English is considered low not as much participation. Parent NISD Newsletter

Blount- ESSER Funding from the federal govt. Doesn't this show how funding would absolutely help out students?

8. Business and Finance

Action, Discussion and Possible Approval: A. Medina County Appraisal District Resolution
October 20 to vote

Freeman - what have we done historically? Are we able to speak to surrounding districts to support

We have cast votes in prior

No name - no further action

Action, Discussion and Possible Approval: B. NISD Police Officer Longevity Pay

The Board will consider a proposal from Administration to offer longevity pay and stipends to NISD police officers who have licensing from TCOLE as it serves a public purpose to offer this type of pay after the 2023-24 budget has been adopted.

The Board approved a proposal from Administration to offer longevity pay and stipends to NISD police officers who have licensing from TCOLE as a recruitment and retention strategy

Compensation necessary to our own PD - Proposal Longevity to fill and retain.

All officers with licensing from the Texas Commission on Law Enforcement (TCOLE) are eligible
Will use TCOLE experience to determine the level of longevity pay
If approved, new hourly rates and stipends will begin November 1, 2023
Estimated total cost is \$425,000

Saldana - New officer would get 1500 as a retention but not receive it in one payment but as part of a salary.
Response: Only salary officer if you are salary by 12 mths
Hrly would translate to 1500 over 12 month period

Numbers asked to be provided of how many we are losing to other departments

Harle: Could we look at offers by other districts compared to NISD?
PD part of the ESSER fund stipend - YES
Maybe we need another magnet school for PD.
R: Craft has engaged in that conversation Apply towards a police academy and t-close certified.

Saldana - Look at other school districts (outside dept.) and the hrs they work and compare.

Lopez: Move to approve

Motion by Gerald Lopez, second by Corinne Saldana.

Final Resolution: Motion Approved

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

9. Human Resources

Action, Approval, Discussion: A. Medical and Pharmacy Reinsurance

Pulled off the agenda due to sickness from McGriff Will bring back in October

One pass Select and free to NISD
Can visit various memberships

Lopez: Currently with a specific exercise coach and wants to go to someone else.
R: list is larger than listed here

Harle: Pet insurance
R: Yes

Blount: Great program

Information: B. 2024 UHC Employee Premiums
Premiums Stayed the same

The Board considered a proposal from the Benefits Department about One Pass Select, a subscription-based fitness and well-being program that supports a healthier lifestyle. Employees can have access to thousands of gyms and online classes with flexible fitness options, a grocery delivery subscription, etc

Open Enrollment October 2 -27
Must enroll insurance
Vendors will be at the open enrollment

Saldana does the open enrollment include retirees
R: Yes

10. Administration

Discussion: A. Discussion of Administrative Boundary Proposal for Village at WestPointe West Area ES

Trustees heard the administrative boundary proposal for "Village at WestPointe West Area" Elementary School and a boundary adjustment prior to the School Boundary Advisory Committee (SBAC) meeting and the Public Hearing on Oct. 25. The SBAC, assisted by staff, will review the staff proposal, study relevant data, conduct a public hearing, analyze information as required by policy, and make formal recommendations to the Board concerning attendance zones. Elementary schools involved in the proposal are Cole and Galm elementary schools. "Village at WestPointe West Area" ES will open in August 2024 and is funded by School Bond 2022.

Overview GOALS:

- Provide relief to Cole ES and allow for future growth
 - Utilize available capacity at Galm ES to balance enrollments
- DETAILS OF THE PROPOSAL EFFECT ON SENDING AND RECEIVING SCHOOLS

Enrollment: 41185 - Target Enrollment:800 - Capacity w Max. Portables:1351
GalmES*: 2023-24 Base Day Enrollment: 471 - Target Enrollment:750
Capacity w Max. Portables:1082

Bobby - Does Galm serve all of Westcreek? Yes - recommend Cole areas that feed directly into the neighborhood streets.

All eligible for transportation

Riverstone at Westpointe might be able to walk- Transportation will review
Moving to Galm - Some areas of Fonterra would walk /bus depending on the address

Only 5 graders will be offered to stay no siblings

Harle: Concern - Cole families love Cole ES when there is a meeting we need to speak about all those wonderful things are going on and the activities to do should be shared about the campus transferring to.
R:Yes that will be addressed by J. Palomares and all the unique things going on at Galm
Open house for just those students

Freeman: same lines of Dr. Harle - my neighborhood Beard to Helotes - helped with boundary changes

Duran - 5th graders policy is mandatory for all students to attend excluding 5th graders parent choice

Action, Discussion and Possible Approval: B. Discussion of Good Cause Exception Resolution

Sept 1 now calls for every school to have an armed guard - would need to hire 75 officers with our 33 current vacancies. bc it is new there is flexibility we are (asking qualified personnel/revenue) asking for an exception as we continue to try to hire fully commissioned officers in compliance with HB3

Citing a lack of qualified personnel and lack of revenue, the Board approved a resolution claiming a good cause exemption to recent legislation requiring at least one armed security officer at each district campus. The Board recently approved adding 20 commissioned peace officers to the District's police dept. but assert that at least 75 officers would need to be added to meet the state's requirement

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, Karla Duran

11. Superintendent

Action, Discussion and Possible Approval: A. NISD Team Operating Procedures

Lopez: Where is it in policy we travel as a Board member out of pocket then we get reimbursed. Should not cost the trustee to serve

Craft : Can revisit that procedure. Can bring forward to policy meetings.

Freeman: Challenge is personal credit card is being charged

Traveling becoming more expensive - cc etc

Saldana - Barajas policy or reason why we paid first. NO just practice

Harle - discuss it in detail at a committee meeting/policy meetings - duties of responsibilities

Lopez - NALO- worthy conference outside of Texas - considered by the Board

R: Rubic for NALO

Can ask Board for permission

Freeman - TASB is hosting in DC

Operating Procedures:

Change: will be held to typically held on the 4th Tuesday of each month with the exception of November and December.

School visits - The courtesy of advance notice to the principal or other administrator is appreciated. vs Advanced notice is required

Blount: Interaction with partnerships with principal appropriately - Before I approach go forward Craft and the Board to make sure that is ok.

How to address the Board: Potentially Friday Letter

Participating or hosting in FL event atdetails

Harle Response: Role of trustee when introducing a program/input

Friday Letter and also procedure and process if they want to introduce a program shared with discussion

Craft: program vs an event

One time things - event

Program: initiate committee meeting and board approval

New Trustee concerns:

Duran - struggle as new trustee as steps to take.

Recommended - as part of onboarding

Edits on OP and bring back next Board Meeting

Action, Discussion and Possible Approval: B. Code of Ethics

Zablocki - communications to the requirements compliance with the code of ethics is an issue. Signs the code Reference =brings disrespect to the District. NISD would have power to operate decision. Looking at different challenges in the next 30 years

Board majority refused to do their training

Recomm: remove: and insist on regular evaluation of all programs.

Under 9 - add - avoid personal involvement in activities the Board has delegated to the Superintendent? Supt. -

Management of personal

Bobby - no consensus to 9 no change

#16 Should be #1 - Saldana and Duran

Accept with amendments

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, Karla Duran

Discussion: C. Leadership Northside

Kick off - Nomination process for board to consider launching this year

Will bring more information at a future date

Comments Questions: None

Action, Discussion and Possible Approval: D. Consideration of Naming Village at WestPointe West Area ES

Trustees voted to name the District's 83rd elementary school for former NISD Trustee M'Lissa M. Chumbley. Chumbley, a graduate of Marshall High School, served on the NISD Board for 28 years. She continues to be a lifelong volunteer and advocate for public education. The school, formerly referred to as "Village at WestPointe West Area" ES, will open in August 2024.

Reminder August 8 Policy associated with Naming new ES

Aug12th brought back with an opportunity to narrow down

6 names for consideration

Bobby explains how he would like to see the portion done. Break 5 min

Speak on behalf

Use Alpha number listed on paperwork

Harle: Family 7 page dissertation

Names should represent the faces of our kids and families

77 nationalities of NISD

Newcomers group #5 hails from India

Legacy and leadership

Renaming of the school can honor Oak Hills Terrace

Duran

#1 - 44 yrs of service Legacy - and leadership

#3 - Hispanic man who was very professional

Lopez-

#2 Legacy leadership and service

Community Service

28 years of service

Fighting the good fight

Graduate of NISD alumni

Her kids attended NISD

Represents and bodies everything trustees believe and support

Gerlach scholarships

Saldana - Difficult list personally for her personally.

#2 Inspirational dedication and service

Did not receive any pay

Freeman -Personally know 5 out of 6

Extremely difficult decision to make

#6 Contribution has made Pub. Ed
Has done so much for kids
Passionate and loves NISD, kids, staff, etc

#2 gave time longevity
A mom, parent, positive impact
Servant leadership mentor to kids

Salcido:

#4 Underdog
Taught during cancer treatment
19 years remission
Affiliation with the college board
Scholarship given out in her name

Blount - 5 of the 6

#1 Continues to have an impact on campus and engages in other activities
#2 Number of years of services
#3 Took us through trying times
#5 Serves with 5 diversity elements - impact
#6 Not naming due to job but outside which is very apparent across our state and in Texas

Vote: Trustees

1=0
2=4
3=0
4=0
5=2
6=0

Motion- Freeman 2nd Saldana

Motion by Karen Freeman, second by Corinne Saldana.

Final Resolution: Motion Approved

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

No: Carol Harle, Karla Duran

Procedural: E. Future Agenda Items

12. 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 Blount announced that, in accordance with Texas Government Code Section 551.071 the Board would convene in closed session at 10:15 pm

Discussion: B. Appointment of Associate Principal at Jordan Middle School

Discussion: C. Appointment of Associate Principal at Meadow Village School

Discussion: D. Appointment of Academic Dean at Vale Middle School

13. 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 10:26 pm.

Action, Approval: B. Appointment of Associate Principal at Jordan Middle School

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, Karla Duran

Action, Approval: C. Appointment of Associate Principal at Meadow Village

Action, Approval: D. Appointment of Academic Dean at Vale Middle School

14. Adjournment

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 10:27 p.m.

Approved on October 24, 2023