



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

**Regular Meeting of the Board of Trustees Minutes  
Tuesday, November 11, 2025**

**6:00 PM**

**Members present**

**Bobby Blount, Karen Freeman, David Salcido, Karla Duran,  
Laura Zapata, Sonia Jasso**

**Staff Present**

**Dr. Craft, Dr. Fey, Dr. Jordan, Megan Bradley, Barry Perez,  
Ben Muir, Deonna Dean, Eric Tobias, Dr. Woods, Jessica Palomares,  
Kris Trejo, Lori Gallegos, & Stephen Daniel**

**1. Public Hearings**

**A. School Turnaround Plans**

Type: Information

- Post plans 72 hrs for public feedback
- Link for Public Comment and Feedback
- Public Forum

Presenter: Jessica Palomares

**School Improvement Strategy:**

- Adoption and Implementation of High-Quality Instructional Materials (HQIM) in mathematics and reading, as well as a focus on the extended constructed response
- Support and Capacity Building to include strategic staffing, data-driven instruction, targeted professional learning, and principal coaching.
- Performance Management to include regular performance reviews, enhanced classroom walk-throughs to ensure fidelity, and supervisor visits to provide targeted instructional support

**Community Feedback: Frequently Asked Questions**

- How can we help our students at home?
- How can we help our teachers and campus leaders do this work?
- What resources can be provided to us?
- What instructional materials are you considering, and who decides which ones?
- Our students have a lot of pressure academically. Are you providing them support from counselors?

**Comments by Parents:**

- These plans are very detailed. We're excited about seeing this data in January!
- There is so much y'all are doing; I'm sure we'll see growth.

***Comments and Suggestions:***

- B. Blount - TEA has no grounds. This strictly falls under the NISD Board of Trustees.
- S. Jasso – Please share TEA feedback with other campuses so schools can implement if needed
- C. Harle: Is there a way the families and communities can express their needs? Is this done in various languages?
- Response: Yes, we offer translations for multiple languages.
- DS -- Do people attend? Numbers are not high, but there are multiple avenues that are available if parents cannot attend in person.
- Jessica Palomares: Dr Jordan can share the Mid-Year Dates with the Board. Staff is meeting with Reg 20 Review this week, and we will include it with the monthly reviews for the Board.

*Request from Board:*

*Friday Letter:*

- *Effective School Framework Strategies for Success*
- *Please include Community Feedback in FL*

## **2. Superintendent's Report**

- 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.
- Veterans Day. Following a Veterans Day event at Leon Springs ES, Dr. Craft acknowledged and thanked all veterans, including Trustees David Salcido and Bobby Blount, for their service.
  - Professional Development. Last week's professional development day received overwhelmingly positive feedback from participants.
  - Locke Hill ES. The Locke Hill ES community celebrated the school's 50th anniversary in their current building at a special event on Nov. 6. The school's history actually spans a total of 157 years as a learning community.
  - Student Podcast. Communications Arts HS freshman Jude Rogers hosted Dr. Craft on his podcast, resulting in a fun and positive experience.
  - Athletic Celebrations. Congratulations to our Middle School Football Champions: the Briscoe MS Bengals (8th grade) and Straus MS Mavericks (7th grade). Best of luck to the several High School teams advancing in

playoffs, including O'Connor HS Volleyball, and the O'Connor, Brandeis, Brennan, Jay, Harlan, and Sotomayor HS Football teams.

- Video Moment. Girls on the Run is a fun, evidence-based program that empowers participants to discover their inner strength, build confidence, and embrace healthy, active lifestyles. At Esparza Elementary, the Girls on the Run team is inspiring the next generation to believe in themselves, lift each other up, and make positive choices—both on and off the track. [Click here to watch this week's inspiring Video Moment!](#)

### 3. Board Member's Report

- 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 enjoyed the "awesome" Jay HS Literacy event and supported Mary Hull ES by participating in their Red Ribbon parade which also contained an anti-bullying component.
  - Trustee Sonia Jasso wished all veterans a Happy Veterans Day and had a busy week of school events. She attended the Trunk or Treat at Fernandez ES and a STEM event at Behlau ES, along with the NISD Council of PTA's meeting and the Sotomayor vs. Harlan football game. A highlight was visiting Jay HS for their Literacy Event, where she also toured the choir, orchestra, and theatre classrooms.
  - Trustee Karla Duran acknowledged and thanked all veterans for their service. She thanked the Pan American League for their event invitations and college fundraising initiatives, and gave a shout-out to all athletic teams still in competitive play, wishing them good luck. She announced that the district is now seeking applicants for the next Leadership Northside cohort. Finally, she reminded the Board that the Alamo Colleges EduTech 2025 conference will be held on Nov. 14 and thanked the students and teachers who participated in the city-wide Muertos Fest.
  - Trustee Bobby Blount reminded Trustees that the Board-established college scholarship fund for aspiring teachers is now open to district seniors. He also noted the high excitement for the Great San Antonio reading competition and closed by thanking Franklin ES for hosting the Veterans Day event he attended.
  - Trustee Carol Harle informed Trustees that NISD will host a TASB grassroots event on Feb. 12. Trustee Harle had a busy week, attending the Locke Hill ES 50th anniversary where she delivered remarks and was impressed by the talented student performers. After attending the Leon Springs ES Veterans Day event, she

spoke about her veteran father's personal connection to public schools, highlighting his service as the first PTA President at Hobby MS. Finally, she acknowledged the CAST Teach HS students who provided childcare support to NISD teachers during last week's staff development.

- Trustee Karen Freeman after sharing a personal anecdote about her grandchildren's Veterans Day experience, Freeman thanked veterans for their service, courage, and love of country.

#### 4. Recognitions

- A. Recognition of Cruz Ramirez, Rawlinson Middle School  
Cruz Ramirez, an art teacher at Rawlinson Middle School, has been named the 2025 Middle School Art Educator of the Year by the Texas Art Education Association (TAEA).
- B. Recognition of Theresa Yasger, Fine Arts Department  
Theresa Yasger, Assistant Director of Visual Arts, has been named the Art Educator-Supervisor/Administrator of the Year by the Texas Art Education Association (TAEA).
- C. Recognition of Saul Cepeda, Hobby Magnet Middle School  
Saul Cepeda, a science teacher at Hobby Magnet Middle School, has been named the 2025 Outstanding Secondary Science Teacher by the Science Teachers Association of Texas (STAT).
- D. Resolution Recognizing the Essential Role of Custodial Workers in Northside Independent School District  
The Board of Trustees issued a resolution formally recognizing the vital and essential role custodial employees play in the District's success and affirming the Board's commitment to ensuring all custodial employees earn a living wage. President Duran read the Resolution for the Board and citizens to hear.

*No Action needed to sign the Resolution*

#### 5. Citizens to be Heard

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

##### **Policy changes to DGB - Access to Union and Organizations**

1. Melina Espiritu-Azocar - AFT President

##### **ALE concerns regarding the following items:**

- Removal of Pacing curriculum
- Lack of conference periods and lunches,
- Needing adequate training for subs and teachers

- Inadequate pay
  - Lack of substitutes to fill vacancies
  - Understanding of Tier 1, 2, & 3 and how that affects the classroom
1. Christina Garcia – NISD teacher/AFT
  2. June Smith -- NISD teacher/AFT
  3. Tracey Sorrell -- NISD teacher/AFT
  4. Sheree Kreusel -- NISD teacher/AFT
  5. Deirdre Daul-Forcum -- NISD teacher/AFT

**Authenticator Code 70-20-25:**

1. Terry Zablocki

**6. Consent Agenda**

Motion

*Moved by:* Karen Freeman

*Seconded by:* Sonia Jasso

**Yes** Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

**Motion Approved 7-0**

- 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.
- B. Minutes from the Meetings of October 28, 2025
- C. Awarding of Bids, Request for Proposals, and Purchases over \$50,000
- D. Approval of School Turnaround Plans
- E. Approval of Tax Roll  
Texas Property Tax Code Section 26.09(e) requires the governing body of each taxing unit approve the tax levy determined by the appraisal roll provided by the assessor. The tax roll includes taxes collected by Bexar County for Bexar, Medina, and Bandera Counties.

**7. Business and Finance**

- A. Designation of Board Awards  
Type: Discussion and Action  
The school board has received several monetary awards in the past several years. Not all of the awards have designated for a specific purpose. The board will discuss their preferred designation for these funds.

| Date Received   | Amount Received | Donor                                      | Donor Restriction              |
|---|-----------------|--|--------------------------------|
| 6/15/2023   | \$ 25,000       | HEB Excellence                             | None                           |
| Board Designated Purpose: Scholarships for students who want to become teachers |                 |  |                                |
| 5/21/2021   | \$ 20,000       | HEB Excellence                             | none Board                     |
| Designated Purpose: none  |                 |  |                                |
| 1/12/2023   | \$ 5,000        | HEB Excellence                             | none Board                     |
| Designated Purpose: none  |                 |  |                                |
| 5/24/2024   | \$ 10,000       | TASB Crow Award                            | none Board                     |
| Designated Purpose: Boardroom entry video board                                 |                 |  |                                |
| 9/26/2025   | \$ 1,000        | TASB Delegate Assembly Student scholarship | Board Designated Purpose: none |

Motion – All funds to be used for scholarships and moved to NEF, excluding the TASB Crow Award.

Motion

*Moved by:* Laura Zapata  
*Seconded by:* Carol Harle

Yes

Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved 7-0

8. Administration

- A.

First Reading of DGB (LOCAL) Policy

Type: Discussion

The Government and Policy committee, chaired by Ms. Zapata, met on October 22, 2025. A request was made by Ms. Zapata to place DGB (Local) on the committee agenda for discussion. During the committee meeting, it was determined that the policy change should go to the board for full discussion in the next Regular Board Meeting. This item is for discussion and first reading.

Citizens to be Heard:

Patty Cantu-24 years in education

Does not want unions and other organizations allow on campus during school hours.

- Why does someone have to enter a building to have personal meetings during school hours?
    - They can come once school is over.
  - Priority should be the safety of our kids and limiting visitors
  - AFT refused to work together on writing Legislative Properties when asked to collaborate, and talk badly about people and other organizations.

- They do not want to be a team; they want to be the ONLY team.
- They say **WE**, but don't mean it.
  - Who is WE? WE means only AFT.

Board goal: Let's work to revise the legal aspect to better align with the campus's practices.

## B. Campus Safety Update

Type: Information

### **Physical Security & Operations**

***Door Monitoring Alarms (DMA): Fully installed and currently being programmed to meet specific campus needs.***

- Secure Entries: Every building has either a secure lobby or staff present at the entry.
- High School Lunches: Plan to close high school lunches, except students who have earned CCMR status.
- School Flasher Lights (John Jay & Holmes High Schools): Request submitted to the City of San Antonio to amend Ordinance 99654 to activate school zone flasher lights during high school lunch periods (11:45 a.m. to 2:45 p.m.).
- Crossing Guard Staffing: Reviewing staffing, focusing only on access points directly adjacent to school grounds.

### Hazardous Route Determination

- District Law Enforcement, Risk Management, and Transportation will work collaboratively to create a transparent process for determining hazardous routes. This process will include hazardous routes due to violent crime.
- Violent Crime Definition (Used for Safe Walking): The team has identified the following crimes as affecting safe walking: ◦

#### ***Aggravated Assault***

- Homicide/Manslaughter
- Kidnapping/Human Trafficking
- Robbery-Individual
- Sexual Assault
- Weapons Violation
- Challenge: No state or national standard found for quantifying "high-crime" or "unsafe" walking zones (e.g., number of incidents over a timeframe). This determination is left to individual jurisdictions.
- SAPD/UTSA Hotspot Data: The Violent Crime Reduction Plan identifies "hot spots" based on concentrated robberies, aggravated assaults, and homicides over the past 12 months and the most recent 60 days.

Key Next Steps for Determining Hazardous Routes based on Violent Crimes 1. Formally propose a local, quantified standard for a "high-crime" area at a board workshop in Spring of 2026. 2. Expedite the finalization of the transparent

“key work process” document with the transportation department to incorporate the new standard. 3. Finalize and announce School Lunch Closures by January 2026 for the 26-27 school year. 4. Awaiting a response from the City on the flashing lights request for John Jay and Holmes. 5. Continue to monitor the need for additional crossing guards that are directly supported by NISD and the City of San Antonio.

## 9. Superintendent

- A. Bexar County Appraisal District Board of Directors  
Appointment Type: Discussion and Action  
Northside ISD Board nominated Gerald Lopez and Becky Ruiz to the Bexar County Appraisal District. NISD along with other taxing entities nominated a total of seven candidates. Northside ISD has 921 of 5,000 total votes. The NISD vote to apply the 921 votes must be made by board resolution.

***The District will be receiving new and updated information from Bexar CAD regarding the votes. The Board will bring this agenda item to the Dec. 9 Board Meeting.***

Motion: **NO ACTION TAKEN**

- B. Medina Central Appraisal District Board of Directors  
Appointment  
Type: Discussion and Action  
Taxing entities within Medina County nominated individuals shown on the ballot to the Medina Central Appraisal District. Northside ISD has 130 of 5,000 total votes. The NISD vote to apply the 130 votes must be made by board resolution.

***The Board will bring this agenda item to the Dec. 9 Board Meeting.***

Motion: **NO ACTION TAKEN**

- C. Bandera Central Appraisal District Board of Directors  
Appointment  
Type: Discussion and Action  
Taxing entities within Bandera County nominated individuals shown on the ballot to the Bandera Central Appraisal District. Northside ISD has 50 of 5,000 total votes. The NISD vote to apply the 50 votes must be made by board resolution.

***The Board will bring this agenda item to the Dec. 9 Board Meeting.***

Motion: **NO ACTION TAKEN**



- D. Leadership NISD Presentation by Nicole Franco  
Type: Information  
*Board Recommendations for nomination:*  
*5-8 nominations*  
*Free admission to NISD events of their choice.*
  - E. Naming of Facilities  
Type: Discussion  
***Tabled. The Board will bring it to the Dec. 9 Board Meeting.***
  - F. Board Operating Procedures  
Type: Discussion and Possible Approval  
***Tabled - The Board will bring it to the Dec. 9 Board Meeting.***  
Motion - ***NO ACTION TAKEN***
  - G. Code of Ethics  
Type: Discussion and Possible Approval  
***The Board will bring it to the Dec. 9 Board Meeting.***  
Motion - ***NO ACTION TAKEN***
- Quorum not met**
- H. Future Agenda Items  
Type: Information

#### **10. Executive 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, 551.084 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 Duran announced that, in accordance with Texas Government Code Section 551.071, the Board would convene in closed session at 11:01 p.m.

- A. Pursuant to Texas Government Code Sections 551.076 and 551.089, consider and discuss TxSSc intruder and detection audit.
- B. Appointment of Principal at Monroe May Elementary School

- C. Appointment of Assistant Superintendent for Secondary Administration
- D. Appointment of Assistant Superintendent for Secondary Administration
- E. Pursuant to Texas Government Code Section 551.071, attorney consultation regarding legal issues related to grievance process
- F. Pursuant to Texas Government Code Section 551.074 and 551.082, hear and consider Level Four parent grievance of Eduardo Quintana

President Duran announced that, in accordance with Texas Government Code Section 551.071, the Board would convene in closed session at 8:40 p.m.

11. Executive Session Resources

[Executive Attachments](#)

12. Open Session

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 11:22 p.m.

- A. Consider and take possible action regarding Level Four parent grievance of Eduardo Quintana

The Board reconvened into open session at 10:42 p.m.

Motion for Agenda Item 12. A.

I move to grant in part and deny in part as follows: that the District continue through the 504/special education evaluation process to properly address the necessary support for the student in question, bring back information and make a recommendation regarding the mental health training received by District Police Officers; report back to the Board information regarding the appropriate administrative action that was given related to this matter; and otherwise uphold the Administration’s Decision at Level 3.

*Moved by:* Carol Harle

*Seconded by:* Bobby Blount

|            |   |
|------------|---|
| <b>Yes</b> | Carol Harle, Bobby Blount, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, and Sonia Jasso |
|------------|---|

**Motion Approved 7-0**

- B. Appointment of Principal at Monroe May Elementary School

- C. Appointment of Assistant Superintendent for Secondary Administration
  - D. Appointment of Assistant Superintendent for Secondary Administration
- Motion for Agenda Item 12. B-D

*Moved by:* Carol Harle  
*Seconded by:* Karen Freeman

**Yes** Carol Harle, Bobby Blount, Karen Freeman,  
David Salcido, Karla Duran, Laura Zapata, and  
Sonia Jasso

**Motion Approved 7-0**

**13. Adjournment**

There being no further business, the meeting was adjourned at 11:23 pm

Approved on December 9, 2025