

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

**Called Meeting of the Board of Trustees
Tuesday, July 15, 2025
6:00 PM**

Members present

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

Staff present

Dr. Craft, Ben Muir, Eric Tobias, Dr. Woods, Jessica Palomares, Kris Trejo,
Lori Gallegos, Megan Bradley, Tiffany Contreras, Barry Perez, Deonna Dean, Dr. Jordan

1. Business and Finance

Action, Approval, Discussion: **A. Public Notice of Intent to Apply for Federal Grants.**

The required notice is posted in the required postings on the District's website and has a link to provide feedback. Per Board Policy CB Local, the District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. In addition, the district has a Federal Programs Advisory Committee (FPAC) with key stakeholders who meet regularly to provide input. This item was most recently discussed at the May 20, 2025, board meeting. The District has received the opportunity to apply for two additional grants since that time.

Motion by Karen Freeman, second by Sonia Jasso.

Final Resolution: Motion Approved

Yes: Karen Freeman, David Salcido, Karla Duran, Laura Zapata, Sonia Jasso

Not Present at Vote: Carol Harle

**Carol arrived right as the vote was taken.

Discussion, Information: **B. School Finance Overview**

Staff will provide an overview of the basics of school finance for Texas public school systems.

CE – Annual Operating Budget

- Fiscal year end = August 31
- Budget preparation
- Public meeting on budget and proposed tax rates

CFC – Accounting: Audits

- Audit requirements
- Schools FIRST

FINANCIAL BUDGETS

Board Adopted Funds

- General Fund •Child Nutrition Fund •Debt Service Fund

ADMINISTRATIVELY BUDGETED FUNDS

• Federal Funds • Title Programs • IDEA Programs • Internal Service Funds (e.g., printing, health insurance, workers compensation) • Construction/Bond Funds

Main Sources of Funding

Local Revenue State Revenue Federal Revenue

SCHOOL FUNDING – GENERAL FUND

- State Funds •Local Tax Collections
 - District and State share in the cost of basic education
 - Higher property values = less state share
 - State funding related to student attendance

FUNDING REVIEW – HOW THE FUNDS WORK TOGETHER

Federal funds (IDEA, Title, etc.) are only for supplemental use on top of both basic allotment and special program funding.

TEA special program funding (bilingual, career & technology, special education, compensatory education) is used on top of the basic allotment funds to serve special populations and give them the “extras” that they need on top of the basics.

The TEA basic allotment, along with local tax revenue, is to be used to provide the basic level of education for the district’s students.

PROPERTY TAXES

Based on property values certified by Bexar CAD

Tax Rate set by Board

Two Components = \$1.0049

- Maintenance and Operations (\$0.6694) • Debt Service (\$0.3355)

GOLDEN PENNIES

Tier One Level 1 - Compressed M&O Tax Rate 0.6194

Tier Two Level 1 - Golden Pennies 0.05

Tier Two Level 2 - Copper Pennies 0.00

M&O ALLOWABLE SPENDING

This portion of the tax rate can be used to pay for: • employee salaries and benefits • student educational resources • classroom supplies and equipment • contracted services such as utilities, insurance, legal services, audit services, staff development, etc • social work services • health Services • transportation • police Officers • technology • community services • and more.

I&S ALLOWABLE SPENDING

This portion of the tax rate can be used to pay for: • pay off voter-approved bonds sold for construction and capital improvements to facilities This portion of the tax rate cannot be used for: • to pay for operational costs such as salaries and benefits unless those salaries are paid to employees engaged in the bond program This portion of the tax rate can only be set at the rate needed to make the planned debt payments.

FUND BALANCE – GENERAL FUND

What is it?

- The total accumulation of operating surpluses and deficits. • Not intended to be used for recurring costs

Why is it important?

- Manage cash flow - funding flow does not match expenditure flow State Funds • Mitigate risks • Revenue shortfalls due to declines in enrollment/ADA • Unanticipated expenditures • How is it reported? Local Tax Collections • Board policy CE provides guidance • 5 categories: non-spendable, restricted, committed, assigned, and unassigned • How much is needed? • Recommended 3 months of operating expenditures

How is it replenished?

- Operating surpluses add to fund balance (deficits take from fund balance)

ANNUAL FUNDING CHALLENGES

Legislative changes

Bond funding: aging facilities, buses, technology, and facilities

Enrollment/ADA decline

Inflation

Employee compensation

- Competitive salary
- Health insurance costs

Action, Discussion and Possible Approval: **C. 2025-2026 Compensation Plan**

The 2025-2026 proposed Compensation Plan will be reviewed for approval to be included in the proposed 2025-2026 budget.

COMPENSATION PLAN HISTORY

2019-2020 \$33.8 MILLION

- Employees on a hiring schedule (average of 4%): \$2,300 3% midpoint increase, including auxiliary

2020-2021 \$4 MILLION

- No general pay increase at the start of the year • 1% mid-year adjustment to employees (one-time payment)

2021-2022 \$41 MILLION

- Employees on a hiring schedule (average of 3%): \$1,900 • 3% non-auxiliary midpoint increase • 3.5% auxiliary midpoint increase • Retention Payment of \$1,000 to all full-time employees

2022-2023 \$23.4 MILLION

- Employees on a hiring schedule (average of 2%): \$1,250 • 2% non-auxiliary midpoint increase • 4% auxiliary • midpoint increase • Mid-year hourly wage increase for certain groups

2023-2024 \$46.1 MILLION

- Employees on a hiring schedule (average of 3%): \$2,000 • 3% midpoint increase • Retention Payment of at least \$1,200 to all full-time employees

2024-2025 \$18 MILLION

- Employees on a hiring schedule (average of 2%): \$1,400 • 2% midpoint increase

COMPENSATION STATE ALLOTMENT ESTIMATES

<u>New State Allotment</u>	Estimated Amount
Teacher retention allotment	
• Teacher with 3+ years of service	\$27,400,000
Support staff retention allotment	
• Teachers with less than 3 years of experience, counselors, nurses, librarians, other educational professionals, midpoint employees, and learning tree employees (no administrators)	\$ 3,700,000
<u>Allotment for basic costs</u>	\$10,620,000
Total	\$41,720,000

COMPENSATION PLAN OPTIONS

Teacher Retention Allotment: The pay increase for classroom teachers as defined under HB2 is based on years of experience: • 3 to 4 years experience \$2,500 pay increase • 5+ years experience \$5,000 pay increase \$30.4 mm \$30.4 mm

Non-exempt:

Staff in auxiliary/hourly and paraprofessional positions

1.28% = \$1.92 mm

4% = \$6.23 mm

\$15 entry rate = \$1.7 mm with no compression adjustment

\$15 entry rate = \$24.7 mm with compression adjustment

Exempt: staff in exempt positions such as teachers less than 3 years of experience, counselors, nurses, librarians, other educational professionals, and professional midpoint employees

0% = \$0 mm

1.28% = \$2.78 mm

2% = \$4.53 mm

COMPENSATION PLAN PROPOSAL

GPI Estimate -General Fund

Teacher (3+ years of service) HB2 \$30,400,000

Exempt positions 2% \$ 4,530,000

Non-exempt positions 4% \$ 6,230,000

Total \$ 41,160,000

GPI Estimate -Child Nutrition Fund

Exempt 2% and non-exempt 4% positions \$ 1,000,000

GPI Estimate -Other Funds

Teacher (3+ years of service) HB2 \$1,600,000

Exempt 2% and non-exempt 4% positions \$ 702,000
Total \$ 2,302,000

SUBSTITUTE TEACHER DAILY PAY RATE

Approved current year rates –Certified Teacher

Full day = \$130 (T, W, Th); \$150 (M, F) Half day = \$85 Long Term = \$150

Approved current year rates –Degreed, not certified

Full day = \$120 (T, W, Th); \$140 (M, F) Half day = \$75 Long Term = \$140

Approved current year rates –90+ semester hours

Full day = \$110 (T, W, Th); \$130 (M, F) Half day = \$70 Long Term = \$130

TEACHER INCENTIVE ALLOTMENT PAYMENT PLAN

For any funds received by Northside ISD for a designated teacher under the Teacher Incentive Allotment (TIA), at least 90 percent will be paid to the designated teacher. Up to 10 percent can be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward the payment to the resigned or retired teacher as soon as practicable. In school year 2024-2025, the District is expected to receive \$261,840 for the thirty eligible teachers. Each teacher received their portion of the allotment in May of 2025.

Motion by Laura Zapata, second by Carol Harle.

Final Resolution: Motion Approved

Yes: Carol Harle, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, Sonia Jasso

2. Superintendent

Information: **A. Future Agenda Items**

3. 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 Duran announced that, in accordance with Texas Government Code Section 551.071, the Board would convene in closed session at 8:22 p.m.

- Discussion and Possible Approval: B. Appointment of Principal at Murnin ES
- Discussion and Possible Approval: C. Appointment of Associate Principal at Lewis ES
- Discussion and Possible Approval: D. Appointment of Assistant Principal at Briscoe MS
- Discussion and Possible Approval: E. Appointment of Assistant Principal at Sotomayor

4. 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 8:31 p.m.

Action, Approval: **B. Appointment of Principal at Murnin ES**

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

Action, Approval: D. Appointment of Assistant Principal at Briscoe MS

Action, Approval: E. Appointment of Assistant Principal at Sotomayor

Motion by Carol Harle, second by Laura Zapata.

Final Resolution: Motion Approved

Yes: Carol Harle, Karen Freeman, David Salcido, Karla Duran, Laura Zapata, Sonia Jasso

5. Adjournment

Procedural: **A. Adjourn the Meeting**

There being no further business, the meeting was adjourned at 8:32 p.m.

Northside ISD, Board Secretary