

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

**Called Meeting of the Board of Trustees
“Workshop”
Tuesday, December 2, 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, Barry Perez, Ben Munir,
Deonna Dean, Jacob Villarreal, Jerry Woods, Jessica Palomares,
Kris Trejo, & Lori Gallegos**

1. CURRICULUM & INSTRUCTION

A. 2026-2027 and 2027-2028 District Academic Calendars. The Board reviewed the proposed academic calendars developed through input from the NCN, NEIC, Student Ambassadors, and Cabinet.

- Operational Parameters: Calendars must ensure 187 teacher work days and a minimum of 75,600 student instructional minutes.
- Committee Findings: There was 100% consensus regarding the implementation of both a Fall Break and a February Break.
- Student Input: Ambassadors noted that holidays such as Veterans Day and Cesar Chavez Day are best observed during school hours to ensure students learn the historical significance of the celebrations.
- Instructional Strategy: Dr. Janis Jordan noted the intentional lack of time off in April and May to accommodate testing and exams, a specific recommendation from teaching staff.

B. Proposal for Innovative Course: Student to Industry Connection A proposal was submitted to replace one local credit in the Applied Learning Environment (ALE) and Vocational Instructional Program (VIP) with a state-approved innovative course (PEIMS: N1270154).

Summary: A proposal was presented to transition students in ALE and VIP programs from local credits to state-approved innovative credits.

- Course Details: "Student to Industry Connection" (PEIMS N1270154) will replace "Campus-Based Learning I" starting in the 2026-27 school year.
- Benefit: This change allows students to earn a credit that qualifies toward graduation requirements rather than a local-only credit.
- Requirements: The course will be taught by Special Education teachers who must complete mandatory Work-Based Learning Training.

C. Library Book List

Summary: The Board was provided with a comprehensive PDF document of all current library holdings. This list includes title, author, intended audience, and copyright details to ensure transparency and compliance with district standards.

D: Report on Enrichment Academies (Westwood Terrace & Cable)

Summary: Evaluation of the Enrichment Academy model at Cable and Westwood Terrace (WWT) elementaries.

- Performance Metrics: Cable showed a 3% increase in attendance, and both campuses significantly outperformed District and Title I averages in teacher retention (turnover at 13-15% vs. District 21%).
- Academic Growth: Both campuses exceeded District averages in MAP Reading (Spanish) and Math, particularly among At-Risk and Emergent Bilingual populations.
- Accountability:
- Future Planning: Expansion is currently limited by costs (\$300k-\$700k per campus), though increased attendance revenue may provide future funding opportunities.

E: Discussion of ALE Curriculum

Concerns brought up from Citizens to be Heard from the Nov. 11 meeting.

Background

Since 2019, the District has purchased the Unique Learning System, which is a comprehensive and research-based curriculum used in area districts as well as throughout the state. Prior to this school year, it has been used as a supplemental resource as opposed to the required curriculum. Instead, teachers and staff have worked during the year and summer to locally develop curriculum that was used in conjunction with parts of the Unique Learning System.

Summary: Following citizen concerns, the District explained the full transition to the Unique Learning System (ULS) for ALE students.

- Rationale: Previous locally-developed curriculum relied on inconsistent materials (Teachers Pay Teachers) and outdated links.
- Advantages of ULS: ULS is a research-based (ESSA Level 3) "Spiral Method" curriculum that automatically adapts to three levels of difficulty, reducing the administrative burden on teachers.
- Financial Impact: Transitioning to ULS saves the district approximately \$65,000 - \$70,000 annually by eliminating the need for outside curriculum writers and supplemental software.

F: HB 2 and Prekindergarten

Presented: Barbara Triplett - PK in NISD

The ESE and ECC partnership was no longer feasible.

HB 2 (2025) has implications for the 2027-2028 school year that impact a School District's ability to expand and to charge tuition for PK.

Pro: PK Classroom teachers become a qualifier - No tuition

Option 1 - Discontinue PK Tuition Program effective 2027/2028 school year. Continue with the current PK4 Program with established TEA qualifiers. Grandfather current tuition students only for the 2026/2027 school year. (35 students) **no new tuition registrations**

Pros: Aligns with TEA HB guidance on tuition programs, gives notice to NISD employees to find other care options

Cons: Takes away the three-year-old option for all NISD employees.

Option 2 - Expand the PK program to include qualifying 3-year-olds with a limited number of spots to be blended into the PK4 program.

Pros: Builds classroom capacity, reaches families with qualifying students earlier, provides a three-year-old option for NISD classroom teachers, and gives notice to NISD non-classroom teacher employees to find other care options

Cons: Does not include all NISD employees (HB2 rule), could add some classes

Summary: The Board discussed the impact of HB 2 (2025) on tuition-based PK programs and expansion.

- Recommendation: The District favors Option 2, which expands the PK program to include qualifying 3-year-olds.
- Impact: This aligns with TEA guidance by making PK classroom teachers a "qualifier" for their own children, effectively removing tuition requirements for those spots while phasing out the general tuition program by 2027/2028.

G: Discussion of an Outdoor Learning Center

Background Information:

Over the past five years, the Elementary Science Department has explored options to expand outdoor learning opportunities for students. In 2023, the department was made aware of 30 acres of undeveloped land next to McAndrew Elementary (owned by NISD). Since then, we have explored the possibility of developing an outdoor learning center on this unique property.

Summary: A proposal was presented to develop 30 acres of District-owned land near McAndrew Elementary into a specialized learning facility.

- Progress: The department has secured site maps, drone footage, and conducted site visits with the San Antonio River Authority.
- Partnerships: A partnership with the Lake Flato architectural firm is being explored.
- Sustainability: The project will be developed in phases with a dedicated fundraising plan to cover construction and five years of maintenance.

2. FACILITIES & OPERATIONS

A. Amendment #3 - GMP - Administration & Classroom Replacement - John Marshall HS

Summary: The Board reviewed the GMP Letter regarding the Administration & Classroom Replacement project at John Marshall High School.

- Status: No questions were raised by the Board of Trustees.
- Action: This item has been designated for the Consent Agenda for the next scheduled Board meeting for formal approval.

B: Contractor for 2025 Jay HS Canopy Addition

Summary: Review of bids for the construction of a canopy addition at Jay High School to protect students transitioning between campus buildings.

- Bidding Details: Three out of four invited contractors submitted bids for this project.
- Project Scope: This is the first project of its kind, valued at \$21 million.
- Recommendation: SBM General Contractor.
- Action: This item will be placed on the Consent Agenda for the December 9th Board meeting.

C: Change Orders

Summary: The Board reviewed the current list of construction change orders.

- Status: No questions or concerns were raised regarding the proposed adjustments.

D: Bond 2022 Projects on Hold Follow-Up

Summary: Discussion led by Mr. Villarreal regarding the long-term feasibility of 2022 Bond projects at smaller campuses.

- Key Concerns: Trustees discussed whether it is fiscally responsible to invest significant funds into campuses with populations of 300 or fewer students that may face consolidation in the near future.
- Board Perspectives: Trustee Blount inquired about past promises made to voters during the bond campaign. Dr. Craft recommended a HOLD on these projects pending a comprehensive feasibility analysis.
- Future Analysis: Over the next 8 months, the Board will participate in 3–4 interviews to review birth rates, facility conditions, and campus performance data.
- Timeline: Consultants are prepared to begin the analysis; the top 7 projects are currently scheduled for summer work.

E: Construction Status Report

Summary: Director of Construction (Jacob) provided a comprehensive status update.

- Reporting Details: The report covered ongoing projects, current construction budgets, and a breakdown of "Best Value" bids versus final contractor selections to ensure transparency in spending.

F: Engineering Status Report

Summary: Jacob provided an update on the Engineering department's current portfolio.

- Highlights: The report highlighted several recently completed jobs and provided timelines for projects nearing the final completion stage.

3. ADMINISTRATION

A: First Reading of DGB (LOCAL) and Review of DGA (LOCAL) Policy

Summary: The Board conducted a primary review of personnel policies governing employee rights and grievances.

- Discussion: Trustees identified significant overlap between policies DGA and DGB. To ensure administrative clarity and reduce redundancy, the recommendation was made to consolidate the two.
- Action: The Board proposed the removal of Policy DGB (LOCAL), with relevant language and clarifications to be integrated into an updated Policy DGA (LOCAL).
- Will be brought to the December 9th Board meeting.
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4. SUPERINTENDENT

A. Bexar County Appraisal District Board of Directors Appointment

Northside ISD Board discusses the nominations of the Bexar County Appraisal District. NISD, along with other taxing entities, nominated a total of seven candidates. Northside ISD has 368 of 2,000 total votes. The NISD vote to apply the 368 votes must be made by board resolution.

B. Medina Central Appraisal District Board of Directors Appointment

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.

C. Bandera Central Appraisal District Board of Directors Appointment

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.

D. Naming of Facilities

Summary: Discussion regarding the potential renaming of Colonies North.

- Board Concern: Trustees expressed reservations regarding the renaming process and emphasized the importance of transparency.
- Consensus: The Board asserted that the local community must be an integral part of the conversation and decision-making process before any facility name changes are finalized.

E. Board Operating Procedures

Summary: Review of the internal protocols governing Board conduct and meeting management.

- Action: Trustees were instructed to submit all recommendations for changes to Dr. Craft and Mg.
- Timeline: This item will be brought back to the December Board meeting for further discussion and possible formal action.

F. Code of Ethics

Summary: The Board deliberated on updates to the District's Code of Ethics.

- Status: Following the discussion, it was determined that the item requires a final review.
- Action: This will be placed on the agenda for the December 9th Board meeting for possible adoption.

G. Future Agenda Items

Summary: In accordance with standard practice, the Board held a brief discussion to identify and prioritize topics for upcoming meetings to ensure alignment with district goals.

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 11:02 p.m.

Discussion and Possible Approval: B. Superintendent Mid-Year Evaluation.

10. 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 11:24 p.m.

No action taken

11. Adjournment

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 11:25 p.m.

Approved on January 20, 2026