

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

**Regular Meeting of the Board of Trustees
Tuesday, March 24, 2026
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, Jacob Villarreal, Dr. J. Woods, Jessica Palomares,
Dr. Trevino, Kris Trejo, Lori Gallegos, Valerie Sisk**

1. Recognitions

- A. The LMS Mock Trial Team placed first at the YMCA Youth and Government Texas Conference. This all-seniors team will be competing at the national level for the second year in a row. Two students also placed in the top tier of the County Judge Competition.
- B. Recognition of CREST State Award Winners
The Texas School Counselor Association recognized 37 Northside ISD schools with 2024-25 Awards for Counseling Excellence. CREST stands for Counselors Reinforcing Excellence for Students in Texas. Schools receiving the CREST award have demonstrated a commitment to using their school guidance and counseling programs to improve students' lives and academic, career, and social achievement.
- C. Recognition of CAST Teach and Clark HS, TAFE Award Winners
CAST Teach and Clark High School students competed at the Texas Association of Future Educators conference, recently receiving several state awards and qualifying to compete at the national level.
- D. Recognition of Academic Decathlon Teams
Three NISD Academic Decathlon Teams advanced to the state competition, and for the second year in a row, two NISD teams secured spots in the upcoming national competition.
- E. Recognition of TMEA All-State Musicians
Thirteen NISD Fine Arts students from six schools were selected to the Texas Music Educators' Association (TMEA) All-State Band, Choir, Orchestra, and Jazz bands. All-State is the highest individual honor that a student can receive in public school music education. It represents the top one percent of student musicians in Texas. Over 25,000 students engage in the audition process, with only 870 students selected.
- F. Recognition of Thespian students
The International Thespian Society has named O'Connor and Taft HS the 2026 Thespian Scholars for their academic achievement. Each of these students has met or exceeded the academic and theatrical standards required for this distinction. These scholars represent the powerful intersection of artistry, scholarship, and character. We are thrilled to celebrate their accomplishments.

2. Superintendent's Report

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.

- Campus Safety: As the school year concludes, the Superintendent emphasized the requirement for all campuses to maintain consistent situational awareness regarding school safety.
- Brennan HS Basketball: The Brennan High School boys' basketball team finished their season as the State runners-up. The Superintendent recognized the team for their performance in the state finals.
- Soccer Playoffs: Multiple NISD high school soccer teams have advanced to the postseason as playoff competition begins.
- Los Leones Art Festival: The annual event saw high attendance and featured a wide array of student artwork. Recognition was given to Executive Director of Fine Arts Elizabeth Sanchez-Lopez, her department, and campus staff.
- PTA Elections: The Northside Council of PTAs elected a new slate of officers, with Candy Baumann continuing her role as Council President.
- CLASS Conference: The district held its annual CLASS Conference, providing professional development specifically for classified and auxiliary staff members.
- NEF Golf Tournament: The Northside Education Foundation (NEF) completed its annual golf tournament. The Superintendent congratulated the NEF Board and the title sponsor, JLA, on the event's success.

Video Moment. Meet the newest team member of the NISD Transportation Maintenance Department. Khailou Becerra, a student at the Nellie Reddix Center, is both legally blind and hearing-impaired, but he doesn't let that slow him down. With the help of a mentor, he is learning everything he can about the fine art of auto repair and maintenance. [Watch the video about this young man inspiring others to do the unexpected.](#)

3. Board Member's Report

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 was honored to attend the Los Leones Art Festival at O'Connor HS, an event he has supported over the years. He expressed appreciation for the diverse range of talent on display, from chalk art to paintings and ceramics. Salcido extended his gratitude to Executive Director Elizabeth Sanchez-Lopez and her entire department for their work in fostering the event.
- Trustee Sonia Jasso shared her excitement about serving as a judge at the Los Leones Art Festival, where she was thoroughly impressed by the caliber of student artwork. Looking ahead, she announced that the annual Special Education Resource Fair will soon be hosted at the Holmgreen Center, providing vital support for the community. Additionally, Trustee Jasso highlighted her recent attendance at the 2026 Governance Camp, where she gathered valuable resources.
- Trustee Karla Duran congratulated the Brennan HS boys' basketball team for advancing to the state finals and thanked the coaching staff for their work. She attended a recent Safety & Security Committee meeting, noting the high attendance from community members. Additionally, Trustee Duran recognized the Northside Education Foundation (NEF) and Director Teri Diaz for a successful golf tournament. She concluded by expressing her hope that students and staff had a restful Spring Break as the district enters the final weeks of the school year.
- Trustee Bobby Blount stayed busy celebrating literacy participating in Read Across America at various campuses, including Langley Elementary, where he also participated in their Career Day. He took part in the distribution of Team Grants with the Northside Education Foundation (NEF), directly supporting classroom innovation. Trustee Blount reminded the Board that the Great SA Reading Challenge is currently in its "Sweet 16" phase, with the Final Four culmination set for April 20 at the NISD Sports Gym. Finally, he invited the community to the annual Solar Cars event on April 11.

- Trustee Laura Zapata shared her pride in the student award recipients honored during the Board recognitions. She extended her congratulations not only to the students for their achievements but also to the dedicated coaches and teachers whose guidance made these successes possible.
- Trustee Karen Freeman served as a judge at the Los Leones Art Festival, noting that the high quality of the artwork made the selection process a difficult task. She also attended a literacy event at Chumbley Elementary School, where students had the opportunity to meet and read with several guest authors. Additionally, Freeman expressed her appreciation for the Board Recognitions, describing the numerous student awards as a sampling of the success occurring throughout the district.

4. Citizens to be Heard

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

Names and Concerns:

Dance Bowers - Colonies North

Conflicting information regarding rumors in the community

The community has spoken, and it would be devastating if the Board went against what the community wants. The betrayal would have such a huge impact on the relationships among parents, partners, and the community.

Terry Zablocki

Transform Learning for students- Student achievement has always been a big part of NISD. Urged alignment of staff time and district resources with student achievement priorities. Requested a future agenda item on board operating procedures related to trustee involvement in partisan endorsements. Raised concerns about staff presence at a recent campus event in relation to community participation

5. Consent Agenda

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 Item: Recommendation Approval

Approved with the exception of the following: 5.B., U, W, & Y. Will discuss these items individually and will take a vote separately from the Consent agenda.

Moved by: Karen Freeman; seconded by: Bobby Blount

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

Absent: Carol Harle February 24, 2026 Meeting

Motion Approved 6-0

B. Awarding of Bids, Request for Proposals, and Purchases over \$50,000

Motion: Zapata Second: David Salcido

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

Motion Approved 6-0

Absent: Carol Harle

Citizens to be Heard:

Corrine Saldana- attended the Academic Mtg – Vendor information not listed:

1. Vendor Name
2. Cost to the district.
3. Posted registration information and structure.

This project will cost tons of money, and the teachers are not district staff. How do we justify losing millions? Why the rush? How do we justify an increase in our tax rate? Believe most students need the human touch.

Virtual/Hybrid Program Discussion Summary

- **Purpose:** Initiate negotiations with a vendor to explore a hybrid/virtual learning model. Program designed to expand student options while maintaining connection to home campuses. Starting with a small-scale implementation to assess demand and feasibility.
- **Enrollment & Demand:** Approximately 260 students anticipated, with a cap of 375. Family feedback indicates strong interest in flexible learning options, influenced by successful remote learning experiences during COVID. Program also supports student retention.
- **Vendor & Contract:** Considering a single vendor contract with a flexible, per-pupil/ADA-based cost structure. Emphasis on selecting a provider with a proven track record and ability to adapt as program needs evolve.
- **Program Structure:**
 - Curriculum aligned to TEKS and College Board standards
 - Initial onboarding window (~2 weeks), with expectation of a one-year commitment
 - Students remain enrolled at their home campus
 - First year will serve as an implementation and evaluation period
- **Instruction & Support:**
 - Certified teachers provided through vendor
 - Vendor responsible for student check-ins and engagement monitoring
 - District retains oversight and will address instructional concerns
- **Student Expectations & Services:**
 - Access to AP and advanced coursework
 - Technology and connectivity provided as needed
 - In-person requirements (e.g., testing) still applicable
 - Attendance and academic performance monitored; students may be returned to campus if concerns arise
- **Financial Considerations:** Enrollment at ~260 students is projected to meet financial sustainability targets.
- **Next Steps & Timeline:** Launch program, evaluate outcomes during Year 1, and determine potential expansion based on data and identified needs.

C. Second Reading and Adoption of Update 126 Policy
89th Legislative Changes Update .pdf

D. Second Reading and Adoption of CH (LOCAL) Policy
CH(LOCAL)_10 2025.docx - Google Docs.pdf

E. Second Reading and Adoption of EIF (LOCAL) Policy
EIF_LOCAL_SecondReading032426.pdf

F. Second Reading and Adoption of CV (LOCAL) Policy
CV_LOCAL_2nd Reading_032426.PDF

G. Resolution to Approve Waiver of Penalty and Interest on Tax Account: #18506-093-0500

The Board will consider for approval a waiver of penalty and interest under Section 33.011 of the Texas Property Tax Code.

H. Contractor for Building Upgrades - Knowlton ES - RFCSP #2026-028
Knowlton Building Upgrades.pdf

I. Contractor for Energy Controls Upgrades - Neff MS - RFCSP #2026-008
Neff Energy Controls Upgrades.pdf

J. Contractor for Flooring Replacements - Leon Valley ES - RFCSP #2026-016
Leon Valley Flooring Replacements.pdf

- K. Contractor for Fume Hood Replacements - Earl Warren HS - RFCSP #2026-035
Warren Fume Hood Replacements.pdf
- L. Contractor for Lighting Upgrades - Hatchett & Michael ESs - RFCSP #2026-024
Hatchett & Michael Lighting Upgrades.pdf
- M. Contractor for Paving Upgrades - Howsman ES - RFCSP #2026-022
Howsman Paving Upgrades.pdf
- N. Review of Contractor for Paving Upgrades - Stevenson MS - RFCSP #2026-027
Stevenson Paving Upgrades.pdf
- O. Contractor for Paving Upgrades - Villarreal ES - RFCSP #2026-026
Villarreal Paving Upgrades.pdf
- P. Contractor for Roof Replacement - Evers Elementary School - RFCSP #2026-019
Evers Roof Replacement.pdf
- Q. Contractor for Roof Replacement - Pease MS - Phase 2 - RFCSP #2026-033
Pease Roof Replacement - Phase 2.pdf
- R. Change Orders
- S. Consultant Appointments
- T. Designating Backup Submitters for Processing TEAL Request

We request that the Board authorize the following persons, Ben Muir, to act as superintendent Alternate for approving staff requests (also referred to as "submitting requests to TEA") for access to one or more TEA web applications accessed through the Texas Education Agency Secure Environment TEA Login (TEAL). This authorization is valid for the calendar year starting in 2026 to no end date.

As Primary Approver Submitters, District Superintendents, and heads of other organizations provide the first line of approval for access to TEAL applications. For especially large organizations, or for applications that many staff members need to access, the head may wish to approve backup request submitters to ensure that staff requests are processed in a timely manner.

- o An Alternate approver provides backup support to the organization head for submitting requests for all TEAL applications for a single organization, such as a school district. Like the organization head, these submitters see all requests and current accounts for the organization's TEAL users. Delegating this level of authority requires board approval. As approved board minutes are received, the alternate backup or the organization head may log on to TEAL using the automated request process and request Alternate Approver access.

U. High Quality Instructional Materials Math Adoption

Comments: Will take an individual vote - Needs more discussion

Motion: Freeman Second: Zapata

Yes: Bobby Blount, Karen Freeman, Karla Duran, Laura Zapata, and Sonia Jasso

Motion Approved: 5-1

Opposed -Salcido

Absent: Carol Harle

Instructional Materials Discussion Summary

- **Timing:** Is it too early to determine results? Evaluation is ongoing.
- **Program Options:** Two programs under consideration—STEMscopes and another vendor—both meet the required criteria. STEMscopes is favored due to strong support from Region 20, including professional development and training, as well as cost efficiency (approximately \$40 per student).
- **Future Planning:** Additional discussions anticipated next year regarding instructional needs at turnaround campuses.
- **Content Review:** Concerns raised regarding potential biblical references; confirmation provided that materials contain no religious references.
- **Instructional Resources:** Both programs include consumable materials:

- STEMscopes: student notebooks
- Other vendor: companion books
- Teacher editions provided for both programs

V. 26-27 Certification of Provision of Instructional Materials Survey Ratification
 26-27 Certification of Provision of Instructional Materials Survey Ratification.pdf

W. Targeted Improvement Plans (TIPs)

Comments: Will discuss further and will have individual votes after discussion

Dr. Jordan explained how campuses are identified for Targeted Improvement Plans (TIPs) through state (A–F ratings of one F or multiple D’s) or federal accountability (CSI designation). TIPs follow the Turnaround Plan framework with a one-year implementation timeline and include key components such as school improvement strategies, instructional support and capacity building, performance management, and stakeholder feedback. Across campuses, strategies emphasize data-driven instruction, PLCs, coaching and mentoring, regular observation and feedback cycles, ongoing progress monitoring, monthly KPI reviews by the Office of Continuous Improvement, and consistent stakeholder communication. Focus areas include K–5 Strong Foundations (elementary), 6th grade–Algebra I HQIM implementation (middle), and Algebra I–Pre-Calculus HQIM planning (high school). Identified campuses include Colonies North, Howsman, Knowlton, Linton, McDermott, Passmore, Rhodes, Rayburn, Holmes, Jay, and Stevens.

Motion: Freeman Second: Zapata

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

Motion Approved: 6-0

Absent: Carol Harle

X. 2026 Summer Programs

Y. Dual Credit Memorandum of Understanding (MOUs)

Comments: Will discuss further and will have individual votes after discussion

Board reviewed the 3 MOUs, and felt comfortable with this process and understands why we need Dual Credit MOUs with SPC, PAC, and NVC.

Motion: Zapata Second: Salcido

Note: Passes all MOUs together

Yes: Bobby Blount, Karen Freeman, David Salcido, Laura Zapata

Vote: 4-2

4 approve – Zapata, Salcido, Blount, & Freeman

2 abstain – Duran/Jasso

1 absent – Carol Harle

Z. City of San Antonio - Alamodome Contract

6. Facilities and Operations

A. CBC Membership

CBC Process & 2026 Bond Timeline Summary

- **Nominations:** A Google Form will be distributed for submission of Community Bond Committee (CBC) nominations.
- **Timeline & Community Engagement:**

- Community town halls will occur after the bond is officially called and project scope is defined.
- Sequence: refine project list → call bond → conduct town halls → hold CBC meetings.
- Timeline for broader community notification is still under consideration.
- **Community Outreach:** Past bond efforts included meetings at every campus to ensure broad community engagement; similar outreach is anticipated.
- **Participation:** Existing contact lists will be used to invite members from both cohorts, including Leadership NISD.

B. Proposed Preliminary Project List

- High critical needs
- Increase the tax rate
- M&O rate

7. Administration

Recommended Action: Approval

Moved by: Laura Zapata; seconded by: Sonia Jasso

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

Motion Approved: 6-0

A. Consider and take possible action to amend the Northside ISD District of Innovation Plan.

DOI has been to reflect the newly adopted grievance policies. Will submit to TEA to include new policies, which will be exempted as amended under the new DOI plan

8. Superintendent

A. Future Agenda Items

Dr. Craft went over the upcoming agenda items for April.

9. 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 9:06 p.m.

A. Pursuant to Texas Government Code Sections 551.076 and 51.089, consider and discuss TxSSC intruder and detection audit.

B. Attorney Consultation pertaining to Community-Based Study.

C. Appointment of Academic Dean at Taft High School

10. Executive Session Resources

Executive Attachments

11. 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 9:56 p.m.

Action: Recommendation: Approval

Moved by: Karen Freeman; seconded by: David Salcido

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

Motion Approved 6-0

A. Appointment of Academic Dean at Taft High School

12. Adjournment

There being no further business, the meeting was adjourned at 9:57 p.m.

APPROVED ON APRIL 28, 2026