

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

**Regular Meeting of the Board of Trustees
Tuesday, April 28, 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. Recognition of UIL Theatrical Design Contest Winners

The UIL Theatrical Design Contest is a Texas-based University Interscholastic League (UIL) competition that allows students to showcase their artistic vision through the technical aspects of theater. Unlike the One-Act Play contest, which focuses on performance, this competition is centered on the design and conceptualization of a production rather than its live execution. With only 8 state qualifiers from the San Antonio area, six were NISD students.

B. Recognition of VASE State Winners

Forty-seven NISD art students advanced to the State Visual Arts Scholastic Event (VASE) competition with a total of 50 artworks.

The culminating State VASE event was held in San Marcos recently, and a number of students came home with state medals for earning high honors for their respective artworks in a very competitive field.

C. Recognition of Speech and Debate State winners

Students from O'Connor, Brandeis, and Warren qualified for the National Speech & Debate Association (NSDA) Nationals in Richmond, Virginia, which will take place from June 13-20. These students did so through their performance at the NSDA Central Texas Qualifier held at Boerne Champion on February 19-21. Additionally, students from O'Connor competed at UIL State Championships for both Student Congress in January and Policy Debate in March.

D. Recognition of Sotomayor HS Indoor Percussion, the 2026 WGI Percussion Scholastic Open World Champion

Winter Guard International (WGI) is the world's premier non-profit governing body for indoor percussion and colorguard competitions. The competitive season culminates each April with the WGI World Championships in Dayton, Ohio, which draws more than 15,000 young performers and tens of thousands of spectators. This year, 52 high school percussion groups competed in the Scholarship Open division. After 3 rounds of competition, Sotomayor Indoor Percussion was named the WGI Percussion Scholastic Open World Champion.

E. Recognition of Harlan HS Destination Imagination Team

The Destination Imagination (DI) team from Harlan High School has earned a spot at Global Finals, where they will represent both Harlan and NISD on the world stage. As the only team from NISD and the Central Texas Region to qualify, their achievement is truly exceptional.

Global Finals, set for May 21–24 in Kansas City, Missouri, brings together top-performing students from around the globe. Teams showcase their skills through STEAM-based Team and Instant Challenges, highlighting creativity, collaboration, and innovative problem-solving.

F. Recognition of Taft HS Bowling Team, State Bowling Champions

For the first time since 2019, a NISD High School Bowling Team brought home the Texas team state title. The Taft Raiders won the Varsity Team State Championship!

G. Recognition of Library Services, TLA 2026 Branding Iron Award Winner

NISD's Library Services has been selected as the Texas Library Association's 2026 Branding Iron Awards Digital Marketing winner for school libraries in recognition of its "Shoutout" Social Media Promotion. The Branding Iron Awards recognize outstanding creativity and excellence in library marketing and public relations projects.

H. Recognition of Christina Rather, 2026 National Schools to Watch Administrator of the Year
The National Forum to Accelerate Middle-Grades Reform has announced that Christina Rather, Principal at Briscoe Middle School, is the 2026 National Schools to Watch Administrator of the Year. This award is presented to exceptional educators who exemplify excellence in middle-level education.

I. Recognition of Aguila Scholars

Six NISD students have been named Aguila (Eagle) Scholars by the CECLEF Foundation and recognized for having risen above challenges, staying focused on their goals, and soaring towards opportunity.

J. Recognition of NISD Board of Trustees Future Teacher Scholarship Recipients

The NISD Board of Trustees established the Northside Trustee Future Teacher Scholarship last year. The Board will present six scholarships to students planning to enter the teaching profession.

K. Recognition of 2025-26 NISD Student Ambassadors

This is the second year of the NISD Student Ambassadors program, which brings together a select group of students, chosen through a rigorous application process, to serve as the "Face and Voice of the District." Facilitated by the Communications Dept., these ambassadors assisted with public relations and communications, representing NISD at school and community events while working alongside NISD Board members and the District's executive leadership team. Ambassadors gained valuable leadership experience, enhanced communication skills, and positively promoted NISD by engaging with students, families, staff, and the broader community.

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.

- Educator of the Year Celebrations were a great success and provided a meaningful opportunity to honor the many wonderful teachers from across our NISD campuses. The 2026 award recipients, beginning with the Northside First-Year Educators of the Year: Angie Reyes-Gonzales, a Special Education teacher at Franklin Elementary School; Gabriella Stewart, a language arts and reading teacher at Folks Middle School; and Kristin Alaniz, a science teacher at Harlan High School. These rising stars are joined by the 2026 Northside Educators of the Year, who include Melissa Tobias, a bilingual/dual language teacher at Burke Elementary School; Saul Cepeda, a science teacher at Hobby Health Science Magnet Middle School; and Patricia Zinn, a bilingual/dual language teacher at Clark High School.
- Partner of the Year Event served as a platform to honor and celebrate over 100 campus and district partners whose contributions are vital to our schools.
- Northside Communication Network recently held its final session, and district leadership wants to thank all members for their consistent engagement and honest feedback.
- Student Voice group will hold its final meeting of the year soon; district leaders continue to deeply appreciate the valuable feedback and perspectives provided by these students.

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 attended an event at Jay High School, hosted by the campus PTA, where eligible students were provided the opportunity to register to vote. Inspired by the initiative, Salcido expressed his hope that all district high schools will offer similar opportunities to encourage civic engagement among our students.
- Trustee Sonia Jasso attended several Fiesta-related events, including the parades hosted at Meyers and Knowlton elementary schools. Jasso took a moment to recognize all NISD bus drivers in honor of School Bus Driver Appreciation Day, thanking them for their commitment.
- Trustee Karla Duran shared several updates from her recent engagements, highlighting her attendance at both the Educator of the Year and Partners of the Year celebrations, as well as a visit to Knowlton Elementary. She extended her gratitude to the student groups who showcased the district's spirit during the Battle of Flowers parade and enjoyed a recent tour at Health Careers High School during a Northside Education Foundation event. Additionally, she appreciated the dialogue at a recent Town Hall held at Ross Middle School. In honor of Administrative Professionals Day, Trustee Duran thanked all district administrative assistants for their contributions. She concluded her remarks with a moment of silence to honor the memory of Raba Elementary day tutor Donna Wisniewski-Balinsat, who tragically passed away recently.
- Trustee Bobby Blount announced that the Texas Caucus of Black School Board Members recently named Joe Bishop, Associate Principal at Briscoe Middle School, as their 2026 Administrator of the Year. In addition to celebrating this achievement, Blount extended his gratitude to Burke Elementary Principal Marissa Pena for her outstanding presentation to the group. The district also celebrated a successful Solar Cars event and the conclusion of the Great San Antonio Reading Challenge. While Freedom Elementary from Southside ISD took home first place, Trustee Blount congratulated the remaining "Final

Four" campuses—Chumbley Elementary, Burke Elementary, and Kriewald Road School of the Arts (Southwest ISD)—for their incredible performance. A special thank you goes to Zinnia Bayardo and the NISD Library Services team for their vital role in making this reading event a triumph for all involved. Blount expresses his thanks to all the librarians, reading specialists, and teachers for assisting with this program that significantly impacts 3rd-grade reading proficiency and academic performance. Additionally, Blount was a judge for the annual Scarborough STAAR Pep Rally, where each teacher grade entertains students with a lip sync competition. He also attended military appreciation celebrations at Harlan High School and Tomlinson Elementary School.

- Trustee Laura Zapata shared a message of appreciation for the entire NISD community, offering a special shout-out to the dedicated students and teachers and recognizing their hard work.

- Trustee Karen Freeman highlighted the impactful partnership between NISD and the Assistance League of San Antonio, noting that the organization's Thrift Shop provides direct and meaningful benefits to students throughout the district. She extended her gratitude to Sharon Sanchez, Director of Grants and Recognitions, and her team for their diligent coordination of this collaboration. Freeman also shared her positive experience attending the successful Open House at Kuentz Elementary School, which was expanded this year to include all grade levels and featured school tours, bus rides, and a modern band presentation; she specifically praised the staff for their excellent management of enrollment and the high attendance from prospective families. Congratulations were extended to Bobby Blount for his leadership of two incredible events, Solar Cars and the Great SA Reading Challenge, which, alongside the efforts of many others, continue to promote literacy and academic excitement for the district's third graders.

- Trustee Carol Harle shared several celebrations from across the district, beginning with praise for the successful Free Book Giveaway events to be hosted at Holmes and Brennan high schools on April 30. She announced that the Northside Education Foundation (NEF) 5K Fun Run & Walk will be held Saturday, May 2, and celebrated the success of the annual Solar Cars event. Harle also extended her gratitude to the Fine Arts Department for showcasing incredible student talent during the Los Leones and Fine Arts Fest events. Special recognition was given to several ALE classes for their creative engagement—specifically for using NEF grant funds to develop a sensory classroom at Holmes HS and designing unique Fideo-themed Fiesta medals at Sotomayor HS. Special recognition to Sotomayor HS special education teacher Gina Montemayor and her students for the media feature highlighting their medal creations. Additionally, she congratulated student Zachary Carrasco and the Taft High School Bike Club for their featured appearance on a Fiesta parade float, and noted a memorable celebration at Carnahan Elementary where King Antonio joined the school's namesake, Peggy Carnahan, for Fiesta festivities. Harle expressed gratitude to Aue ES for hosting her UT San Antonio students in reading as part of the Great San Antonio Reading competition. Harle commended the Clark High School Model UN team for their performance at the Global Classrooms International competition in New York City, where the school earned the 2nd Best Delegation Award. Individual honors were earned by Dillon Hensen and Yusif Shihadeh for Best Position Paper, while Allyson Appleby, Isabella Perry, Olivia Dilger, Zachary Miller, Allison Pomeroy, and Avery Wilson were recognized as Honorable Delegates. Additionally, Thomas Greene and Alexander Widish received the prestigious Secretary General's Award for Best Delegates. She congratulated the team's advisor, Kevin Pumphrey, Clark High School Social Studies Coordinator.

4. 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.

2 - 4.A., 4- 11.D, 3- 14.C

Tammy Mendez- Middle School incident

- Clarity and accountability
 - How is equity ensured in cases involving student altercations
 - Fairness and consistency of disciplinary action
 - What standards are being used to determine punishment?
- Law Enforcement involvement
 - Under what circumstances are juveniles placed under arrest involving school incidents
 - What safeguards are in place to prevent the criminalization of student behavior
- Use of force -
 - What policies govern the use of physical restraint/force by school personnel or school resource officers?
 - How is excessive force defined, documented, and reviewed?
- Clarification on the following:
 - How does the district define and apply assault in student incidents? What criteria must be met before the student is committed of committing assault? Are all students involved treated equally? Are all students defined as initiators in a fight and subject to criminal charges?
- Alternative School-
 - Is Alternative mandatory placement for **all** students involved, or is there discretion based on circumstances, or just administrator decisions?
- Communication –
 - Lack of timely and transparent communication from the school administration team
 - What are the required notification procedures

- What mechanisms exist to hold administrators accountable when they do not follow procedures?
- Bullying policy -- There are bullying prevention policies that the district is expected to follow.
 - Procedures for reporting, investigation, and parent notification.
 - What are the formal procedures for reporting and resolving claims of bullying?
 - How are the findings documented, and how are the families informed?

Katie Curtis - AFT

Serious concerns about the consulting firm CSG (Civic Solutions Group), hired by NISD. The firm was hired 2025, by Killeen ISD.

Concerns:

- Close schools and pursue 1882 Partnerships
- Permanently reshape communities, displace students, and open the door to privatization.

We have to ask...What are we looking at: fresh analysis or familiar outcomes being applied to a new district? concerned about the data used to justify outcomes

- Direct ties to charter expansion
- State intervention board
- Systems for public schools to replace or convert
- Their own language emphasizes "student choice," which is used to advance charter growth

A district serving 98k and only survey 2% is not a fair representation of NISD families. Incomplete data leads to incomplete conclusions. We have to ask the following...

Who was surveyed?

What communities are reflected?

And what schools are the most impacted?

We understand the following: The

- AFT understands the financial challenges.
- The state is underfunding
- enrollment shift

We haven't seen full engagement from NISD to invest, stabilize campuses, and to fight for this district. AFT is calling for a community audit, not based on spreadsheets. It should be based on impact on the neighborhood, families, and students.

The board decided to move up agenda item 11. D on the agenda so citizens can speak sooner.

Reopened 4. A To have citizens speak on 14. C as a courtesy so they don't have to wait until the end of the Board meeting.

Item 14. C Consider and take possible action regarding the recommendation to terminate probationary contract employee Nicholas Haidin at the end of the contract term.

Speaking on behalf of Nick Haidin- In favor of keeping the contract in place.

Chad Gray

Trey Labella

Joey Riley

- Nick Haidin is the definition of Leadership
- 19 yrs - generation of kids he has helped grow students into athletes and good humans, and has impacted their lives forever
- Mr. Haidin has built confidence in students, helped them become disciplined, and has given them a strong foundation.
- Sought him out personally due to the impact he would have on his kids.
- Haidin builds culture, discipline, integrity, and confidence
- He has shaped the lives of students past and present.
- Haidin went out of his way for his daughter. He supported her as a new student, guided her, pushed her, and now is pursuing water polo in college
- Grave mistake to release him as a teacher and coach

5. Reports

A. District Optimization Priority Update

Trustees heard a report from the Civic Solutions Group (CSG) on their work with NISD on district optimization. The presentation shared the process underway to develop optimization priorities.

District Optimization Overview

The purpose of District Optimization is to maximize the effective use of district resources and improve outcomes for students, staff, families, and the community. Key strategies under consideration include expanding high-demand programs, implementing new programming, campus redesign, rezoning, alternative models, and potential school closure or consolidation. A focus on high-quality facilities remains central.

Guiding Priorities & Decision-Making

District Optimization is grounded in community-informed priorities that support evidence-based decision-making. These priorities ensure a consistent, objective, and holistic review of all campuses while aligning with Northside ISD's vision and values. The process integrates data, context, and stakeholder experiences.

Stakeholder Engagement

A total of 5,020 stakeholders participated, including parents/guardians (55.9%), staff (37.8%), and others (6.3%). Key priorities identified include:

- Safe and secure environments
- High-quality instruction
- Positive school culture
- Highly qualified staff and strong leadership
- Meaningful relationships
- Adequate resources and technology
- Well-maintained facilities
- Family and community engagement
- Extracurricular opportunities

All categories were rated highly (average ratings above 4.3/5), with safety and instruction receiving the highest importance.

Draft Optimization Priorities

Four priority areas will guide the evaluation of schools:

- Academic Achievement: STAAR performance, growth scores, and CCMR outcomes
- Leadership & Staff: Teacher retention, attendance, and experience
- Student Experience: Attendance, enrollment trends, and safety incidents
- Resources & Facilities: Building utilization, operating costs, and facility investment

Process Overview

The optimization process includes:

1. Initial data analysis and process introduction
2. Development and application of priorities across all schools
3. Draft scenario proposals with stakeholder feedback
4. Final recommendations and board approval
5. Implementation and long-term planning

Ongoing engagement will include district leadership, staff, advisory committees, and continued board and stakeholder feedback.

B. TASB salary market analysis study

Amy Campbell with TASB will review a presentation that explains the pay study and market analysis.

TASB Pay Study Overview

The TASB Pay Study is underway to evaluate and improve the district's compensation system to remain competitive, equitable, and financially sustainable. The process includes data collection, market analysis, and development of updated pay structures and models for improvement.

Process & Objectives

The study includes:

- Collection of current pay data and processes
- Market review using comparable districts and external data sources
- Job matching and analysis of common positions
- Development of updated pay structures and adjustment models

Key compensation objectives are to recruit and retain employees, align pay with job value, ensure market competitiveness, and control costs within budget constraints. Pay systems are structured around minimum, midpoint (market rate), and maximum ranges.

Market Comparison & Findings

- Northside ISD was compared to regional peer districts and statewide markets. Findings indicate:
- Teacher salaries are generally competitive, averaging at or slightly above market (100–103% of market rates)
- Starting and experienced teacher pay rank within the top tier of comparison districts
- Some stipend areas (e.g., secondary math/science) fall below market medians

Recommendations

TASB provided the following key recommendations:

1. Reorganize Pay Structures to simplify administration and better align with market rates, including improved starting salaries and midpoint alignment
2. Implement a General Pay Increase (GPI) with multiple cost model options to maintain competitiveness
3. Targeted Pay Adjustments to address market gaps and ensure equity, including minimum pay increases and strategic adjustments for teachers and staff

Additional Considerations

The study identified opportunities to simplify pay system components, including duty calendars, stipends, job titles, and position levels.

Next Steps

- Finalize market analysis and redesigned pay structures
- Review and adjust stipends and extra-duty pay
- Develop implementation and potential phased rollout plans in coordination with district administration

May 26 come with a recommendation

6. 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.

Consent Action for A-I

Moved by: Karen Freeman; seconded by: Laura Zapata

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

Motion Approved 6-0 Carol Harle had stepped away.

- A. Minutes from the Meetings of March 2026
- B. Awarding of Bids, Request for Proposals, and Purchases over \$100,000
Recommended Action: Approval
Bids and Requests for Proposals are presented to the Board in accordance with Board Policy CH (Legal) and CH (Local).
Purchases over \$100,000 are presented for approval.
Bids, RFP, and Purchases over \$100,000 for the Month of April.pdf
- C. Quarterly Investment Report for the Period Ending February 28, 2026
- D. Contractor for Air Handler Replacements - Locke Hill ES - IDQ RFP #2024-116 Project #26-001-116
- E. Contractor for Drainage Upgrades - Mead ES - IDQ RFP #2022-164 Project #26-002-164
- F. Contractor for MAC (Moving/Adding/Changing) Telecommunications Cabling - Various Campuses - 2026 Summer Portables - IDQ RFP #2022-127 Project #26-004-127
- G. Contractor for Portable Relocations - Various Campuses - 2026 Summer Portables - IDQ RFP #2025-124 Project #26-002-124
- H. Contractor for Sidewalk Modifications - Boldt ES - IDQ RFP #2022-164 Project #26-001-164
- I. Change Orders

7. Curriculum and Instruction

- A. Dashboard Demonstration

Lisa Armstrong gives a demonstration on how to navigate through DecisionEd to the Board and explains how to use the filters. The dashboard will provide campus and district data.

This will give access to the following:

- Enrollment
- Assessment
- Attendance
- Discipline
- STAAR Data
- CCMR Data

8. Facilities and Operations

- A. Amendment #1 - GMP - Cafeteria/Kitchen & Athletic Replacement - Oliver Wendell Holmes HS - RFCSP #2025-021--Type: Approval

Amendment #1 for Cafeteria/Kitchen & Athletic Replacement GMP at Oliver Wendell Holmes HS is presented by Jacob Villarreal

- This is 1 of 2 phase project
- Reconstruction of the building was most favorable
- Demo of buildings
- Foundation prep
- Phase two will follow after
- Funded by the 22 Bond

Recommendation: Approval

Moved by: Sonia Jasso; seconded by: Laura Zapata

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

Motion Approved 7-0

9. Business and Finance

- A. FY27 budget planning update
Type: Information

Board policy BAA (Legal) and Texas Education Code 44.004 list as a specific responsibility of the Board to adopt an annual budget. The discussion will include a budget status update and steps to be completed.

Megan Bradley, Deputy Superintendent for Business and Finance, gave a status update on the budget planning for FY27. Budget assumptions included a projected student enrollment of 95,461; that no school closures would occur during the 2026-27 school year; and that student-teacher ratios would remain the same at this time. Input for possible budget reductions was received by campus principals and Cabinet members, as well as a TASB salary study comparing salaries to the market and a stipend review. A Voter-Approved Tax Rate Election (VATRE) was also discussed.

FY27 Budget Development Overview

The administration presented initial assumptions and planning steps for the FY27 General Fund Budget. Student enrollment is projected at 95,461 for the 2026–2027 school year. Current staffing ratios, including student-teacher ratios, will remain consistent with FY26, and no school closures are planned for FY27

Budget Development Process

District leadership is actively identifying priorities and potential reductions:

- Principals were surveyed to identify programs and services to protect, as well as areas for possible reductions
- Cabinet members were tasked with proposing districtwide reductions, focusing on overall organizational efficiency rather than departmental interests
- The TASB salary study is being incorporated to review market competitiveness of salaries and stipends

FY27 Budget Planning Assumptions

Preliminary planning models assume no significant changes in enrollment or property values from FY26. Budget reduction targets will be determined net of any required cost increases.

Voter-Approved Tax Rate Election (VATRE)

The Board may call a VATRE by adopting a maintenance and operations tax rate above the voter approval threshold (Maximum Compressed Rate plus enrichment).

- Revenue generated from a successful VATRE would be included in the adopted FY27 budget
- Expenditures tied to VATRE revenue will not be implemented until after voter approval in November 2026.

Efficiency Audit Update

The district has initiated an efficiency audit to evaluate operations and identify cost-saving opportunities. Key milestones include:

- May 31, 2026: Engagement letter executed
- June 5, 2026: Peer districts identified using TEA tools
- By July 10, 2026: Draft report submitted for superintendent and management review
- Week of July 24, 2026: Finance Committee review meeting
- By August 31, 2026: Audit completion within required 90-day timeline
- September–October 2026: Public presentation of results
- November 2026: VATRE public vote

Next Steps

Administration will continue refining budget scenarios, incorporating audit findings, stakeholder input, and compensation study results, with updates to be provided to the Board throughout the budget development process.

B. Efficiency Auditor Selection

Type: Approval

In accordance with CCG Legal, the Board of Trustees must select a qualified auditor to conduct an efficiency audit prior to adopting a tax rate that would lead to a VATRE. The administration recommends entering into an agreement with Whitley Penn for this review.

Northside ISD Efficiency Audit Timeline

The district has initiated an efficiency audit to evaluate operations and identify potential improvements. Key milestones include:

- May 31, 2026: Execution of engagement letter
- June 5, 2026: Identification of peer districts using TEA tools, subject to management approval
- By July 10, 2026: Delivery of full draft report for district management and superintendent review
- Week of July 24, 2026: Meeting with Finance Committee to review findings
- By August 31, 2026: Completion of the efficiency audit in compliance with the 90-day requirement
- September–October 2026: Presentation of results to the public during a board meeting
- November 2026: VATRE public vote

Action Item

Moved by: Karen Freeman Second by: Sonia Jasso

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

Motion Approved 7-0

C. Resolution amending the ESC10/RAMS contract
Type: Approval

The Board approved a resolution to amend the Education Service Center (ESC) Region 10/RAMS 457 Cooperative Master Plan agreement to allow employees to utilize an after-tax contribution investment plan.

Action Item

Moved by: Sonia Jasso; seconded by: Carol Harle

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

Motion Approved 7-0

10. Administration

A. Resolution for Senate Bill 546 Reporting on School Bus Seat Belt Costs

Senate Bill 546, passed during the 89th Texas Legislature, requires that all school buses be equipped with three-point seat belts for every passenger, including the driver by September 1, 2029. Administration will present the information required for reporting to the Texas Education Agency.

Per Texas Senate Bill 546, all school buses (owned or contracted) must be equipped with 3-point seat belts for every passenger and the driver, with full compliance required by Sept. 1, 2029. If a District is unable to meet standards due to budget constraints, they must report the estimated costs to TEA by the end of this school year. NISD operates the second-largest fleet of school buses in Texas. To retrofit 290 out of the 654 non-compliant buses, it would cost the district around \$8.8 million.

Action Item

Moved by: Bobby Blount; seconded by: Carol Harle

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

Carried 7-0

11. Superintendent

A. KSAT 12 Interview: Dangerous Lessons

Type: Informational

The remark was taken out of context. The news company admitted they misused this soundbite. Karla recommends we move to the May 26th executive session to include counsel.

B. Discussion Internal Audit Services pertaining to Hiring Processes, Student Safety and Employee Compensation

Type: Informational

Internal Audit is an independent and objective function that provides both assurance (evaluating how well systems and processes work) and consulting (recommending improvements). It examines operations across the organization to identify risks, ensure compliance, and improve efficiency.

Unlike an external audit, which focuses on financial statement accuracy, an internal audit takes a broader, 360-degree view—covering operations, asset security, compliance, and performance.

For Texas school districts, the internal audit must report directly to the Board of Trustees, ensuring independence.

An effective internal audit program:

- Identifies risks early
- Improves operational efficiency
- Ensures proper use of funds
- Supports compliance and accuracy
- Builds stakeholder confidence

Key components include:

- A defined audit universe (finance, HR, operations, IT, academics, etc.)
- A structured audit lifecycle (risk assessment → audit → follow-up)
- Detailed audit reports with findings and recommendations
- A formal implementation process with board oversight

Programs can be in-house or outsourced, each with trade-offs in cost, expertise, and accessibility. Ongoing tracking (e.g., dashboards) ensures accountability and follow-through on audit recommendations.

Pros and Cons of going internal and external

- Finding an individual with expertise across all areas
- Subcontract the external
- Reports directly to the Board of Trustees
- Only 3 applicants
- Job posting left open
- Hybrid option

C. Future Agenda Items

Type: Informational

Dr. Craft goes over the upcoming Board agenda items for the May 26th agenda.

D. District Policy: Naming of Facilities CW(LOCAL)

Type: Discussion and Possible Action

Citizens to be Heard

Opposed to the name change of Colonies North ES

- Steve Goodson
- Carolyn Hoffman
- Dancee Bowers
- Margaret Voros

Reasons for opposed name change

1. longing & meaningful history
2. Identity for those before and current
3. Recently underwent renovation
4. No connection to the campus
5. Rebranding cost
6. Community feedback - 441 No's
7. Overflow and Newcomers represented by 400 students and 25 countries

Community members demand that a final and transparent decision be made on this agenda item. Community also states if the Board doesn't stay true to policy and procedures and listen to community members, the trust would be lost in NISD and the Board.

Action Item

Moved by: Carol Harle; seconded by: Laura Zapata

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

Motion Approved 7-0

12. 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 11:23 pm

- A. Pursuant to Texas Government Code Sections 551.076 and 551.089, consider and discuss TxSSC intruder and detection audit.
- B. Consideration and Discussion concerning Superintendent's Recommendations regarding Administrative Staff Contracts
- C. Consideration and Discussion concerning Superintendent's Recommendations regarding probationary Professional Educator Contracts, One-Year Term Professional Educator Contracts, One-Year Term Professional Educator Contracts and Two-Year Term Professional Educator Contracts
- D. Pursuant to Texas Government Code Sections 551.071 and 551.074, attorney consultation regarding legal issues related to and discussion regarding recommendation to terminate probationary contract employee Nicholas Haidin at the end of the contract term.
- E. Appointment of Principal at Adams Hills Elementary School
- F. Appointment of Principal at Linton Elementary School
- G. Appointment of Associate Principal at Beard Elementary School
- H. Appointment of Associate Principal at Northwest Crossing Elementary School
- I. Appointment of Associate Principal at Boone Elementary School

- J. Appointment of Associate Principal at Henderson Elementary School
- K. Appointment of Associate Principal at Marshall LMS HS
- L. Appointment of Director of Risk Management

13. Executive Session Resources

Executive Attachments

14. 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 12:12 a.m.

Consent Action A-B & D-K

Moved by: Bobby Blount; seconded by: Karen Freeman

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

Carried 7-0

A. Consideration and Discussion concerning Superintendent's Recommendations regarding Administrative Staff Contracts

B. Consideration and Discussion concerning Superintendent's Recommendations regarding probationary Professional Educator Contracts, One-Year Term Professional Educator Contracts, One-Year Term Professional Educator Contracts and Two-Year Term Professional Educator Contracts

C. Consider and take possible action regarding the recommendation to terminate probationary contract employee Nicholas Haidin at the end of the contract term.

I move to terminate the probationary contract of Nicholas Haidin at the end of the contract term to serve the best interest of the District, and further move to authorize the Superintendent to provide written notice to Nicholas Haidin of this Board action as required by law.

Action Item

Moved by: Carol Harle; seconded by: Bobby Blount

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

Motion Approved 7-0

- D. Appointment of Principal at Adams Hill Elementary School
- E. Appointment of Principal at Linton Elementary School
- F. Appointment of Associate Principal at Beard Elementary School
- G. Appointment of Associate Principal at Northwest Crossing Elementary School
- H. Appointment of Associate Principal at Boone Elementary School
- I. Appointment of Associate Principal at Henderson Elementary School
- J. Appointment of Associate Principal at Marshall LMS High School
- K. Director of Risk Management

15. Adjournment

There being no further business, the meeting was adjourned at 12:14 a.m.

APPROVED ON MAY 26, 2026